

THE LEADERSHIP BALANCING ACT:

Where
Hard Work
Meets
Heart Work



One Word

What word comes to
mind when you think of...



Hard Work?



Heart Work?



SHAVON JACKSON



Principal



Crawford Elementary



Russellville School District



NANCY MADISON



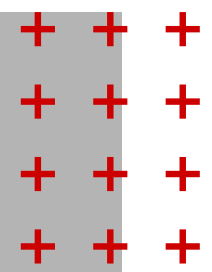
3rd Grade / BLC



Crawford Elementary



Russellville School District



THE BALANCING *Act*



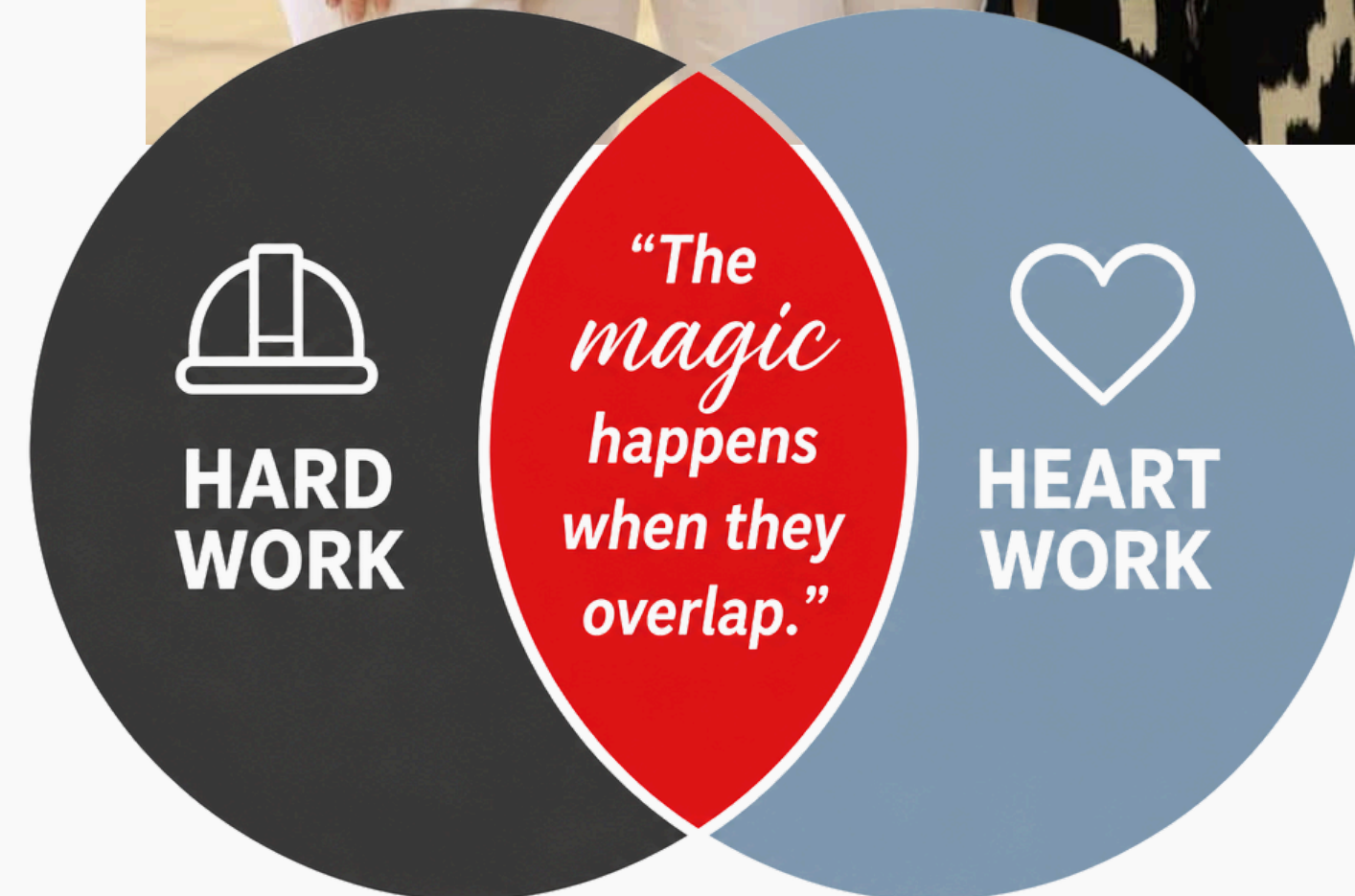
HARD WORK

- Systems
- Clear Expectations
- Accountability
- Decision-Making
- Feedback
- Data



HEART WORK

- Relationships
- Trust
- Empathy
- People
- Encouragement



LEAD

Authentically



**Be
Relatable**



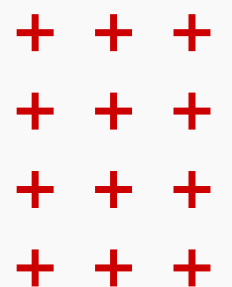
**Learn From
Others**

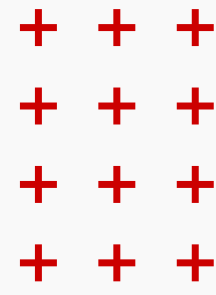


**Admit
Mistakes**



**Ask for
Feedback**





THINK BACK TO THE
best leader
YOU'VE EVER WORKED WITH.



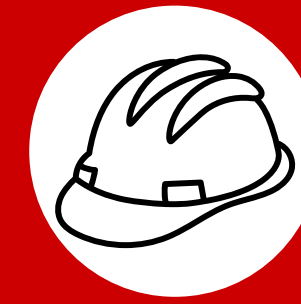
**WHEN DID THEY SHOW
YOU THEY WERE**
human?





**Vulnerability
isn't weakness,
it's **credibility**.**

Balancing Act

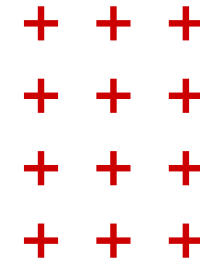


Maintaining Credibility
Owning Outcomes
Learning Publicly



Building Trust
Showing Authenticity
Encourage Honest
Dialogue

BUILD *Belonging*



**SUMMER
PLANNING**

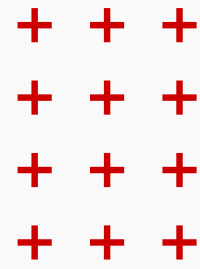


**TEACHER
SHOWER**

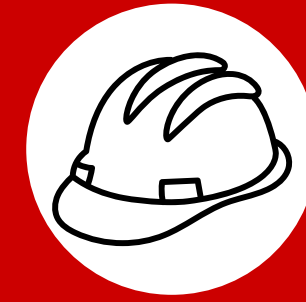


**MENTOR
PAIRING**

Community
is built long before
students arrive on
campus.



Balancing Act



Systems thinking
Training leaders
Intentional pairing
Onboarding



Intentional pairing
Building relationships
Belonging
Onboarding

HIGH FIVE *Friday!*





GROW *People*



CONNECT

Build shared purpose
through systems thinking.



COACH

Develop instructional excellence
through intentional feedback.



CHALLENGE

Ensure growth
translates into action.



Heart work says
**“I understand
what you are carrying”**

.....

Hard work says
**“and I still believe
you’re capable”**

Balancing Act



- Aligning Staff to the Mission
 - Setting Clear Expectations
 - Observing Teaching Frequently
 - Focus on Growth over Perfection
 - Hold People Accountable
-



- Foster a Sense of Shared Purpose
- Ask More than You Tell
- Prioritize Impact Over Compliance
- Offer Support Alongside Accountability
- Connect our Work to Student Impact

LEAD

Beside, Not Behind



Be Visible

Show up. Be present.
Let your presence speak.



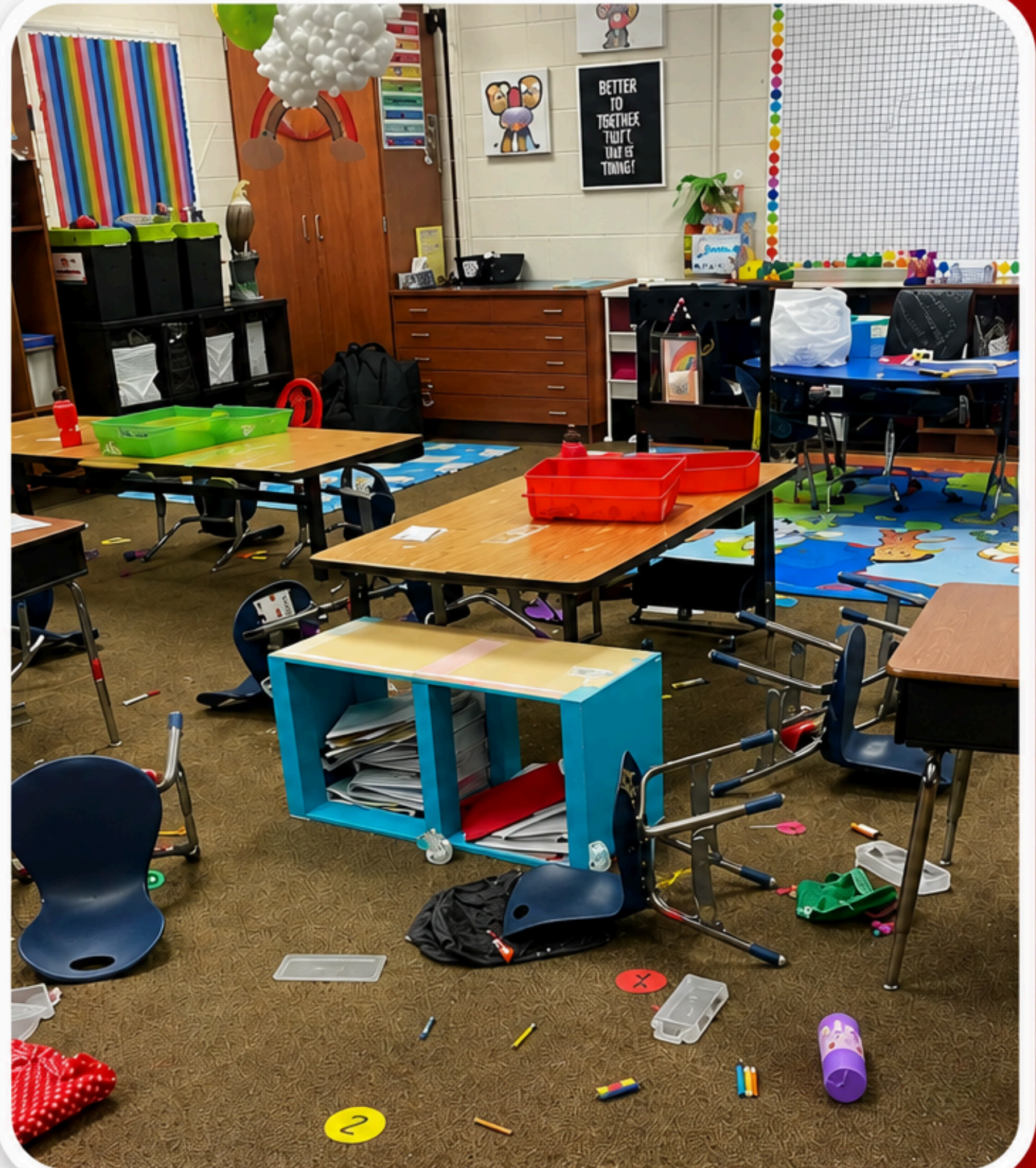
Work Alongside Teachers

Collaborate. Support. Serve.
We're better together.



Know the Reality

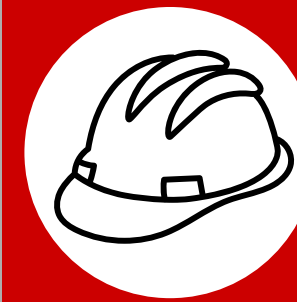
Listen deeply. Understand fully.
Lead with empathy and insight.



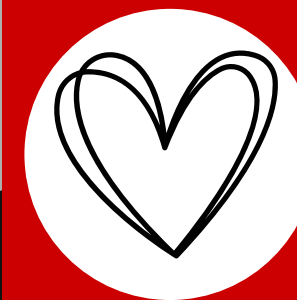
“
**You can't lead
from your *office*.**



Balancing Act



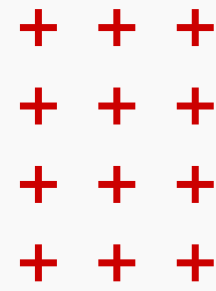
Time Blocking
Model the Work You Expect
Observe Instruction Frequently



Prioritizing People Over Paperwork
Build Relationships through Presence
Be Present Before You're Needed

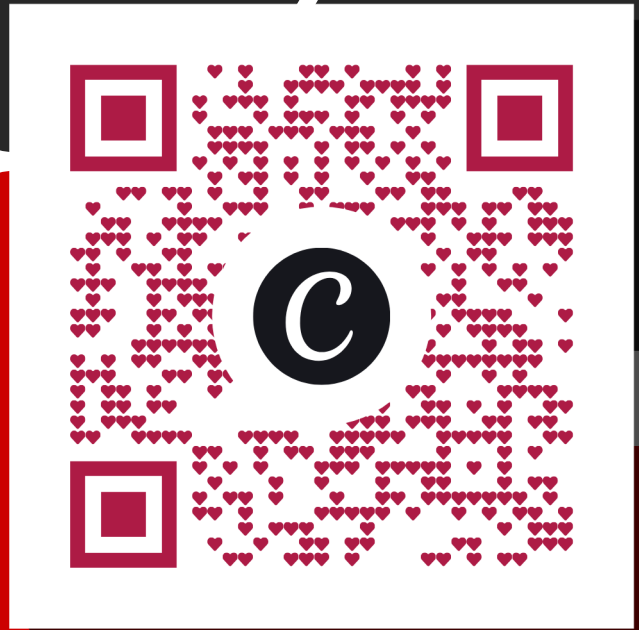
**What happens if
we only do
the heart work?**

**What happens if
we only do
the hard work?**

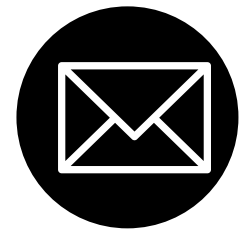


CONNECT

with us...



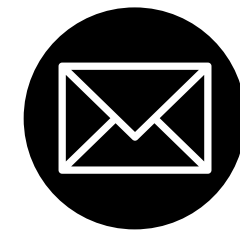
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