

working with difficult & resistant staff



JOHN F. ELLER & SHEILA A. ELLER

Working With Difficult Resistant Staff

Stephen Fineman



Working With Difficult Resistant Staff:

Working With Difficult & Resistant Staff John F. Eller, Sheila A. Eller, 2011-09-20 To move forward in the school improvement process school leaders must address the behaviors of difficult and resistant staff members while sending the message that a few people cannot halt change This book will help school leaders understand how to prevent and address negative behaviors to ensure positive school change *The Leader's Guide to Working with Underperforming Teachers* Sally J Zepeda, 2016-03-10 Under increasing pressure in the face of teacher evaluation systems and accountability measures schools must focus on those teachers that exhibit marginal to incompetent teaching behaviors in their classrooms This book is a vital resource for educational leaders who are responsible for instructional programs and teacher evaluation Zepeda s tried and true strategies will help you take the necessary steps to support and mentor struggling teachers by detecting underperformance developing strategies to help teachers engaging in difficult conversations to enact plans of improvement and following legal requirements The practical tools found in this book will help teachers improve their instruction assessment classroom management and teamwork *Dealing With Difficult Teachers* Todd Whitaker, 2013-08-16 This book shows you how to handle staff members who gossip in the teacher s lounge consistently say it won t work when any new idea is suggested send an excessive number of student to your office for disciplinary reasons undermine your efforts toward school improvement negatively influence other staff members This book provides tips and strategies to help school leaders improve neutralize or eliminate resistant and negative teachers **Responding to Resistance** William A. Sommers, 2020-08-14 p Educational leadership is never conflict free In Responding to Resistance author William A Sommers acknowledges this reality and presents school and district leaders with a set of wide ranging response strategies Whether a conflict involves staff students parents or other stakeholders this book will help you address it openly decisively and efficiently so you have more time to focus on what matters most improving learning in your school community Use this resource to obtain approaches and guidance for managing persistent problems when other strategies do not seem to work Become familiar with five primary causes of conflict and four dangers of ignoring conflict Gain foundational communication skills for clarifying issues and defining problems Discover conflict resolution strategies for teams individuals and large groups Understand the research and expertise that support each response strategy Learn from realistic vignettes that illustrate common conflicts in schools and how a leader might react effectively to overcome resistance to change Contents Introduction What s the Real Problem Chapter 1 Foundational Skills Chapter 2 Strategies for Working With Teams Chapter 3 Strategies for Working With Individuals Chapter 4 Strategies for Working With Large Groups Chapter 5 Strategies for When Nothing Seems to Work Conclusion References Index **Creating Excellence** Vernon G. Smith, 2018-02-16 Creating Excellence Becoming an A School is intended to be used by first year principals who have inherited a school that is failing or not achieving to a desired level as well as by seasoned principals who are struggling to improve their school s academic

performance It can also be used effectively as a textbook for graduate students preparing for a career in educational leadership The book is straightforward in its presentation of practices and strategies supported by research and theory It has been written to share the knowledge base impart the technical skills and highlight the interpersonal skills recommended to enable educational leaders to create excellence and enable their school to become an A school Within the chapters tools techniques and concrete examples are offered Educational leaders are encouraged to select revise and adjust proposed actions based on their own judgement and according to their local conditions faculty staff and other stakeholders Regardless improving instruction in order to increase student learning must be the focus

Score to Soar John F. Eller, Sheila A. Eller, 2015-03-24 Discover how to guide and enhance the job performance of teachers in your school or district The authors share highly practical strategies for providing teachers meaningful feedback and encouraging their improvement You ll discover how to evaluate teacher effectiveness use multiple forms of data for evaluation and communicate evaluation findings to teachers in a way that fosters their professional growth

The Early Years of Leadership Ian Marshall, Grace-Anne Jackman, Denise E. Armstrong, 2022-07-01 The Early Years of Leadership The Journey Begins is distinctive for many reasons chief among which is a strong commitment to honoring practitioners stories and empirical research The chapters in this volume also represent the work of scholars and school practitioners from the global north and south The fusion of diverse international perspectives allows for greater identification of local and global commonalities and trends that would provide aspiring and novice school principals with practical information and strategies for their development These include strategies for helping them to find their internal motivation and a roadmap to develop leadership philosophies and negotiate common leadership pitfalls within and outside of the school community This book is intended for use by aspiring and incumbent school administrators and students enrolled in educational leadership and administration courses Each chapter offers an overview of the specific area of focus and concludes with reflective activities and questions for discussion It can therefore be used as a companion reader for administrators as well as a teaching tool by universities and other professional development programs

ENDORSEMENTS As an educational leader spanning almost three decades I find The Early Years of Leadership The Journey Begins a delightful must read for both the seasoned and up and coming educational leader whose objective is a successful career at leading in a changing and challenging educational environment I commend the Editorial Team for providing a guidebook for managing challenges faced by novice leaders suggestions for crafting a leadership philosophy and advice on how to negotiate micro politics and challenges in schools Those involved in leadership training and principal preparation would also find this a useful text since it includes vignettes and reflection questions that are sure to generate robust discussion and facilitate the deconstruction of key leadership concepts Abel Adekola Wilkes University The stories of the leaders throughout this book demonstrate that leadership is a journey While there is no predetermined timeline the pace of progress can be influenced by one s participation in reflective practice engagement in a community of practice and the

availability of ongoing professional development By providing them with the insight and information needed to understand better the vital role leaders play in fostering school success The Early Years of Leadership The Journey Begins can assist administrators with the necessary knowledge and guidance to create leaders of learning that can respond to the increasing societal challenges our schools face Camille Rutherford Brock University **Thriving as a New Teacher** John F.

Eller,Sheila A. Eller,2016-04-11 Discover strategies and tools for new teacher success In this user friendly guide the authors draw from best practice and their extensive experience to identify the necessary skills and characteristics to thrive as a new educator Explore the six critical areas related to teaching that most impact new teachers and their students from implementing effective assessments to working confidently and effectively with colleagues *Trauma-Sensitive Leadership*

John F. Eller,Tom Hierck,2022-03-22 Lead a foundational shift in the way your school approaches student behavior Trauma Sensitive Leadership offers research based practical strategies for understanding and supporting trauma impacted students rather than fix them Using straightforward language the authors illustrate how to integrate new mindsets into daily practice to get to the core of critical issues like social emotional safety and wellness for students and adults alike Using this guide to address critical issues readers will Understand childhood trauma and the impact traumatic experiences have on both students and educators Develop a trauma sensitive attitude and mindset to help lead teachers in supporting students experiencing trauma Examine school structures and environments that support trauma sensitive practices while recognizing those that may contribute to trauma Learn how to develop trusting and positive relationships with trauma impacted students and their families Plan and maintain a trauma informed school beyond the initial years of implementation Contents Introduction Chapter 1 Examining Trauma and Its Impact on Educators and Students Chapter 2 Fostering a Trauma Sensitive Attitude and School Culture Chapter 3 Creating a Stable and Predictable School Environment Chapter 4 Implementing Teaching Practices Essential to a Trauma Sensitive Classroom Chapter 5 Building Relationships With Parents and Families Chapter 6 Planning the Journey Toward a Trauma Sensitive School Chapter 7 Leading Trauma Sensitive Practices in Your School Chapter 8 Maintaining and Supporting a Trauma Sensitive School for Long Term Success References and Resources Index **Flip This School** John F. Eller,Sheila A. Eller,2019-06-21 Set the foundation for a

successful sustainable school turnaround Designed for school leadership district administration and teacher leaders Flip This School presents a framework to revitalize underperforming and turnaround schools Throughout the resource authors John F Eller and Sheila A Eller detail practical strategies for planning school improvement efforts and collaborating with the schools existing staff and faculty to initiate a complete school transformation This book will guide educational leadership in planning successful school turnaround Identify the unique needs of your school and learn how to develop a school improvement plan with the best methods to address present conditions Understand the skill set needed for effectively leading school turnaround efforts Gain strategies for developing a data gathering plan and recognize the ways in which data is helpful for

successful turnaround schools Examine the role of districts in the school reform and turnaround process Consider how to improve school culture and provide opportunities for professional growth for teachers Learn how to effectively manage change as well as understand how teacher leadership teams contribute to school improvement planning and the turnaround process Contents Introduction Understanding the Foundations of School Turnaround Chapter 1 Assessing and Developing Your Leadership Skills Chapter 2 Gathering Extensive Data Chapter 3 Gaining Commitment for Resources and Support Chapter 4 Developing a Positive Climate of Collaboration Chapter 5 Building Capacity for Growth Chapter 6 Successfully Managing Change Chapter 7 Implementing Structures and Practices for Success References and Resources **Doing**

Diversity Differently in a Culturally Complex World Megan Watkins,Greg Noble,2021-10-07 Doing Diversity Differently in a Culturally Complex World explores the challenges facing multicultural education in the 21st century It argues that the ideas fashioned in 1970s multiculturalism are no longer adequate for the culturally complex world in which we now live Much multicultural education celebrates superficial forms of difference and avoids difficult questions around culture in an age of transnational flows and hybrid identities Megan Watkins and Greg Noble explore the understandings of multiculturalism that exist amongst teachers parents and students They demonstrate that ideas around culture and identity don t match the complexities of the social contexts of schooling in migrant based nations such as Australia the UK the USA Canada and New Zealand Doing Diversity Differently in a Culturally Complex World draws on comprehensive research undertaken in Australian schools It examines how a diverse range of schools address the challenges that superdiversity poses considering how the strengths and limitations of each school s approach reflect wider logics of traditional multiculturalism In contrast the authors argue for a transformative multiculturalism involving a critically reflexive approach to understanding the processes relations and identities of the contemporary world With a Foreword by Fazal Rivzi Emeritus Professor University of Illinois at Urbana Champaign USA and Professor of Global Studies in Education University of Melbourne Australia *Trauma-Sensitive Instruction* John F. Eller,Tom Hierck,2021-05-28 The impact of trauma on learning can be significant and long lasting Learn how you can confidently and meaningfully support your trauma impacted students and foster trauma informed schools with this accessible resource The authors draw from their personal and professional experiences with trauma mental health and school culture to provide real insight into what you can do now to help learners build resilience cope with adverse situations and achieve at high levels Implement trauma informed teaching practices and cultivate a classroom environment that encourages positive learning experiences Understand childhood trauma and the impact traumatic experiences have on learners Develop a trauma informed attitude and mindset Examine classroom structures that support trauma sensitive practices while recognizing those that may contribute to trauma Gain effective classroom management strategies and techniques to support all students including those experiencing trauma Learn how to develop trusting and positive relationships with trauma impacted students and their families Contents About the Authors

Introduction Chapter 1 The Impact of Trauma on Educators and Students Chapter 2 The Importance of Attitude and Mindset in Working With Trauma Chapter 3 Classroom Structures to Support Trauma Sensitive Practices Chapter 4 Positive Relationships With Students Chapter 5 Trauma Sensitive Classroom Management Strategies and Techniques Chapter 6 Parent and Family Engagement References and Resources Index *Got Data? Now What?* Laura Lipton, Bruce Wellman, 2012-02-29 Explore three defining challenges that school teams face when gathering interpreting and utilizing school data Complete with survey questions for efficient data collection group work structures strategies and tools along with essential definitions and descriptions of data types this compelling guide will help you confront data obstacles and turn struggling committees into powerful communities of learners Managing Your Team Like A Family : “Leadership Lessons From Home Naveen Sood, 2025-04-09 Managing Your Team Like a Family Leadership Lessons from Home is a practical handbook that draws parallels between family dynamics and workplace leadership It explores how the core values of trust empathy communication and conflict resolution integral to a strong family can transform teams into high performing cohesive units With easy to implement lessons this book serves as a guide to managing teams with care purpose and long term vision This book offers actionable insights for managers emphasising that leadership isn t just about strategy but also about building meaningful relationships Each chapter delves into real life scenarios illustrating how parenting sibling bonds and household responsibilities mirror corporate roles Differentiated Coaching Jane A. G. Kise, 2017-05-23 Differentiate your coaching practice to meet the needs of every teacher Jane Kise takes you on a journey into differentiated coaching with a strength based framework for understanding appreciating and working with people who may think differently from you Through an online self assessment tool you will discover how your strengths and beliefs influence your coaching practice Through examples case studies and reflection exercises you will understand how to Tailor your coaching practices to meet the needs of each educator Increase teacher willingness to implement new skills in their classrooms Anticipate patterns of resistance and adjust both the content and delivery of professional development **Understanding Emotion at Work** Stephen Fineman, 2003-05-01 Most folks in organizations dichotomize reason and emotion often treating emotion as an uncommon or marginal occurrence Written in a clear and lively style Steve Fineman s book Understanding Emotion at Work dispels this notion as he demonstrates how emotions infuse most practices in organizational life including leading decision making organizational change gender relations stress and downsizing Sprinkled with vivid examples Fineman captures the positive benefits of emotions at work as well as the darker side of feelings and despair Scholars students and practitioners alike will glean important insights from the lens of emotion that Fineman brings to the subtleties of organizational life Linda L Putnam Texas A M University Stephen Fineman has written a wise and engaging text about emotions and how they play out in and around organizations He underscores with a range of fine examples thoughtful commentary and careful scholarship the essential role of emotions in organizational life He applies his lens to such issues as recruitment leadership decision

making and change He extends the reach of emotions into the virtual world of work and he makes apparent the heavy costs to people and their organizations of toxic emotions that stem from bullying harassment and downsizing A must read in any curriculum dealing with the study of organization Peter Frost Edgar F Kaiser Professor of Organizational Behaviour Faculty of Commerce and Business Administration University of British Columbia Canada Author of Toxic Emotions at Work HBS Press 2003 Going to work can be a great joy a great pain or a mixture of the two This clearly written engaging and authoritative book demonstrates the vital necessity of understanding how emotions permeate work organisations at every level and in every situation No student of work and its organisation can afford to neglect this important area of study And no writer on work and organisation is better placed to go to the heart of these matters than Stephen Fineman Professor Tony J Watson Professor of Organisational and Managerial Behaviour Nottingham Business School In this book Professor Stephen Fineman has done more of what he does best writing eloquently and perceptively about emotions in organizations In this case he is writing directly for students both undergraduates and postgraduates and uses a wide range of disciplinary insights to show how emotions are inextricably embedded in organizational life His book helps to launch students on a voyage of self discovery to learn for themselves how emotions impact upon them and their colleagues As someone who has long challenged the emotion less view of emotion that characterizes much of the research on this phenomenon he uses his considerable skills to convey the importance richness and nuance of emotion Nor does he shrink away from tackling the darker side of organizational emotional life challenging students to reflect on the agony as well as the ecstasy that passionate emotions can cause This book is a valuable resource for teachers wanting to introduce students to organizations and a fascinating and astute aid for students interested in learning about them Professor Cynthia Hardy Department of Management University of Melbourne Organizational life is shot through with emotions spawning a growing interest in topics ranging from emotional intelligence to violence at work Stephen Fineman provides a much needed survey of these topics capturing their sprawling breadth without sacrificing depth Moreover he succeeds in conveying the everyday feel of emotions in organizational life in a way that is both engaging and informative Blake Ashforth Jerry and Mary Ann Chapman Professor of Business W P Carey School of Business Arizona State University Understanding Emotion at Work gets to the heart of what binds and breaks organizations emotion It explores beyond the surface of work to the rich emotional life bubbling underneath showing what employees and managers constantly deal with but are often ill equipped to do so This is the first introductory book on emotions and it s aimed specifically at students of management and organization studies Written accessibly it avoids pat prescriptions but leaves the reader with challenging questions about the intrinsic nature of emotions to the design and management of organizations Drawing on a rich discipline field including psychology sociology and organizational theory Stephen Fineman explores a number of familiar and not so familiar work arenas He examines the way emotion penetrates leadership decision making and organizational change as well as newer topics like the virtual side of organizations Finally he

addresses the darker side of emotion in the context of bullying violence sexual harassment and downsizing Understanding Emotion at Work will shed light on this growing subject for advanced undergraduates and postgraduates studying organizational behaviour HRM or organizational psychology **Accelerating Change in Schools** Linda Dudar, Shelleyann Scott, Donald E. Scott, 2017-03-24 This book presents major findings from a research study exploring the leadership needed to enact rapid change defined as three years or less in various school contexts overtly including the perspectives of leaders teachers students parents community members and district leaders **Introducing Language and Intercultural Communication** Jane Jackson, 2019-10-10 Introducing Language and Intercultural Communication is a lively and accessible introduction for undergraduates who are new to the study of intercultural communication with a particular emphasis on the language dimension Incorporating real life examples from around the world and drawing on current research this text argues against cultural stereotyping and instead provides students with a skill building framework to enhance understanding of the complexities of language and intercultural communication in diverse international settings Readers will learn to become more attuned to power relations and the ways in which sociopolitical forces can influence language choice attitudes and the intercultural communication process Features new to this edition include revised in text discussion questions exercises and examples that aim to engage students and provide a more interactive experience new material that takes account of key social cultural and political events such as the refugee crisis Brexit and the rise of populism in many parts of the world updated theoretical constructs that reflect recent trends in the area such as criticality in intercultural communication an updated companion website featuring suggested readings links to media resources and real world intercultural scenarios for students as well as additional in depth instructor resources featuring test materials PowerPoints key terms extended chapter outlines and sample assignments and syllabi refreshed references and glossary to enhance understanding of key terms and concepts This is the essential text for undergraduate students who are new to the field of intercultural communication

The SAGE Handbook of Resistance David Courpasson, Steven Vallas, 2016-09-19 Chosen by Library Journal as one of the best reference texts of 2016 Occupy Indignados The Tea Party The Arab Spring Anonymous These and other terms have become part of an emerging lexicon in recent years signalling an important development that has gripped many parts of the world millions of people are increasingly involved whether directly or indirectly in movements of resistance and protestation However resistance and its conceptual companions protest contestation opposition disobedience and mobilization all seem to be still mostly seen in public and private discourses as illegitimate and problematic forms of action The time is therefore ripe to delve into the concerns themes and legitimacy The SAGE Handbook of Resistance offers theoretical essays enabling readers to forge their own perspectives of what is resistance and emphasizes the empirical and experiential dimension of resistance making strong choices in terms of how contemporary topics related to resistance help to rethink our societies as protest societies The coverage is divided into six key sub sections Foundations Sites of Resistance Technologies of Resistance

Languages of Resistance Geographies of Resistance Consequences of Resistance A Practical Guide to Training and Development Michael Moskowitz, 2008-07-23 To stay ahead of the competition today's organizations must invest in ongoing training that continuously improves their employees' knowledge and skills. A Practical Guide to Training and Development is a comprehensive resource that offers a theoretical, strategic, and practical foundation of the entire training process. The book outlines a step-by-step approach for assessing, designing, delivering, and evaluating training.

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