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Culture of Care

Using a Principal's Advisory
Council for Change

Dr. Ronald Gonzalez

The Journey to Stability & Sustainability



Needs Assessment & Consistent Feedback from several constituents:

- NYSED 2010 JIT Review
- Consistent, focused classroom observations
- Learning retreats
- NYSED 2012-2016 multi-day visits
- Learning Walks
- Data-driven Target Populations

Accountability subgroups

- All Students; Black or African American; Hispanic or Latino; Students With Disabilities; Economically Disadvantaged
- 2015-2016 Graduation Rate – 72% (up from 59%)
 - All subgroups met targets
- 2015 – Received tenure; City Citations, NYS Legislative Citations; NYS Assembly Proclamations
- 2016 – NYS Administrator of the Year
- 2019 – Manhattan College Distinguished Service Award



**MOUNT VERNON
HIGH SCHOOL**
"Focusing on Excellence"



*The main thing is to keep the
main thing the main thing.*

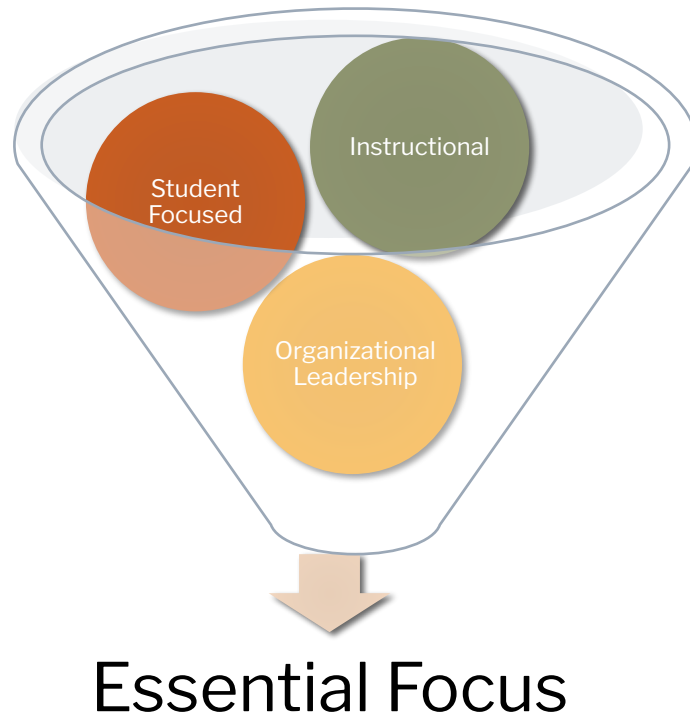
STEPHEN COVEY



You have to work on

YOU.

What factors contribute to A Culture of Care?



Prioritizing is the critical first step. Priorities are not goals, they set the stage for goals.

Identify your “funnel” components

- Student focused practice
- Instructional focused approach
- Organizational Leadership practice

Set the Essential Focus: what will your community embrace?

- Our school will become a culturally competent community that celebrates our diversities and how they bring us together.

The Essential Focus is shared among larger stakeholders for a check-in.

- The check-in is to get the pulse of the members, not for redirecting the Essential Focus.

How do you know what you're doing is effective?

Where did you start? And where are you now?

What evidence is being created by the enactment of new strategies?

Have students grown as a result of the practices/strategies?

Have teachers and leaders grown as a result of the practices/strategies?

This is where you review the activities you listed in the creation of your goal.

Building a winning team

Building a team requires:

- Coaching current members;
- Recruiting for value;
- Elevating appropriately;
- Retaining the talent;
- Supporting development;
- Who dropped the ball?;

Doing some difficult work

- Years-long bias & equity training;
- Identifying a limited scope to address;
- Formation of PLC topics/groups;
- Identify PLC leaders;
- Incentivize & build capacity of PLC leaders;

**BUILD A TEAM
SO STRONG
YOU DON'T
KNOW WHO
THE BOSS IS**

Engage Your Largest Stakeholder Group

Principal's Advisory Council

- Meet with students regularly
- Ignite the students' voice
- Don't be picky
- Include representation from entire student-body
- Take notes only when asked
- Develop the Principal's Apprentice

Students' Instructional Voice

- The leaders are who they are – embrace them
- Include students in the development of teacher PD
- Honor students' voice – they're loud enough
- Rules of Engagement - must be personal

Suspension Alternatives

- Changing behavior means changing your approach
- Start with the adults so they understand the expectations
- Build a multi-tiered system that includes clinical support staff
- Ensure students have access to continued learning
- Include students in discussions about the impact of negative behavior

Involve & Ignite Students

Principal's Advisory Council (PAC)

Principal's Advisory Council Nomination Form

The -- -- School Principal's Advisory Council is a unique opportunity for students to have direct access to becoming *self-driven agents of change*. Aligned to our Mission Statement, the PAC is made up of students that express a high level interest in guiding the work of our school. PAC students demonstrate open-mindedness & critical thinking; communicate effectively; exude ethical values; and other characteristics aligned to personal development advancement.

Interested students must secure their counselor's signature and at least 50 student signatures in the designated spaces below.

**** There are no academic requirements associated with the PAC.**

Students must only demonstrate a willingness for "voice & choice" in the advancement of our school.

Student Name: _____ Current Grade: _____

Counselor Signature: _____

Student signatures are merely used to ensure that the larger HS student population identifies the above named student as a member of the Principal's Advisory Council. In the event the larger student body has a specific item to be brought to the attention of the principal, they can relay information to the member of the PAC.

Print Name	Signature

Opening Day Student-Led Professional Development

“My Fullest Potential”

Students will present and provide behavior information, classroom posters and contracts for collaborative relationships between students and staff to be utilized during the first day of school.

Discussion:

- ★ Why am I important to you?
- ★ Why did you take this path?
- ★ Why did you become a teacher?

- ★ Here is a list of things that are important to me (not educational).
- ★ Here is a list of things teachers *think* is important.
- ★ Here is the number of teachers that know this about me.
- ★ Something I wish teachers knew about me is...
- ★ I wish teachers would greet me by...

Celebrate Outside the Box



Honor
Roll
Announcements

M.O.M.S. Project

School Apparel
Sales

PTA to PTSA

Dedication
Services (during
halftime)

F.U.N. Weekend

PTA
Registration
Drives

On A Roll
Announcements

Dedication
Services (during
halftime)

Every single child...one at a time.



Declare The Work - For Children

“I AM NOT RESPONSIBLE FOR WHAT YOU THINK OF ME. I AM RESPONSIBLE FOR WHAT I THINK OF YOU, AFTER I FIND OUT WHAT YOU THINK OF ME.”

~ RONALD GONZALEZ, ED.D. ~



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