

# The Four C's of School Success

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*Innovative Schools Summit: San Antonio*  
*Hosted by Accutrain*

# *Challenges*

Four Central Texas school districts cancel classes as a result of rise in COVID-19 cases

**TikTok rumor warning of threat to schools prompts closures and extra safety measures**

**Pennsylvania's substitute teacher shortage is now a crisis as the pandemic drags on**

**Maine Congressional delegation works to help end bus driver shortage**

# Today's Purpose

- Discover the power of curiosity and learning, and how they impact our ability to create a culture of success in our schools.
- Leave today knowing your purpose – and how to Motivate and Inspire your students and your team.
- Recognizing the value of connections and relationships. They matter!

# The 4 C's of School Success

We must be **CRAZY** about our children

We need to be **CURIOUS** about the lives of our children outside of school

Our children need adults who are **CONSISTENT** in their lives

We must develop a **CULTURE** of love and support for our children

# *Passionate Leadership in Challenging Times: 6 Key Areas that Drive Positive School Culture*



# Six Pillars of a Positive School Culture

Purpose

The purpose of the work is clear and connected to everyday efforts. The brand of the school is the same on the inside as it is on the outside.

Trust

People within the organization trust and respect one another. The core values are aligned to behaviors and outcomes.

Accountability

Clear and measurable goals are set and communicated. Candid and compassionate feedback is at the core of the culture.

Pillars 1, 2, & 3

# Six Pillars of a Positive School Culture

Support

A system to celebrate and recognize performance. The physical resources to be successful. A feeling of overall support and empowerment.

Growth

A culture where the expectation is clear that it is a responsibility to continue to learn and grow.

Innovation

The feeling of psychological safety to share ideas. The promotion of equity, inclusion, and diversity.

*Pillars 4, 5, & 6*

# What words would you use to describe the culture on the left versus the culture on the right?

Autonomous	Abandoned
Interdependent	Isolated
Praised	Punished
Collaborative	Compromised
Supported	Stunted
Recognized	Ridiculed
Developed	Diminished
Creative	Crushed



**LEARNING  
Culture**

**Vs.**

**TEACHING  
Culture**

Dynamic	Passive
Motivated	Uninspired
Courageous	Fearful
Resilient	Submissive
Supportive	Compliant
Authentic	Unreliable
Intrinsic	Extrinsic
Growth	Fixed

Candor

Connection

**The Four  
Cs of  
Inspiration**

Competence

Courage

**We will grow by challenging ourselves to be the best we can.**

**We will work harder than yesterday because there isn't anything more important than now.**

**We will lift people through positivity.**

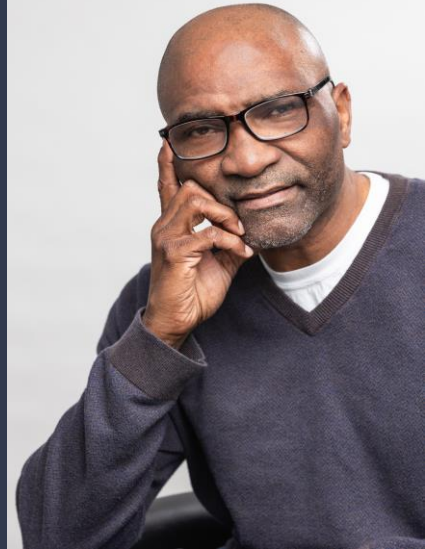
**We will make connections that will strengthen our relationships with others.**

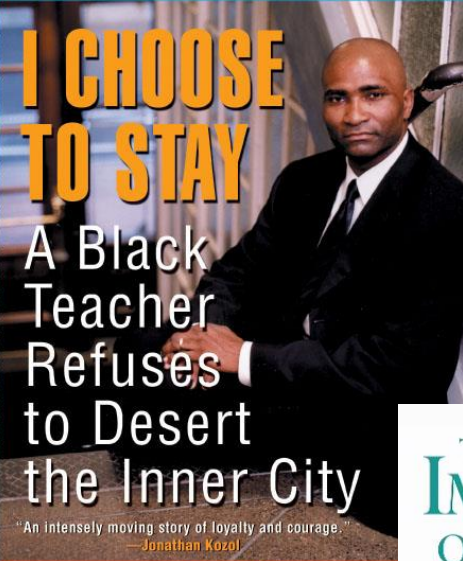
# Connections



We have to stop praying for a lighter load and  
start praying for a stronger back.

~ Principal EL



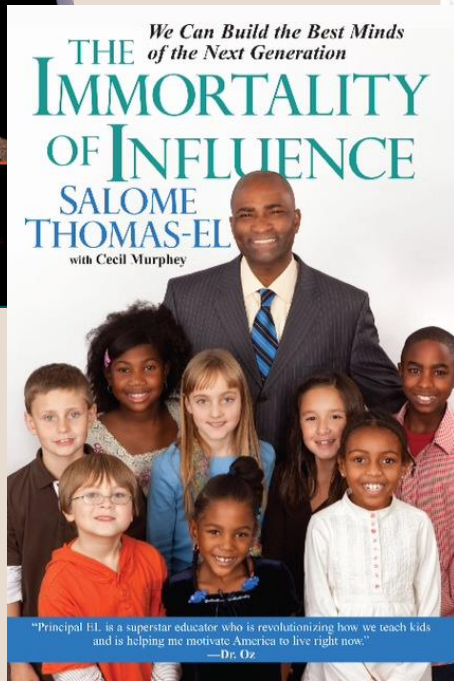


# I CHOOSE TO STAY

A Black Teacher Refuses to Desert the Inner City

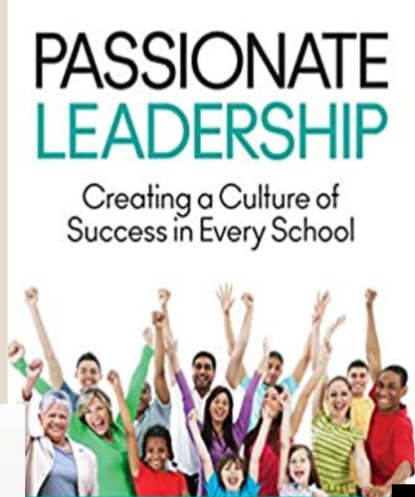
"An intensely moving story of loyalty and courage."  
—Jonathan Kozol

Foreword by  
**Arnold Schwarzenegger**  
**SALOME THOMAS-EL**  
with Cecil Murphey



*We Can Build the Best Minds of the Next Generation*  
**THE IMMORTALITY OF INFLUENCE**  
**SALOME THOMAS-EL**  
with Cecil Murphey

"Principal EL is a superstar educator who is revolutionizing how we teach kids and is helping me motivate America to live right now."  
—Dr. Oz



# PASSIONATE LEADERSHIP

Creating a Culture of Success in Every School

Salome Thomas-EL    Joseph Jones    T. J. Vari  
Foreword by Ted Wigglesworth

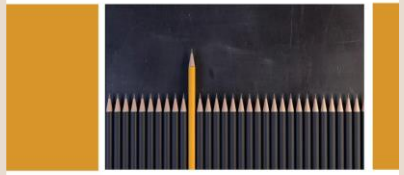


# BUILDING A WINNING TEAM

THE POWER OF A MAGNETIC REPUTATION AND THE NEED TO RECRUIT TOP TALENT IN EVERY SCHOOL

JOSEPH JONES, SALOME THOMAS-EL, AND T. J. VARI

# Retention for a Change



*Motivate, Inspire, and Energize Your School Culture*

JOSEPH JONES,  
SALOME THOMAS-EL,  
AND T. J. VARI

# Principal**EL**



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