



# UASSP NEWSLETTER

Utah Association of Secondary School Principals

**Fall 2018**

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**Kim Searle**

When we find ourselves in the eye of a storm, everything in our immediate environment is eerily calm while all around the edges chaos swirls. In those moments, as the storm rages, we close our eyes, we take a few breaths, we gather our strength and prepare for what comes next. We are present in the moment, focused on what we must do with a clarity of purpose that empowers us to choose our own destiny and emboldens us to stand against all odds. This is the essence of empowerment and resilience through mindful leadership.

When our students die by accident, or acts of violence committed by others, we grieve those losses openly, we rail at the unfairness and question the wisdom of our higher power. But when our kids take the lives of their peers, or take their own lives, we are caught in a whirlwind of why? We look for someone or something to blame and regardless of how our kids die, the empty desk is an object lesson in the loss of promise. The chaos that ensues leaves everyone in its wake feeling beaten, bruised and at a loss as to how to move forward. There are always more questions than answers.

## UASSP President

Theme for 2018-2019

*“The Eye of the Storm, Empowerment and Resilience Through Mindful Leadership”*

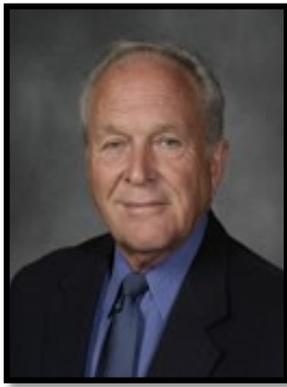
Immersed in the moment, all one can think of is how important it is to reach out to those who are suffering, how invaluable it is to share the burden of another's grief. These actions serve to empower individuals to reach out to others in times of despair, these are the underlying behaviors exhibited in mindfulness. Mindfulness is defined as paying attention in a particular way: on purpose, in the present moment and non-judgmentally (Kabat-Zinn, 2018). So, for me, when one practices Mindful Leadership, one is practicing the art of being present, (and as defined by the Institute for Mindful Leadership) of cultivating focus, clarity, creativity, and compassion in the service of others. By truly being present in the moment, by listening with intent and without judgment, we can focus on the needs of our people (students, parents, teachers, counselors, school psychologists, colleagues and our school community), meet our people where they are emotionally and provide them with the level of support they need to become stronger, more confident individuals. As we practice Mindful Leadership, we improve our ability to be present in the moment. As a result, we are more attuned to our environment, our people, and their needs. As we establish cultures where people are encouraged to be creative, to think outside the box, to embrace failure not as an end,

but as a means to excellence, we begin to cultivate resilience. As school leaders, the world is coming at us at a hundred miles an hour, twenty-four/seven. We are required to carry cell phones so we can be reached at any time. We are bombarded by email, phone calls and people popping in with a “quick question.” It is easy to be distracted, to get lost in the cacophony that is the day in and day out of school leadership. So, maybe, every once in a while, we need to shut our door, take some deep breaths and give ourselves a few minutes to slow the world down, be present in the moment and pay attention to ourselves with purpose and without judgment. As Simone Weil said, “Attention is the rarest and purest form of generosity,” and it is a gift worth giving ourselves.

I wish you well my friends!  
May we empower those we serve to be their unique, authentic selves and to be resilient in the face of adversity.

**Kim Searle**  
UASSP President





## "READY, SET, GO!"

Executive Director's Message  
Carl Boyington

With shock and awe the school bell sounds and the new year is off and running! Isn't it exciting to see the eagerness of the students as they meet their new teachers and get reacquainted with friends from last year? There may be a new teacher or two who might be rookies and need some professional mentoring, or they may be old-hands and just need an occasional pat on the back for a job well done. The custodial staff has the building shiny and clean. The Secretaries are smiling and eager to assist the students, teachers and parents, insuring the new year is positive for all.

There is something exciting about the Sports Season getting started—the roar of the crowd at a football game or other athletic events. The parking lot is no longer empty and the hustle and bustle of the students in the halls is contagious.

How great it is to be a school Administrator!

This year at the NASSP Conference in Chicago, we heard Adolph Brown tell us about the importance of recognizing that everyone has two back packs—one that we see and one that we don't. The one we don't see has many things in it that may be hindering a persons' ability to perform at their highest level. It may be hunger, family issues, 'Cipher in the Snow' issues , etc. We need to be mindful of this second back pack as we try to motivate and help this person to be the best they can be. We need to remind our teachers and staff that each student has a second backpack. This certainly adds to the excitement of the new school year. As Administrators, you will be faced with many challenges, and you will experience many thrills, that is what School Administration is all about.

The new year is also very rewarding for UASSP. We have a new president, Kim Searle, and new board members who are working hard to insure a very positive and productive year for the members of UASSP.

Let us remind you that we register online, and that our elections and

nominations are also conducted online.

Be sure to watch your email for alerts to deadlines for various events that take place online. We will have the very best professional development available for you at our conferences.

**To be part of this great year, we ask you to do the following:**

1. **Complete your membership registration now: [www.uassp.org](http://www.uassp.org)**
2. **Be sure your email is included and correct.**
3. **Watch your emails for alerts to activities such as nominations and voting.**
4. **Plan to attend the conferences , they will be great!**

The four items above can assist you professionally. This is your opportunity to have a say in your organization, UASSP. You can also learn about new programs and share ideas with your colleagues.

Stephen Covey would say, "This is a great way for you to *Sharpen Your Saw!*"

## Conference Dates to Remember

Secretaries Conference  
Asst. Principal's Conference  
Mid-Winter Conference  
Summer Conference  
NASSP Conference

October 4, 2018  
November 8th, 2018  
January 28-30th, 2019  
June 11-13th, 2019  
July 18-20th, 2019

Thanksgiving Point (The Show Barn)  
Thanksgiving Point  
Dixie Center  
Park City Marriott  
Boston, MA



# JON GORDON'S WEEKLY NEWSLETTER



POSITIVE STRATEGIES TO FUEL YOUR LIFE AND CAREER

## 4 WAYS TO CREATE A CULTURE OF GREATNESS

To build a winning team and a successful organization you must create a culture of greatness.

It's the most important thing a leader can do because culture drives behavior, behavior drives habits and habits create the future. As the leaders at Apple say, "Culture beats strategy all day long."

When you create a culture of greatness you create a collective mindset in your organization that expects great things to happen - even during challenging times. You expect your people to be their best, you make it a priority to coach them to be their best and most of all you create a work environment that fuels them to be their best.

A culture of greatness creates an expectation that everyone in the organization be committed to excellence. It requires leaders and managers to put the right people in the right positions where they are humble and hungry and willing to work harder than everyone else. A culture of greatness dictates that each person use their gifts and strengths to serve the purpose and mission of the organization. And it means that you don't just bring in the best people, but you also bring out the best in your people.

If you are thinking that this sounds like common sense, it is. But unfortunately, far too many organizations expect their people to be their best, but they don't invest their time and energy to help them be their best nor do they create an environment that is conducive to success. They want great results, but they are not willing to do what it takes to create a culture of greatness.

Here are 4 ways to start cultivating it:

1. A culture of greatness requires that you find the right people that fit your culture. Then you coach them, develop them, mentor them, train them and empower them to do what they do best. As part of this process you develop positive leaders who share positive energy throughout the organization because positive energy flows from the top down.
2. You don't allow negativity to sabotage the moral, performance and success of your organization. You deal with negativity at the cultural level, so your people can spend their time focusing on their work instead of fighting energy vampires.
3. You focus on communication (because [where there is a void, negativity will fill it](#)). Communicate. Communicate. Communicate.
4. You build trust and [create engaged relationships](#) that are the foundation upon which winning teams are built.

If creating a culture of greatness sounds like a lot of work, it is, but not as much work as dealing with the crises, problems and challenges associated with negative, dysfunctional and sub-par cultures. While most organizations waste a lot of time putting out fires you can spend your time building a great organization that rises above the competition.

- Jon Gordon

# ADDRESSING THE CHANGING ROLE OF THE SCHOOL LEADER

## NASSP Professional Development Programs

In response to the feedback NASSP has received from its membership and the results of the NASSP and AASA surveys, NASSP has developed professional development programs that meet the needs of school leaders. To provide school leaders with the type of executive leadership development they desire, in the formats they seek, NASSP has formed a powerful collaboration with McKinsey Academy to create a professional development program that combines best-in-class management training with premier leadership development: The McKinsey Management Program for School Leaders.

This leading-edge, online program offers breakthrough content covering the most important aspects of organizational leadership contextualized to an educational setting. Using a dynamic online platform and research-based pedagogy, participants walk away with the real-world solutions they need to revolutionize their schools.

Each five- to eight-week course in the program utilizes best-in-class techniques to develop specific management capabilities as well as provides tools, techniques, and real-life examples to enrich school administrators' leadership skills.

The program also leverages the power of professional learning

communities through online discussion forums and graded group work to connect principals with their peers from across the country and continues the learning and networking opportunities with alumni events after participants have successfully completed a course.

The participants identified the following areas as somewhat, to very valuable, for them to receive professional development: team management (83 percent); communicating for impact (79 percent); and mastering challenging conversations (78 percent).

These areas are addressed through the McKinsey Management Program for School Leaders, which includes 5 to 8 week courses around each of these key school leadership management skills. Participants who took the full three-course program during the 2016–17 school year, reported very positive results:

- 100 percent of participants felt the courses covered the most critical skills school leaders need to succeed
- 100 percent felt better prepared to lead their organization as a result of the program
- 9 out of 10 participants would recommend the program to a colleague

The McKinsey Management Program for School Leaders aligns to ESSA's Title II requirement that funds are dedicated to improving principal quality and directly satisfies the requirements of the ESSA-defined Tier IV of Effectiveness.

Conclusion, as the role of school leaders has gotten more complex, both school and district leaders recognize the importance of high-quality professional development that incorporates training in executive leadership skills.

As the CEOs of their school, principal's are responsible not just for the academic instruction and environment in their school building, but also for the management of their team, school operations, and internal and external stakeholder communications.

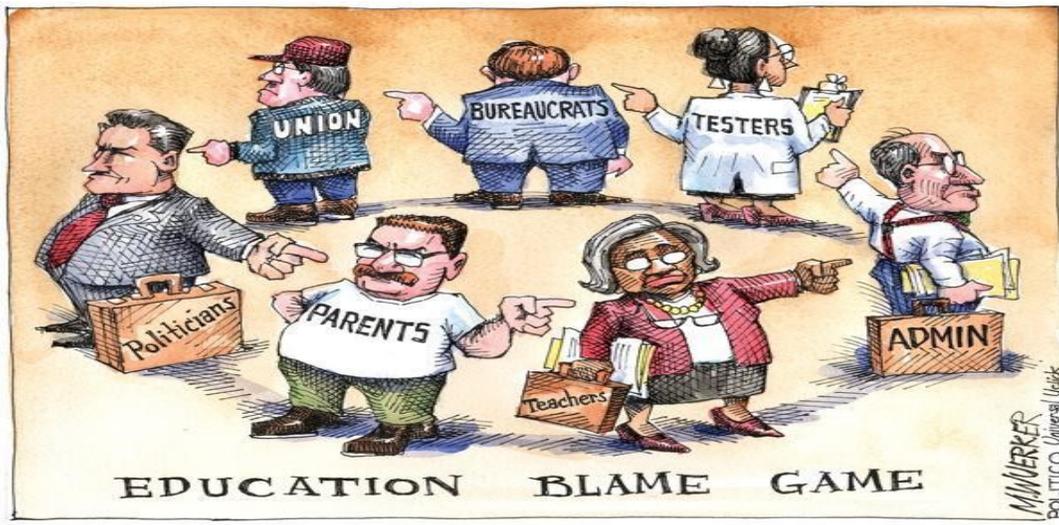
With the many roles that school leaders play, it is imperative that district and school leaders collaborate together to identify professional development programs that augment the skills principals need in successfully and effectively leading their schools to positively impact student outcomes.

For more information about the McKinsey Management Program for School Leaders, visit [www.nassp.org/mmpsl](http://www.nassp.org/mmpsl).

This



Not This



Equals This



# UASSP Summer Conference—2018

*Park City, Utah*



Utah Association of Secondary School Principals

# *Assistant Principal's Conference*

## *Pre-Registration Form*

**When: Thursday, November 8th, 2018**

8:30 a.m.	Registration ( <i>Continental Breakfast</i> )
9:00 a.m.	Welcome
9:10 a.m.	Workshop Presenter — To Be Announced
10:15 a.m.	Break
10:30 a.m.	Panel Discussion
12:00 p.m.	Lunch — Sponsored by Jostens
12:45 p.m.	Workshop Presenter — To Be Announced
2:30 p.m.	Conclusion and Drawing for Prizes



**Where: Thanksgiving Point Garden Room**

3003 N Thanksgiving Way  
Lehi, UT 84043

**Cost: Pre Registration Fee — \$100.00**  
*(Cost includes Continental Breakfast, Luncheon, and Door Prizes)*

**Deadline for Registration — October 31st, 2018**  
*For more information, call UASSP office at (801)402-0581 or (801)402-0583*

*Check Website for updates to the program...[www.uassp.org](http://www.uassp.org)*

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**Please send this registration form along with a check to:**

**UASSP  
525 East 300 South  
Kaysville, UT 84037**

Name: \_\_\_\_\_

School: \_\_\_\_\_ District \_\_\_\_\_

School Address: \_\_\_\_\_  
Street Address City/State Zip

School Telephone: \_\_\_\_\_ Fax: \_\_\_\_\_

Email Address: \_\_\_\_\_ *(to receive registration Confirmation)*

Payment : **\$100.00** Mail check with this form or go online to [www.uassp.org](http://www.uassp.org) for online registration with a credit card.

*Utah Association of Secondary*

*School Principals*

*525 East 300 South*

*Kaysville, UT 84037*

*Phone: 801-402-0583*

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