

Final Assignment

PART 1

Leadership and followership go hand in hand in any workplace, but working with children or adolescents has to work like a well-oiled machine. The leader or administration has to set the tone of how it expects its educators to properly use their classroom and the building to be the most successful it can be for the demographics of their students. In the article “The Bayou High School Blues,” multiple educators and official leaders in the school building have taken this school in many different directions that would support their personal agendas. This does not meet the needs of their students. The ideals of those in building are all over the place and it needs to be reset to one singular agenda and not multiple ones.

In the school before the official change in leadership, and before a new principal stepped in, it was a laissez-faire from the administration and transactional focus with their students. Unfortunately, this style leaves no room for a positive building relationship with the community or its families and students at the school. The school community and the community it surrounds are in two different worlds. The demographic of students and style of leadership from the administration does not flow together and make a balanced school building with the students and teachers.

Furthermore, the old leadership style allowed for anyone that had the same style and beliefs that the old administration set for the building to be in a position of “power”. Some educators in the building moved up in the ranks by the similar ideas as the administrators, but

the ideals that were set in place are inaccurate for the environment of the school. Some educators in the building had the right intentions to support the families and the school community.

The type of leadership environment that needs to be instilled within the school community is an authoritarian (to an extent), bureaucratic, and transformational style. The new leadership needs to be an authoritarian because there was no set structure or “main leader” in the building. The spread and shared wealth has not been equal for all. Equal opportunities for teachers to have say in ideals and actions have not been available. It has only been available for the educators that had the same morals as the old administration had. It is time to restart and reevaluate the building atmosphere. This needs to start from the top with new boundaries, rules, and ideals to be set. The bureaucratic side of this leadership will bring all the duties of a leadership back to them and shared with the chosen few. Educators will have time to speak and give input if the new ideals and rules they set will have a positive impact for the students and community as a whole and nothing else. The new leadership will give educators “free range” over their classroom style of teaching but will have the same standards and ideals that they will decide that will best fit the community.

The new leadership needs to remind the educators that there is a new leadership in the building and the ideals that have been set in place before will be changing. More communication among leadership and followership to improve the values of the building. Accountability of the educators to follow the new ideals that have been set by the official administration and by the educators as a whole. The standards will reflect the values and opinions the teachers and families feel deemed that will fit best for all parties involved. Restarting the ideals and actions from the old to the new will be the only way that the building and the community will be able to move forward and bring positive change overall.

“Followership is a discipline of supporting leaders and helping them to lead well. It is not submission, but the wise and good care of leaders, done out of a sense of gratitude for their willingness to take on the responsibilities of leadership, and a sense of hope and faith in their abilities and potential.”-Reverend Paul Beedle. This quote is the pinnacle of how leadership and followership should exist throughout our lives in the workplace and beyond.

PART 2

_____The person of leadership that will help turn around the old environment and culture of the school community to the new and improved is Principal Grey. Principal Grey has already started making moves that are positive for the culture and climate that she will be working in. She has done her research on the community and the school that she is trying to make great again.

Looking through her research lense she started by seeing the statistics and demographics of the school, who her educators are and their morals with students and staff, analyzing and breaking down what has and has not been working, and bringing that information to her administration team (assistant principals) to come to the next steps.

As principal of the school my next move would be laying out the new expectations for my educators day to day. This would have to involve a staff meeting that will entail and explain that as a staff we are all starting over with everything they know now, to forget it. So everything that is in place now will be put to a halt and/or will end. All titles that have a position of “power” in a sense will be removed. Meaning, the administration and staff will start with a clean slate and incorporate some ground rules and move people who were in a position of “power” to just being educators of their classroom. Leaving the final say of disciplinary actions to the official administration team (i.e. Principal and assistant principal) after reviewing/ investigating the situation that has occurred the discipline will be set from there. The BLT will be reevaluated as

a whole. We want all teachers to have input of the students' learning and staff engagement involved. One staff member from a subject area and an administrator will make up the members of the BLT. This will be purposeful so every level and subject of the school is represented. Also, There will be no arena scheduling model with students receiving “permission” to be in the classes. If students meet requirements to be in IB, Honors, and/or AP classes they will be allowed in without permission of the educators. We become educators to teach all students equally, efficiently, and effectively.

Other changes that will be occurring in the school is having more parent involvement through a school program. An official Parent Council Committee (PCC) will be a part of the school community and give the opportunity for parents to host fundraising events and community events throughout the school year that will bring a positive impact between the school staff and families. Also, there will be days after school for student-parent conferences. Teachers will be there to have the work for students to showcase to their parents on set evenings. One day after school in the first semester and one in the second semester. Lastly, There will be open houses for prospective students and current students to see educators and classes and extracurriculars that are available to them.

With all these new changes there will be push back but during staff meetings we will ask our educators opinions and ideas that will bring positive changes to the morale of staff members to help them encourage and embrace the changes. What will help all staff to buy into the new leadership. Our administration staff will be here to listen to concerns and suggestions that will impact the community of the staff and students as a whole. There will be subject lead meetings that are led by one educator of the subject group and one administrator will be in the meeting to hear your ideas and concerns and give value to your voices to help our school as a whole.

PART 3

I picked this case because it does represent my school I am currently working for. Both the positives, the negatives, and some differences that I would like to see change in our school. In my work now we have too many educators in the position of “power” titles. This causes muck and a rundown of communication for the rest of the staff. Our school has an authoritarian style of leadership and controlling too much of its followership in the building. There are many authority figures all giving different opinions and answers. There only needs to be the official authority, principals and assistant principals, to be giving the final decision and say. But they need to give the educators more motivation, transparency, trust in its staff and educators. More transformational leadership needs to happen in our school in order to be successful on the staff side. On the other hand, our community and family involvement is through the roof. About 85 percent of families are in some type of activities throughout the school year. We have an active PCC that does multiple fundraising per year for all grade levels and subject areas. I am beyond grateful for my families and the community involvement at my school.

My leadership style that I learned from this class, I want to be able to instill my knowledge and new outlook on how much it needs to change and what it takes to be a positive impact not just on my students but my future staff members down the road. I will apply this knowledge to incorporate all voices to be heard and understand that it takes more than just one to get the job done. The power of the leader goes a long way and needs to be understood and it comes with great responsibilities and cannot be just given to anyone. “Before you are a leader, success is all about growing yourself. When you become a leader, success is all about growing others.” Jack Welch. This quote I believe is something all leaders should read and understand

that we all started with someone leading us to help us become the leader we are today. It is our job now to teach and grow others how to become leaders for their future.