

LITE

Leadership Initiative Training for Educators

Michigan Conference Education Department

The “Why”

- Our undergraduate training programs for educators only prepares for classroom instruction elements
- There isn't a degree for administration in undergrad and yet many teachers coming out of college are put in administrative positions. Or,
- Once they have been a teacher for a number of years they get "tapped" to be a principal.
- This puts the principal in a "sink or swim" scenario which can be challenging for the principal and the school.
- Success of the principal is determined by how quick they can learn to swim on the fly, and in many cases, while teaching full-time
- While the Office of Education does its best to support principals, we believe there are more formal things that can be done to empower principals in the philosophical and pragmatic elements of what it means to be a successful principal
- This is the impetus behind LITE

Overview

- We have many different levels of principals in this training
- There are different levels of experience
- Our thought was to only train new or newer principals
- This evolved into the realization that there is benefit in having all administrators across the conference participate. “Leaders are Learners”
- It also brings a level of continuity to our field relative to “same paging” all of our administrators with the philosophy and thrust of educational leadership in MISDA
- We also believe that our experienced leaders can provide some level of contribution and input that can help grow our entire field as we work together
- There will be two levels of training. Philosophical and Practical
- Materials used will be coming from John Maxwell’s “21 Irrefutable Laws of Leadership” and The Principles and Practices of a Facilitative Leader:

The Law of the Lid #1

Leadership Determines the Level of Effectiveness

- Leadership ability is the lid that determines a person's level of effectiveness. The lower an individual's ability to lead, the lower the lid on his/her potential. The higher the leadership, the greater the effectiveness.
- A person's leadership ability always determines their effectiveness and potential impact.



- Leadership ability is always the lid on personal and organizational effectiveness
- Personal and organizational effectiveness are proportional to your strength of leadership
- To reach the highest level of effectiveness, you have to raise the lid—one way or another.
- Whatever you are able to accomplish is restricted by your ability to lead others



Things to ponder

- Consider your professional growth plan if you have one. Which aspects of leadership are you trying to improve?
- Take some time to make a “Strengths and Weaknesses” analysis of your leadership as you evaluate your role as a principal.
- How can you build on your strengths and improve your weaknesses? Rate your strengths and weaknesses on a scale of 1-10. As you move forward continue to review and change and adjust the scores to determine growth patterns or regression. Be honest with yourself. Honesty in leadership is a sign of strength and a pathway to growth.