

working with difficult & resistant staff



JOHN F. ELLER & SHEILA A. ELLER

Working With Difficult And Resistant Staff

William A. Sommers



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

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

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

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

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 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

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 **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

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