

Ferry Elementary Leader In Me Update

January 2018

Principal: Gloria Hinz

Leader In Me Launching Leadership, Creating a Culture and most recently, Aligning Academics training and coaching has helped Ferry put a system in place for personal, professional and student growth.

Spring 2017 LIM Parent, Student, and Staff Survey data helped us target our areas of strength and those to target for growth.

Survey	Strengths	Targets for Growth
Teacher Survey	Academics- Teacher Efficacy	Culture- Supportive Environment
Parent Survey	Leadership- Family Involvement	Academics- Student Led Achievement
Student Survey	Culture- Student Engagement	Leadership- Student Leadership

As a result of the survey data we focused on Student Leadership, Student Led Achievement, and building a greater sense of community.

Ferry's environment now reflects a stronger sense of unity and shared leadership.

- A shared mission- *Live, Laugh, Learn, Leave a Legacy*
- Monthly all school gatherings led by students
- Monthly "Nest" activities where a small group of students of all grades work together
- Student Leadership- Student Lighthouse Team, Photography Club, Nature Club, P.E. Posse, Recess Managers (These are all student groups that previously had not existed at Ferry.)
- Sharing knowledge of the 7 habits on a regular basis with students, staff, and parents
- Using the 7 habits to gain a better understanding of diversity

Surveys will be given again in the Spring of 2018. We are hopeful the data will reflect our efforts. As the principal, I have noticed a greater student involvement in activities outside of the classroom. Activities that previously were planned by staff now involve students in planning and implementation. Students are more willing to talk with me about their ideas. I have also noticed a greater sense of joy in the teachers brought about by working with the children outside the classroom and with students that are not necessarily in their class. The Nest activities are one example. It is really heartwarming to see a small lower elementary student say hello and give a big hug to a fourth or fifth grade teacher. I have also noticed when dealing with behavior issues, students take ownership of their behavior choices rather than placing blame. They are more likely to engage in reflection and problem solving. This never happened prior to LIM. The soft data indicates there is a greater sense of support, satisfaction, unity, student involvement and ownership.

Our PTO supports our efforts. For the past 2 years they have included a line item in their budget to support our Leader In Me efforts.

Teacher Feedback:

Although I am new to Ferry's LIM journey, I have noticed already that the habits seem to resonate with the students. They internalize and use them...I feel this is true of most of the teachers as well. Not only is the common language being spoken, but the behaviors that go with it are present. It is a very positive approach, seeking to focus on what is good about individuals and grow that as opposed to a model that seeks to identify problems and focus on those. I think having this as an underlying foundation is such a strong basis upon which to build, both for the individuals and the learning community as a whole. I like that LIM is not a program to follow but, a set of core values in which to grow. I look forward to learning more :)

The LIM training has benefited me both on a personal level and professional level. The LIM training has given me tools to meet my goals within a more successful and satisfying process. I honestly use the habits on a daily basis to prioritize goals and and meet those goals with less stress and in less time. Long term goal setting has also become more satisfying and rewarded by using the LIM steps to break the larger goal into baby steps or specific strategies that are trackable on a daily basis.

On a professional level it has given a common verbiage to our community. Be it with colleagues or students a simple phrase like "first things first" can bring us all back to the task at hand when we live in a busy world where it is so easy to get sidetracked. The LIM philosophy and strategies have made my days more productive, successful and satisfying.

The Leader in Me provides a great model for students and adults alike. I love that no matter what age, career, gender, the skills can be taught, modeled, and practiced. Being in the teaching field with the ever-changing demands placed upon teachers and students alike, using the LIM habits help ground the demands and make them more manageable for everyone.

The training has been invaluable personally and professionally! I've found myself sharing goal setting and selecting lead measures with friends and family over break. Also, Leader in Me enriches teachers which will positively impact students. As we develop layers in our training and roll-out, we'll only reap rewards of our student's internalization of the habits. Thanks for promoting!!!!

As Support Staff throughout the building and across grade levels I'm really impressed to see a fellowship of sorts developing that shows up in surprising ways. Most profoundly I'm seeing the upper El. students reaching out to help and be a good example (Leader) for younger students. There is a buzz of ownership when this happens which is often reciprocal and a pleasant benefit.

And if course happy students makes for happy staff. Right?

The development of a personal mission statement was very powerful for me. I feel the WIG's will be just as potent when they are aligned with one's mission statement. Putting first things first has also been extremely important to me in recent months. The concept of eliminating time wasting activities has been especially helpful. I would like to periodically spend time at meetings reviewing/refining personal and classroom mission statements.

My volunteer work at Detroit Dog Rescue is the 7 Habits personified. From the moment I began in September I could easily observe the staff implementing all of the habits over and over. It was stunning to me...the dogs always come first and we all did whatever needed to ensure their safety, health and happiness. This has profoundly affected me personally.

In my classroom, we work hard every day to live the first 3 habits. We now have consistent language to use for expectations that spans the entire school and that is not anything we have ever had before. I am excited to see how we continue to grow as individuals, teachers, students and as learning community in general.

In addition to my LIM feedback below I am attaching 3 pages Glenda and I created after our last training with Lynn on setting goals.

The pages walk the students and adults through the LIM goal setting process for WIGS for reading, math facts and a leadership goal. We completed the Reading WIG page and used it in our Leadership binders for conferences and it was very successful!! The students really understood their reading goal and the steps they would be taking on a daily basis to achieve them. The students took ownership of the leadership binder and the WIG pages at conferences and did a fabulous job explaining it to their parents. [2nd Grade Reading Goals](#)

I would have to say the students are very familiar with each of the 7 habits, and they have been doing a wonderful job identifying them in reading. Students share some personal stories about how they have used habits at home- how they put first things first to finish their homework before playing.

I would say that in the classroom I see the most carry over with "be proactive"- students are looking for opportunities to help out and do the right thing before being asked to do so.

Examples: helping other students, beginning bellwork without reminders, following procedures, cleaning up and stacking chairs without being asked. Every Monday morning at our morning meeting, students can share out one way that they sharpened the saw over the weekend- they always enjoy this and they see the benefit and importance of taking time to do play a sport, or a game with family.

Looking forward to more as we continue the journey.