

**ASCEND**

**(( (●) )) LIVE**



**Baseline Data Now**

October 10, 2021



## Our Essential Question



How can I establish baseline data  
for my future accomplishments  
by setting goals based on current  
problems & opportunities?



# Students Are Struggling



some teachers are so disengaged. They ignore poor hallway behavior. Crazy behavior can be going on right next to them and they say and do nothing. Tense interactions between students will escalate into altercations. When we pull up cameras, teachers stand by and don't step in to stop the behavior. It's disheartening. But I can kind of understand at the same time. Teachers have been getting verbally attacked by parents. Their kids are right and the teacher is wrong—or handled it wrong in "their opinion." It's a lose-lose situation. Really hard times in education. ❤️

Many of our students returned to in person learning last Fall and more came back in the Spring. Those students are doing great! The students who were virtual since March of 2020 are off the chain.

Absolutely! I've had 11 suspensions in 3 weeks. I did not even have 11 in total for the full year last year. Kids are physically aggressive this year. Most of our young students lack coping skills, social skills, and parents have given up. Our society is in crisis.

I do think it's affected their behavior but it has also affected teachers reactions to the behaviors!

Most definitely. No boundaries—they feel they can say and do whatever to whomever. There is no rule that can't be broken. No limits on misbehavior. Saying and doing outrageous and inappropriate things. Unfortunately, parents have been acting this way too.

Yes! Teachers act almost helpless right now. We are asking they do a bit of digging into attendance/home life/etc before contacting admin for behavior help and they are outraged at the 'extra work'. Relationships need to be developed before anything is going to improve!! 🙄



# Reframing the Struggle



The worse things are now,  
the more they can improve  
between now and hiring season.



What's Bad Now?



Comment on Facebook  
or text me:

501-222-4415





# What's Bad Now?

- Student attendance
- Staffing
- Staff attendance
- Bullying
- Classroom behavior
- Staff culture
- Grades
- Motivation
- Lesson planning
- Tardies
- Family engagement
- Referrals
- Hallways



This Is The Work



Solving the most pressing problems  
facing your school is your job.





# Getting Proactive

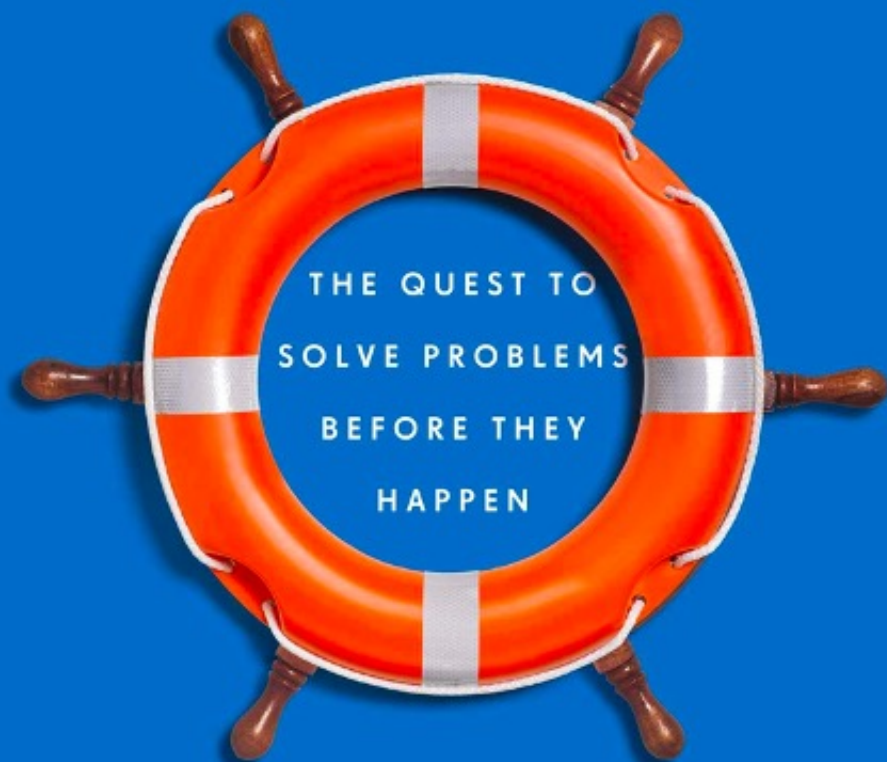
- Don't just respond to the problem
- Look upstream
- Address the root causes of problems

[PrincipalCenter.com/dan-heath-upstream](https://PrincipalCenter.com/dan-heath-upstream)



# PRINCIPAL CENTER RADIO

# Upstream



THE QUEST TO  
SOLVE PROBLEMS  
BEFORE THEY  
HAPPEN

## DAN HEATH

*New York Times* bestselling coauthor of  
*Made to Stick* and *Switch*



# Résumé Bullets



- 4-7 bullets per job
- Detailed, with related accomplishments clustered together
- Accomplishments, not duties



# Typical AP Duties

- Transportation
- Attendance
- Discipline
- Standardized testing





# What's Wrong With Duties?



- They don't distinguish you from other candidates with similar experience
- They're not new information to the hiring team
- They're about the job you *held*, and don't convey your readiness for the job you're *seeking*



# Accomplishments, Not Duties



Which is a more compelling bullet?

- “Discipline”
- “Handled discipline for all 9<sup>th</sup> graders, applying consequences according to discipline matrix.”
- “Implemented restorative justice program to reduce out-of-school suspensions, resulting in a 50% increase in peer mediation and a 63% decrease in the number of students receiving out-of-school suspension from October 2021 to January 2022.”



# Accomplishments



- Specific projects that you completed, worded in the past tense
- Include results/outcomes, if compelling
- Give yourself an active role: *Developed, implemented, created, overhauled....NOT worked with, participated in, served on, collaborated to...*
- For interviews: turn it into a story



# Accomplishment Bullet Examples



- Reduced monthly out-of-school suspensions by 32% from Fall 2021 to Spring 2022 by implementing Innocent Classroom training for staff and working with students to develop personalized support plans.
- Developed an early attendance intervention system to identify and provide targeted support for students at risk of disengaging with school, increasing average daily attendance from 97.2% to 98.7%, and reducing active truancy cases from 17 to 4 from Oct 2021 to Jan 2022.



# Verb Tense



- Avoid present-tense verbs like “Develop” or “Developing”
- Word *everything* in the past tense so it reads as an accomplishment: “Developed new system...”
- Describe *current* role in past-tense to convey readiness for new role



# Verb + System



## Verb:

developed  
created  
obtained  
provided  
set up  
established  
arranged  
refined  
overhauled

## System:

a system  
a protocol  
a procedure  
a process  
a team  
a committee  
a partnership  
a grant  
a program

a multi-tiered system of support  
a curriculum  
a pilot project  
a summer program  
a professional development series  
a training for staff  
a staff training



# Accomplishment Formula



*Did X, resulting in Y*



# Accomplishment Formula



*Verbed a system, resulting in #% increase/decrease from \_\_ to \_\_.*



# Let's Practice!



Practice writing a future accomplishment bullet with:

- Verb + System addressing a current problem
- Baseline data (estimated)
- Outcome data (desired, Jan 2022)



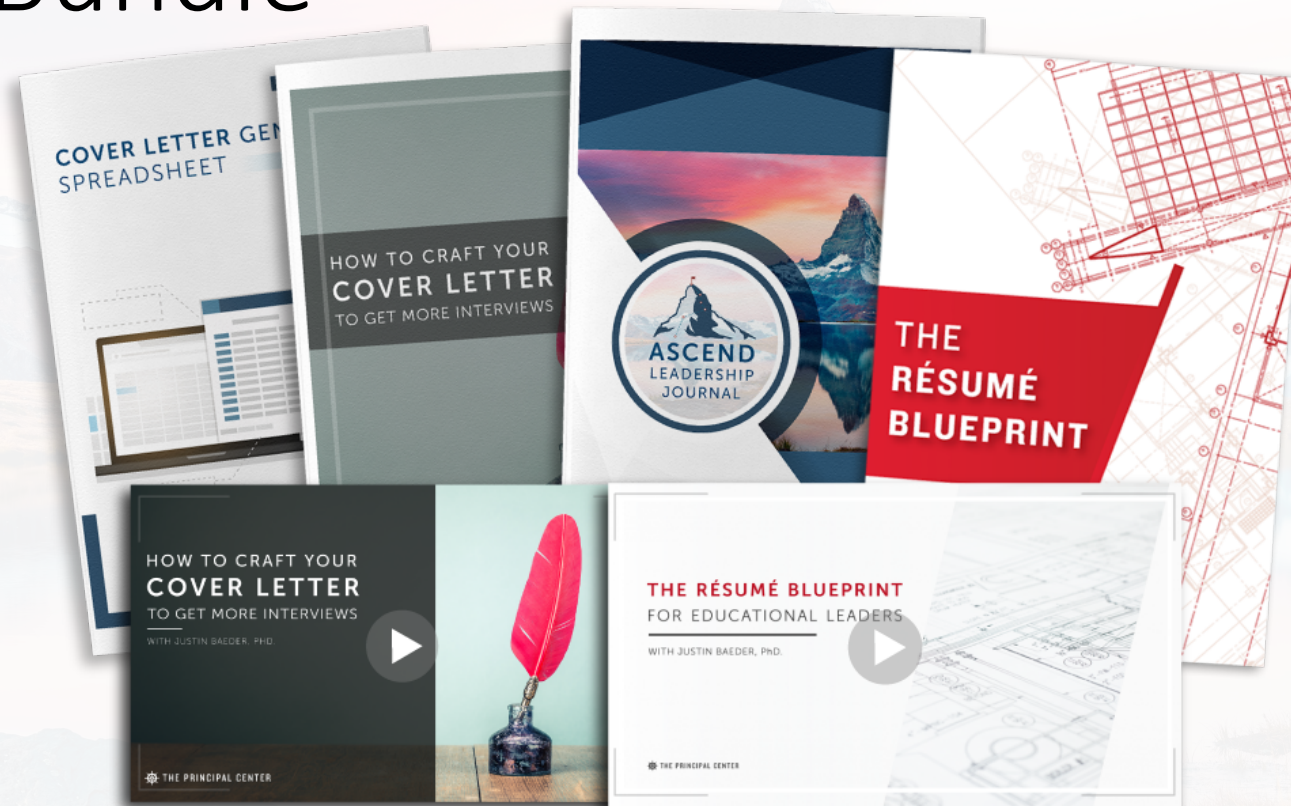
# Take Action

- Pick a verb + system
- Talk with your leadership team
- Get to work upstream





# Get the Bundle



# PrincipalCenter.com/application

Members: [dashboard.principalcenter.com/ascend-application-bundle/](https://dashboard.principalcenter.com/ascend-application-bundle/)