

working with difficult & resistant staff



JOHN F. ELLER & SHEILA A. ELLER

Working With Difficult And Resistant Staff

**Ian Marshall, Grace-Anne
Jackman, Denise E. Armstrong**



Working With Difficult And 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

Working with Difficult & Resistant Staff John Frank Eller (III), Sheila A. Eller, 2011 *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

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

Offender Rehabilitation in Practice Gary A. Bernfeld, David P. Farrington, Alan W. Leschied, 2001 This book focuses on the transfer of knowledge of worldwide effective offender rehabilitation programmes It reviews real world challenges of programme effectiveness and survival and offers effective alternatives to imprisonment of offenders

Work-Life Integration Suzan Lewis, Cary L. Cooper, 2005-03-21 Challenging traditional thinking on work life balance and exploring ways of promoting change at many levels this book offers an overview of the history of the topic critiques contemporary approaches and offers ideas for integrating work and personal life within local national and global contexts

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Advanced Social Work Practice Joan Ellen Dworkin, 2005 Dr Joan Dworkin has been a Professor in the Division of Social Work California State University Sacramento since 1994 She teaches advanced social work practice and social work practice with HIV and AIDS in the graduate program Her primary specialty areas are mental health public health HIV and AIDS professional education and divorce mediation and she has experience in provision of clinical services in community mental health and in development of primary prevention programs

Multilevel Social Work Practice A Case Study Manual features over 20 cases addressing diverse and ethnic clients and groups so that introductory practitioners can understand the close relationship between their clinical work which is client focused and working for social justice which most frequently is population focused Through the cases content and accompanying activities and resources for further research social workers will develop the ability to fully address the concerns and problems of the people they work with and will be able to act on them simultaneously

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Leadership and Management in Nursing Anita Ward Finkelman, 2006 A first of its kind this ground breaking book combines print and interactive resources that provide nursing students with the most effective learning experiences Leadership in Nursing consists of chapters that

emphasize interactive learning by interweaving internet based activities to encourage student involvement and critical thinking Leadership in Nursing Principles and Practices is the first resource that combines the most up to date leadership and management content with interactive application based activities ensuring that nurses are prepared to lead and manage in today s healthcare environment

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