

working with difficult & resistant staff



JOHN F. ELLER & SHEILA A. ELLER

Working With Difficult Resistant Staff

John F. Eller, Sheila A. Eller



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

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 Working with Difficult & Resistant Staff John Frank Eller (III), Sheila A. Eller, 2011 *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 *The Indian Municipality and Some Practical Hints on Its Everyday Work* Henry Telford Stonor Forrest, 1925 The Health Care Supervisor's Guide to Staff Development Howard Lee Smith, Norbert F. Elbert, 1986 **Caring for People with Challenging Behaviors** Stephen Weber Long, 2004-12-31 In *Caring for People with Challenging Behaviors* caregiving staff can find effective ways to prevent reduce or eliminate disruptive behaviors exhibited by residents in long term care settings Nearly 80% of LTC residents have some degree of moderate to severe behavior problems stemming from mental illness dementia difficult personalities longstanding behavior patterns or personal distress This new book provides practical evidence based coping and intervention strategies for use in care planning and day to day care Through vignettes of readily recognizable resident types staff will learn to understand what triggers and reinforces residents challenging behavior Solutions come from identifying the interpersonal ABCs of behavior the antecedents the behaviors and the consequences and using communication techniques and other effective psychological approaches to encourage positive behavior From this book staff can learn to recognize and manage on the job stressors avoid common intervention mistakes respond to obstacles to effective interventions promote teamwork and improve interpersonal relationships set and execute realistic achievable goals in treatment planning encourage residents autonomy The principles and interventions are presented here in easy to understand language directed to everyone who works in a nursing home The book can be used as a self help tool or as a modified curriculum for in services Numerous handouts and displays familiarize remind or deepen the understanding of staff supervisors and administrators who want to implement these proven techniques In addition tracking forms help staff track residents behaviors and their own responses to them *Management of Change*, 1991 *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 Supplementary Report and Scheme of Work for the Year 1919-1920 National Physical Laboratory (Great Britain),1914 Vols for 1905 51 include lists of reports and papers published by the laboratory *Steamship and Other Power Vessels* ,1905 **The Electrical Review** ,1900 **Report** New Zealand. Department of Agriculture,1916 *The Nurse Manager's Survival Guide* T. M. Marrelli,1997 A clear concise hands on guide to useful practical tips and techniques to ease the transition from staff nurse to staff manager The book includes stress generated by the reorganizing and restructuring occurring in healthcare facilities and examines major healthcare issues as well as concerns related to managed care 6 illus
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