

Professional Development Plan for All Staff, 2022 – 2023

Strategic Plan:

Our Belmond-Klemme Strategic Plan for continuous improvement contains three overarching strategies. The third strategy speaks to our need to improve the adult culture of two buildings. It states:

“3) We will improve the culture and climate of our buildings for our students and staff.”

Background:

Last year, our Teacher Leadership Cadre (TLC) requested and the school board granted permission to utilize *INspired Leadership* to help us generate a more positive and effective adult culture in our school system. We engaged in their three-step process:

Step One was an *IN*ternal Culture Audit.

Facilitators help gauge the current and desired levels of energy, engagement, and satisfaction in the workplace and provide the organization with the data to help identify the root causes of the undesirable.

Step Two involved training for all staff.

The *INspired Leadership* team helped staff learn about seven levels of energy and get really clear about how self-leadership impacts leading others. This training was for every employee.

Step Three included ongoing leadership coaching.

Review of the Past Year (2021 – 22):

The *INspired Leadership* program in which we were involved this year (and included training for the school board) resulted in mixed reviews from staff. *INspired Leadership* focused on our TLC teacher leaders. The TLC has high praise for it. However, the messages of *INspired Leadership* did not reach down into much of the staff. Staff were split in opinions on the program's effectiveness. Many were left feeling ambivalent toward it.

The design of the *INspired Leadership* program is for the TLC—who received the bulk of the intense training this year—to carry the message forward by themselves in the coming year. Many TLC members do not feel prepared to do this. Some question how they will find the time while also working their usual full-time duties.

Plans for the Coming Year (2022 – 23):

The TLC wants to continue *INspired Leadership* for the sake of consistency and continuity, but they also say they need additional support. They have asked to continue with Step Three of *INspired Leadership* which includes ongoing leadership coaching. The cost is \$6,000 for the coming year and can be paid from teacher professional development funds.

Step Three includes ongoing leadership coaching.

Many people come to coaching with an “outer” goal in mind—for example, maybe they want a promotion, less conflict with a colleague, or greater success. *INspired Leadership* coaches start the process *IN*side—where the root of most challenges and blocks to success begin. Individuals can experience on-demand coaching to navigate the stress of implementing sustainable change as well as committed long-term coaching. Coaching is for anyone, not just the leaders by title, because leading oneself well is a cornerstone to leading others well.

Coaching includes:

- Examining limiting beliefs/ fixed mindsets,
- Identifying barriers to progress,
- Aligning values and expectations,
- Problem solving to seek/create solutions, and
- Committing to action and accountability.

However, the TLC teachers would also like on-site support to continue the culture and climate work going forward into the coming year. They are recommending we contract with *Top 20 Training* out of the Twin Cities. The cost for each of three days is \$7,000 or \$21,000 total for the coming year, and it can also be paid from teacher professional development funds.

Top 20 Training:

Top 20 Training provides simple, yet powerful concepts, exercises and materials to rebalance thinking at the most basic level. Tapping into the insights of social-emotional training, *Top 20* helps bring out the best in individuals, families, teams and organizations, so that all can reach their highest potential and make a positive difference in the quality of their lives, relationships and experiences.

Recommended Action:

I recommend the Board support the decision of our Teacher Leadership Cadre and move to contract with *INspired Leadership* of Wichita, Kansas, for ongoing leadership coaching at a cost of \$6,000.

I further recommend the Board move to contract with *Top 20 Training* of St. Paul, Minnesota, for on-site support at a cost of \$21,000.