# The Fine Art of Juggling

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# Management Practices

Implementation and Decision Power

Project Mission and Goal

Core Values and Relationships

Listen and stay connected  (What's left unspoken during a meeting is just as important as what's on the agenda ☺)

Communities Needs

School Administration Needs

Partners Needs

# Problem Solving

Do not play the blame game…

> …it is better to acknowledge your role and not the district's problems

Do not play the victim…

> …it is better to contribute to the solution than to blame management or your co-workers

> …by identifying problems with your district or lack of administrative support

> …by identifying problems without follow-through with a strategic solution from your TAS, colleagues, mentors….

# Collaborative Planning

## Think "Big Picture"

Collaboration is more important than ever during difficult times

Put aside rivalries for the sake of the initiative

When you work together, you have the power of many minds

# LEADERSHIP

Provide Support

>Make statements about today and not about the future (the touch of being naïve and blinded by your ambition).

Decentralize Decision-Making Power

>Instill ownership.

>Share responsibilities (provide direction and support with encouragement).

Mental Health Services (for the PD)

>The pursuit of happiness/learning how to grow.

>Maintain an environment of orderliness, mutual respect and cohesiveness.

# LEADERSHIP

Emphasize Relationships

> devise structures to get to know individually rather than as a group (partners meeting with the worker bees and not the queen bees, "autonomy")

Hindsight is 20/20

> no cost extension perspective

Sustainability Achieved

# Managing Through Leadership

What is in front of you for the next two to four years?

✓Continual relationship building with key community partners

✓Implementation and evaluation of programs and services

✓Managing and leading the SSHS project

✓Sustaining the functions of the SSHS project

# What do these four areas look like for a SS/HS project director?

➤ Create the vision of the SSHS initiative,

➤ articulate that vision in multiple ways to the key community partners,

➤ passionately own the vision – this is where acting skills come in handy!

➤ then, drive the vision to completion.

# What do we mean by "create a vision"?

**Vision is defined as the capacity to create and communicate a compelling picture of a desired state of affairs, impart clarity to this vision, and induce commitment to it** (Bennis and Nanus, 1985).

According to Bennis and Nanus, "The critical point is that the vision articulates a view of a realistic, credible, attractive future for the organization, a condition that is better in some important ways than what now exists" (p. 89).

This is the role of the logic model and evaluation plan.
You have people who helped you create these two documents, use those people to communicate the vision!

# The real test of a leader is whether he or she can transmit that vision to followers, articulate it to them clearly, and mobilize their support.

This is where relationship building is important. Start early and do this often!

A few partners require more relationship building than others.

Some partners like a task oriented approach, others want more of the relational building before you get to the task.

Use the stick and carrot!

# Passionately own the vision – YOU are the SSHS initiative

Go from managing the relationships to leading the initiative.

If you don't like being the cheerleader, find someone who is equally passionate about the initiative and get them to be the openly passionate one!

Be passionate about the positive results you are finding in the SSHS initiative – but do not engage in analysis paralysis.

# TRUE SUSTAINABILITY

**Leaders attempt to influence their followers' thought and imagination, beliefs, and values by teaching them to conceptualize, contemplate, and cope with abstract contents, thereby heightening their capacity for problem awareness and problem solving.**