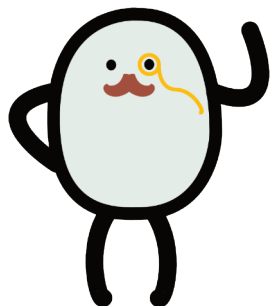


Contribute Effectively to Your School

Focus on the results and the value you can add to your school, not on the effort you put in!

One of the biggest failures that new leaders face is that they don't change once they become leaders. They don't re-prioritize. You need to change old habits and make the school your focus in order to make a successful transition.

Contributions



Ask yourself "What can I contribute that will add significantly and positively to performance and results of the school?" This will redirect your energy to the organization rather than to yourself.

In a school 'performance' and 'results' look like improved well-being, grades and graduation rates amongst your students. It looks like teachers with a positive work-life balance. It looks like teachers are renewing their contracts.

Ask yourself "where is there unused potential in the school?" and then go find it!

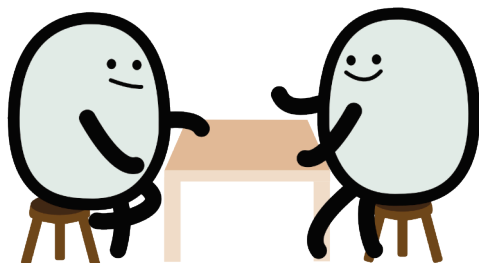
There are **three key areas** that you need to direct your contributions towards:

1. Direct results
2. Building of values and their reaffirmation
3. Developing your people.

You cannot ignore any of these key areas, as they are the lifeblood of your school. To ignore them, is to let them suffocate.

Make it your priority to focus on these areas, starting with results!

Results, Values and People



1. Results: the most important of the three key areas to focus your contributions on are the results. These are the grades and graduation rates of your students. Increased enrollment. Harder to spot results would be an improved sense of well-being amongst the student body, less reported incidents of bullying, students acting with academic integrity whilst utilising advances in technology.

Personally, I have a guiding question here when I make decisions that involve students which is "Am I doing this in the best interests of the students?" If my answer is yes, then I proceed.

2. Values: these are commonly found in a school's vision and mission. What does your school stand for?

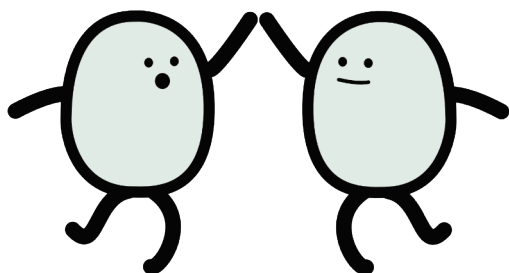
Provide support for how to live up to the values, for all of the community. Ignore your school's values and the culture will become directionless and lose sense of itself.

3. People: your teachers and administrative staff need to be invested in. You are preparing the next generation of leaders to lead schools when the current generation leaves. Empower and lift up your people whenever you can. Look for ways to give them responsibility and exposure to making key decisions.

Ask your people:

"What contribution do you need from me for you to make your contribution to the school?" & "When do you need this, how do you need it, and in what form?"

Relationship Requirements



Follow the **four basic requirements** for effective human relations.

1. Communications - these are with your people. Ask them directly :

- What should I expect from you?
- How should I hold you accountable?
- How do you work best?

2. Teamwork - get your people to hold themselves responsible by asking "Who has to use my output for it to become effective?" The best teams are made up of a diverse set of people with different skill sets. Create positive environments for them to thrive in.

3. Self-development: to increase the performance of the school, provide your people with the following questions to answer:

- What self-development do I need?
- What knowledge and skill do I need to acquire to make my contribution effective?
- What strengths can I use?
- What standards will I set for myself?

4. Development of others: seek out ways for your people to set high expectations for themselves. If they set the bar high, they will grow as they strive to hit the target!