



EL DORADO SCHOOL DISTRICT

WASHINGTON MIDDLE SCHOOL

Turning Leadership Vision into Measurable School Impact



Introduction: Dr. Bethanie Hale

- Principal, Washington Middle School
- El Dorado School District

Nearly 20 Years in Education

- Substitute Teacher
- Paraprofessional
- Elementary Teacher
- Math Instructional Facilitator
- Assistant Principal
- Principal

Doctorate in Educational Leadership

Dissertation: The Implementation of Restorative Practices Through the Don't Suspend Me! Professional Development



The Leadership Challenge

- How many school leaders have a vision statement hanging on the wall?
- How many can point to specific systems that bring the vision to life every day in your school?
- Most schools don't struggle with vision.
- Most schools struggle with implementation.



Our Reality

Washington Middle School

- 600+ students
- Grades 5-6
- Diverse student population
- Almost 70% of students are from a low socioeconomic background
- Behavioral challenges
- Attendance challenges
- Academic challenges

*The goal isn't to criticize the past. It's to establish the need for change.



Start With Your Why

Leadership Philosophy

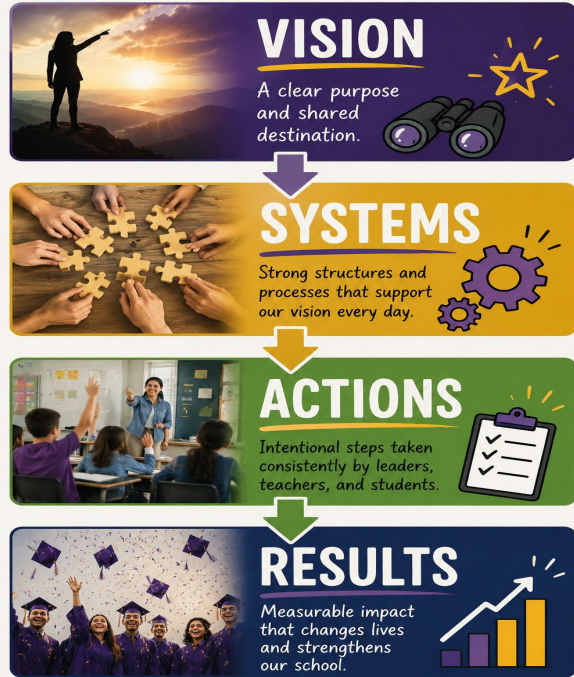
Every decision we make as leaders should answer one question: Will this improve outcomes for students?

Leadership Lesson:

- Don't start with programs.
- Start with purpose.



Building Systems that Support the Vision



- Good intentions don't create change.
- Systems create change.



The PLC Process

- Early Dismissal Wednesdays
- Collaborative Teams
- Essential Standards
- Common Assessments
- Data Analysis Protocols
- Determining Student Misconceptions
- Intervention/Extension

Our collaborative team time became the engine that drives improvement.



Focus on the Right Work

- Limit initiatives
- Prioritize essential standards
- 15-Day Challenge Process (Maria Nielsen)
- Using Data to drive decisions

If everything is important, nothing is important.



Culture Doesn't Happen By Accident

What culture are your systems creating?

- Ron Clark House System (4th Grade House Sorting Ceremony)
- Student Leadership (House Elections)
- Celebrations for growth (Academic, behavior, attendance)
- Model PLC School



The Power of Belonging

- House System
- Color Wars
- House Family Night
- House Huddles

Students perform better when they feel connected.



Celebrating Success



The Evolution of the Cowbell

- Nearly 600 cowbells have been celebrated in the last 3 years.

What gets celebrated gets repeated!



OLD MINDSET PUNISHMENT

What punishment does this student deserve?



- Focus on the rule broken
- Student is viewed as the problem
- Short-term compliance
- Disconnection
- Cycle continues



DETENTION



LOSS OF
PRIVILEGES



ISOLATION



NEW MINDSET ACCOUNTABILITY

What support and accountability does this student need?



RESTORATIVE
CONVERSATION



RETEACH &
REFLECT



MAKE A PLAN



REPAIR &
RECONNECT



- Focus on the harm caused
- Student is seen as capable of growth
- Long-term change
- Connection
- Cycle is broken

Discipline Data

School Year	21-22	22-23	23-24	24-25	25-26
Incidents in school	310	140	17	16	83

- In 22-23, the administration was trained in Behavior Solutions and Don't Suspend Me! from John and Jessica Hannigan with Solution Tree.
- In 23-24, the staff received Don't Suspend Me! training from John and Jessica Hannigan with Solution Tree.
- 26 of the 83 incidents this past school year occurred in September. Once routines and procedures were established our discipline incidents decreased the remainder of the year.



Behavior Impact

 A.R.M.O.R.			
	Classroom	Technology	
Achievement	- Follow directions - Keep areas clean	Be on school approved sites only	
Respect	- Allow others to learn - Appreciate the differences of others - Use positive language with everyone	Treat your device with respect and care	
Motivated	- Be prepared - Ask questions - Set goals	- Charge your device every night - Bring your device to school each day - Log in quickly	
On Task	- Stay on task - Give your best - Stay focused	- Stay on assigned sites - Stay on task at all times	
Resilient	- Have a growth mindset - Be a self-starter - Help others - Take responsibility for your actions	- Work hard and do your best - Use technology as an appropriate tool - Use appropriate typing skills	



Behavior Impact

- Behavior Solutions
- ARMOR Matrix
- Passport Day
- Discipline Flow Chart
- MTSS/RTI-B



Practical Application & Examples

- Accountability Projects
- Behavior Academies
- Parent Involvement
- Student Testimonials
- Attendance Success Plan



Behavior Celebrations

490 students were invited to a good behavior recess yesterday! This means they had 0 discipline referrals and less than 10 demerits for the entire school year! Go Knights!



Congrats to Nora Speer for winning our \$20 gift card for displaying the code of ARMOR! Any student added to the caught being good list for the month of October was entered in the drawing!



What Changed?

Over the course of several years:

- Culture and Climate improvements
- Discipline improvements
- Attendance improvements

This year's academically:

- 5th Grade Math increased from 25% to 38% proficient!
- 6th Grade Math increased from 22% to 40% proficient!
- 6th Grade Reading increased from 35% to 37% proficient!
- Significant gains among several student groups



The Leadership Moves That Made the Difference



1. Clarify the Vision
2. Build Systems
3. Invest in People
4. Stay Consistent
5. Celebrate Success



Practical Takeaways

My goal today is that each participant leaves with at least one of the following:

- A system to strengthen
- A culture-building strategy
- A restorative practice
- A celebration idea
- An action step for back to school



Reflection Activity

What is one vision you have for your school?

What system will make that vision a reality?



Turning Leadership Vision Into Measurable School Impact

Vision alone
doesn't change
schools.

Programs alone
don't change
schools.

People don't
change schools.

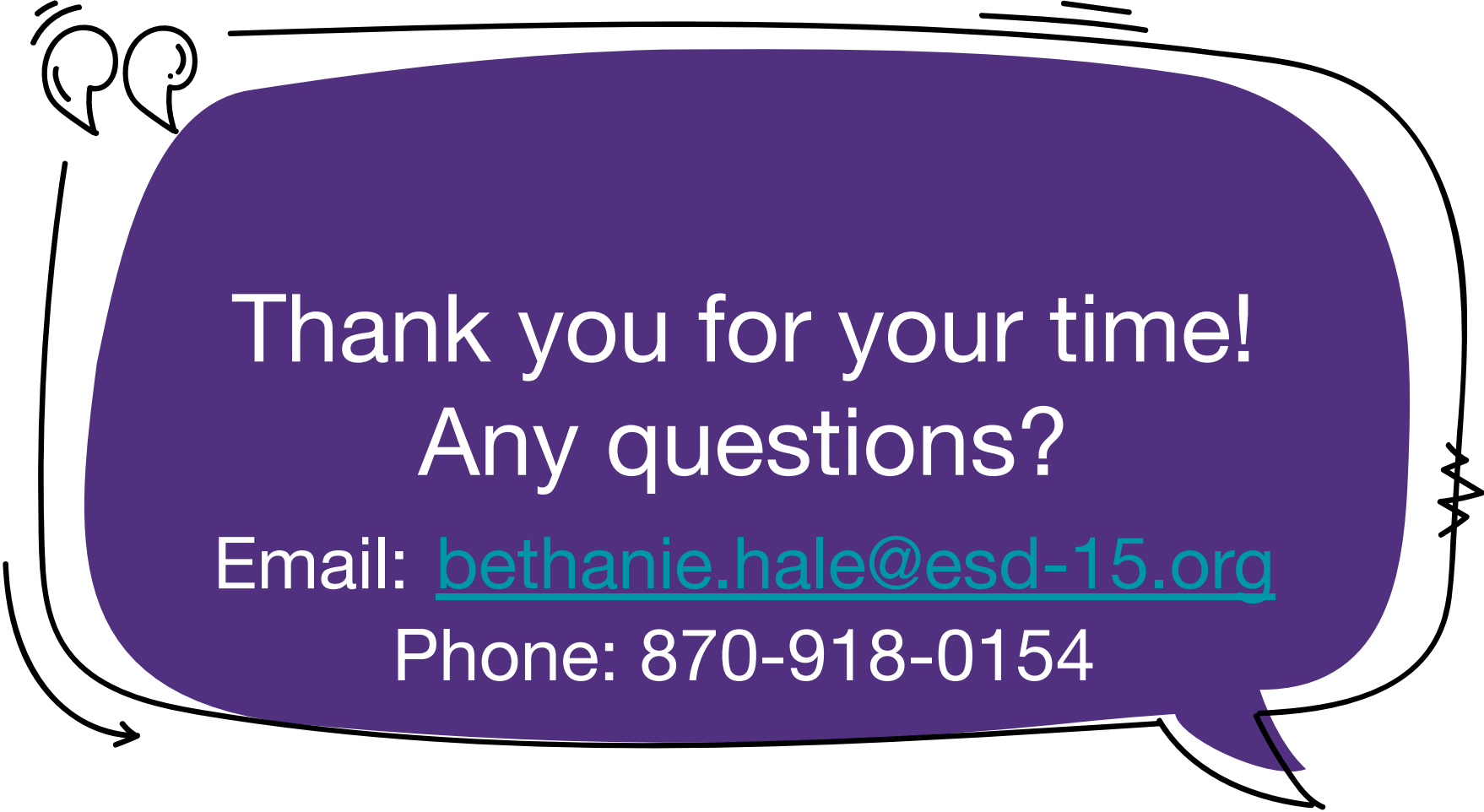
Leaders who build sustainable systems that
empower people to achieve a shared vision change
schools.



RESOURCES!



SCAN ME!



Thank you for your time!
Any questions?

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