

RELEASING THE POWER OF
THE ‘ARMED’ SMALL
SCHOOL PRINCIPAL
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ACKNOWLEDGEMENT

☉ All involved have an important role in sustaining a vibrant school program: Organizational leaders and decision-making bodies, pastors, school boards, constituents, parents, principals, teachers, students, community.

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PREMISE

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THE EVER-INCREASING
SMALL SCHOOL

- ☉ Small schools are increasing in numbers.
- ☉ Small schools are likely to get even smaller with continued waning support for Adventist Education among church constituents.
- ☉ Many of our small schools cannot get too much smaller and survive for too much longer.
- ☉ Small schools can and should be dynamic centers of learning.

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DEFINITION OF A SMALL SCHOOL

- ⦿ A k-12 school with less than 125 students?
- ⦿ A k-10 school with fewer than 100 students
- ⦿ A k-8 or 1-8 school with fewer than 50 students?
- ⦿ Everything in between?
- ⦿ What's your definition?

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QUALITIES OF THE ARMED SMALL SCHOOL LEADER

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TO BE 'ARMED'

- ⦿ To have the right shield - purpose
- ⦿ To have the right shoes - mission
- ⦿ To have the right armor- training & preparation
- ⦿ To have the right mindset and attitude
- ⦿ To have a tempered understanding

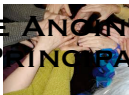
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THE "ARMED" PRINCIPAL IS...

- ⦿ *Anointed*
- ⦿ *Ready*
- ⦿ *Mission Focused*
- ⦿ *Educated & Informed*
- ⦿ *Doggedly Determined*

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THE ANOINTED PRINCIPAL



- Acknowledges that he is **called** to this responsibility.
- Understands and vigorously fulfills his purpose and role as leader of the school.
- Sets a tone for the school that is in harmony with both his calling as the leader and the school's raison d'être.

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THE ANOINTED PRINCIPAL

- Shows evidence of having embraced the responsibility of this work as ministry.
 - in the way students interact with each other.
 - how teachers relate to and interact with each other.
 - the look and feel of the hallways, classrooms, and the building as a whole.
 - in how the parent or caller on the other end of the phone line feels after she hangs up.



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THE ANOINTED PRINCIPAL

- May be as imperfect as Moses, David and Peter; yet, relentless in their obedience and love of the Lord. And they lead in this confidence.



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THE ANOINTED PRINCIPAL

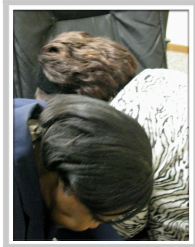
- Continuously communicates the mission to all stakeholders.
- Keeps the mission visible and viable.
- Recognizes her dependency on God.
- Is empowered by God.



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THE ANOINTED PRINCIPAL

ACCEPTS THE
CHARGE THAT
“ALL THY
CHILDREN
SHALL BE
TAUGHT OF
THE LORD AND
GREAT SHALL
BE THE PEACE
OF THY
CHILDREN.”
ISAIAH 53:13



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IS READY

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READY MEANS

- Not necessarily always having the right the answers, on-time fixes or solutions, or even the proper approaches...but always with a desire and reach for getting better.



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READY

- Not being able to solve a problem on spot, or answer most inquiries at a wink, but knowing how, when, where to access the answers and help needed. And respond in a timely manner. Sometimes it's about prevention...



- Knowing about the job and knowing the job.

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WHERE DO YOU GO WHEN...?

• How likely are you to ask for help, get some clarity or double check? Where do you go to get your answers?

• 5 minutes

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READY

- For school board meetings
- For parent-teacher conferences
- For staff worship
- For personnel conflicts that will arise
- To ask God for wisdom
- To meet and connect with the church family
- For the student with anger management challenges or aspergers.
- For the parent who does not return emails, calls or texts, let alone attend a parent-teacher conference.

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BEING PREPARED FOR THE UNEXPECTED OR NOT EXPECTED

- the leaking toilet
- loss of a parent
- 4-day snow day, earthquake, or displacement caused by flood
- court-mandated restraint order
- unexpected volunteer cancellation



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- hours and days or power outages
- breakdown of school bus on a field trip
- Helicopter parents
- health alerts
- sudden enrollment drop
- missing student
- overnight storm damage
- mandatory reporting to authorities
- a church or school scandal
- supporting firing a colleague

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READY

- to resolve conflicts between faculty members, students, or parents.
- to handle parents' complaints.
- for the ever increasing expectations of parents, constituents and church members.

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MISSION FOCUSED

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THE ASSP

- Understands Adventist Education and continues to grow in her understanding of its mission in an ever-changing world.
- Supports the church and its mission.
- Works collaboratively with the pastor and church leaders.

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- Understands why the school exists in this neighborhood or town.
- Provides his vision for the school and communicates what is needed to make the school a flagship in the community.
- Leads from the front, side and back.

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**STAYS TRUE AND
UNAPOLOGETIC TO
THE MISSION**

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- Talks with students about their walk with God. (#1 way to connect children & youth to Christ.)
- Leads in teaching students how to pray for others and how to LISTEN for God's promptings on what they can do.
- Involves students in meaningful service projects for others.
- Understands that his most important role is to love his students unconditionally.

• Garry Sudds, Director of Education. Lake Union Conference

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MISSION FOCUSED

- As the catalyst for the school, the principal makes the mission known through multiple media:
 - school communication - newsletters, email signatures notes, public participation
 - posted in hallways & classroom
 - school board agenda
 - home & school communique

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MISSION FOCUSED

- The school's mission is pervasive. It is a lifestyle that he embodies and endeavors to transmit that practice to the
 - teachers
 - school leaders/school board
 - students

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EXCHANGE 5 MINUTES

⌚ How is your school's mission pervasive? With the person behind you, share one way your school's mission is pervasively reflected at your school.

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MISSION-FOCUSED PRINCIPAL

- ⌚ Serves as a catalyst.
- ⌚ Listens and respects others especially students.
- ⌚ Is a professional through and through; yet personable.
- ⌚ Is likable.



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- ⌚ The greatest threat to the church's vision can be attributed to the lack of focus on intended purpose (Shane Anderson)
- ⌚ Nehemiah Principal: Vision and purpose must be repeated regularly to keep the program on the proper course. (Sudds)
- ⌚ "Vision leaks out of even the best of people," as the demands of life cause commitment to wane. (Hybels, Sudds)

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IS EDUCATED & INFORMED

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- Secures NAD professional and administrative certification.
- Seeks out and participates in professional growth opportunities year after year.
- Attends NAD, Union, Conference, other district and state Webinars & conferences.
- Belongs to a leadership or other professional organization (Middle School Principals, ASCD, AERA, International Reading Association, NAEYC)

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THE TEACHING PRINCIPAL

- Must firstly be a effective teacher, then a good principal in a small school setting.
- Must be an engaging teacher.
- Must understand the science of teaching.
- Must be a loving and likable teacher.
- Must know the subject area content and have command of at least four core subject areas.

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THE ARMED SMALL SCHOOL PRINCIPAL

- teaches and/or ensures teaching for meaningful engagement and for longevity.
- Conducts regular instructional walkthroughs.
- Is systematic in monitoring progress of students.
- Uses and expects that assessment results are reviewed and used to determine needed enrichment, interventions, reteaching, etc.
- Uses data to inform decision making.

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- Maintains healthy communication with parents.
- Develops leaders from among her staff.
- Creates and facilitates collegiality and openness with colleagues.
- Provides helpful accurate information to the school board.

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<div data-bbox="132 16 359 77">THE “ARMED” PRINCIPAL</div> <div data-bbox="60 110 441 321"><ul style="list-style-type: none">• Continues to grow professionally.• Seeks out new ways to understanding the science of teaching.• Is familiar with research on best practices and practices that target desired results• Knows the trends in education - public and private.</div>	<div data-bbox="508 331 546 363">37</div> <div data-bbox="571 79 2100 323"><hr/><hr/><hr/><hr/><hr/></div>
<div data-bbox="60 516 434 751"><ul style="list-style-type: none">• Knows key pedagogical approaches, initiatives and issues in your local school district.• Knows how to access needed resources not available in his school/conference.• Is able to refer parents to community resources to assist with student special needs.• Knows important events in local community.</div>	<div data-bbox="508 750 546 782">38</div> <div data-bbox="571 496 2100 740"><hr/><hr/><hr/><hr/><hr/></div>
<div data-bbox="132 870 359 899">PARTICIPATES</div> <div data-bbox="60 987 422 1117"><ul style="list-style-type: none">• participates in district meetings to know of state and district funding or policy shifts.• reads email from NAD, Union, Conference.• represents school at community events.</div>	<div data-bbox="508 1166 546 1198">39</div> <div data-bbox="571 915 2100 1159"><hr/><hr/><hr/><hr/><hr/></div>
<div data-bbox="117 1399 373 1477">DOGGEDLY DETERMINED</div>	<div data-bbox="508 1585 546 1617">40</div> <div data-bbox="571 1334 2100 1578"><hr/><hr/><hr/><hr/><hr/></div>

- As a determined leader, the Armed Small School Principal gets accurate information that guides the board into making proper decisions.
- Defends decisions that he believes are in the best interest of the school.
- Avoids playing politics, even if it moves him closer to the exit.
- Remembers that he is firstly a servant of God.


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UNDERSTANDS AND
RESPONDS TO PRESENT
REALITIES

- Demographic shifts
- Community shifts
- Aging church population
- Funding streams
- Laodicean condition of the church
- Ineffective teachers and school boards

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VISIBILITY

- In the lunchroom, hallway
 - At the recital, games
 - At the church rummage sale
 - At the preschool roundup
 - At NHS induction
 - At church
- 
- At sabbath school
 - At church board meetings
 - At events indirectly associated with teaching and school responsibilities
 - At the bedside of an ailing grandparent
 - Special occasions for students, parents & church family

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HE OR SHE

- Serves God and his children with integrity, discipline and care.

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SEEK TO BE

- Anointed
- Ready
- Mission Focused
- Educated & Informed
- Doggedly Determined

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• Thank YOU

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