



# Be Stoic

The word *stoic* means a person who meets difficulties in life with patience and acceptance.

*ICASE Feb 3, 2023*

# Hi Everyone!!



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# Let's Begin with Some Agreements

Examine your traditions....  
Build your habits....

Regulate-Relate- Reason-  
Reflect

- Take care of yourself & others**
- Stay engaged fully & be curious**
- Be patient with yourself and others**
  - Notice your judgments**
  - Respect others opinions**
  - Experience discomfort**

# Our Time Together

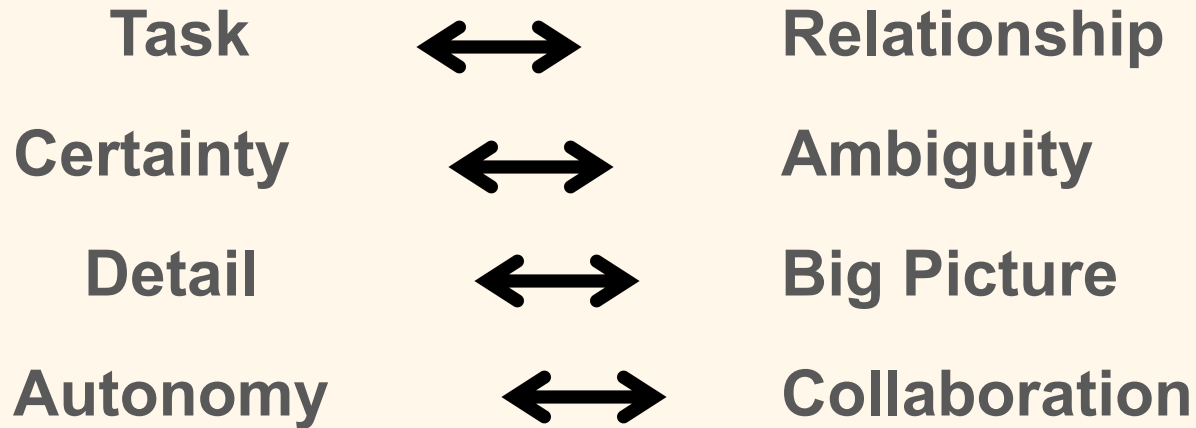
*“We cannot allow average to become our standard”*

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01. **Discord Over Discipline**
02. **Moving from “Me” to “We”**
03. **The Interactive Process.....**



# All Groups have Predictable *Dynamics*



“Choosing our own comfort over hard conversations is the epitome of privilege, and it corrodes trust and moves us away from meaningful and lasting change”

Brene Brown

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# How Does Indiana respond to Student Behavior? *(19/20)*

ISS (3.9%)
African American- 7.2
Hispanic-3.9
Multiracial- 5.4
Native American-4.9
White- 3.2
Econ Disad- 5.1
ELL-2.9
SWD-5.7

OSS (5.2%)
African American-14.1
Hispanic-4.5
Multiracial-7.5
Native American- 5.4
White-3.6
Econ Disad- 7.3
ELL-3.4
SWD-9.1

School-Related Arrests
951
Referrals to Law Enforcement
173
Discipline Referrals
171,118

# Managing Discord Over Discipline

52%

Of Teachers say that student discipline is a major source of friction between the teacher/principal relationship

24%

Of Principals say that student discipline is a major source of friction-teacher/principal relationship

*Let's Collaborate: Does your school have unified expectations throughout your culture regarding how the adults treat their students and families?*



## CULTURALLY RESPONSIVE TEACHING DEFINED

Understanding culturally responsive teaching as “using the cultural knowledge, prior experiences, frames of reference, and performance styles of diverse students and teachers to make learning encounters more relevant to and effective for all students”.

# 8 COMPETENCIES FOR CULTURALLY RESPONSIVE TEACHING

- ❑ **Competency 1:** Reflect on One's Cultural Lens
- ❑ **Competency 2:** Recognize and Redress Bias in the System
- ❑ **Competency 3:** Draw on students' culture to share curriculum and instruction
- ❑ **Competency 4:** Bring Real-world Issues into the Classroom
- ❑ **Competency 5:** Model High Expectations for ALL Students
- ❑ **Competency 6:** Promote Respect for Students Differences
- ❑ **Competency 7:** Collaborate with Families and Local Community
- ❑ **Competency 8:** Communicate in Linguistically and Culturally Responsive Way





# From Me to We

What would happen if we removed words like: “I,” “Me,” “My,” from our vocabulary.



What would happen if those words were replaced with “We,” “Together,” and “Us.”

# Confidence NOT Arrogance



Confidence allows room to be wrong

Allows space for feedback

You know who you are

Feeling threatened

Becoming defensive

Smokescreen for insecurity

Deflecting/preventing others from challenging you

# Time To Build Your Team



We take what we have learned, roll up our sleeves, and start doing the work alongside our staff and teachers. We make mistakes, and we don't beat them up, rather, we appreciate them for going on the journey, and we give them feedback to help push to the next level.

- Create an environment where challenging one another's ideas is welcomed and valued, attacking people is not.
- Make sure the goals of the team are clear and establish reasonable timelines to complete them.
- Have clear ground rules and norms about how the group interacts with each other and works together.

# Master the Skill of Aggressive Patience

Understand this right now.....

Your actions today won't give you the results you are looking for tomorrow.

If you want to reach your biggest goals, you need to do 2 things:

1. Stay urgent in your daily actions
2. Be patient and understand it's going to take time.

You have to be aggressive in pursuing your goals through the actions you take every day...  
And... you have to understand that any great achievement is going to take longer than you think....

**When I first started  
teaching I believed**

\_\_\_\_\_,'

**But now I  
believe** \_\_\_\_\_

\_\_\_\_\_

# The Interactive Process (the case conference)

“We have to be vigilant about creating a culture in which people feel safe, seen, heard, and respected.” -Brene Brown



*Building your safe container.....*

How can you create a structure for your staff that creates the needed safety?



# Don't Stand on the Mountain of Average....



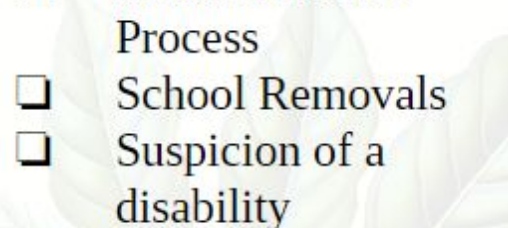
## Be Radically Transparent.....

- Stop highlighting the “can’t” issues...
- Use an Agenda
- Project the IEP
- No surprises at the CCC
- Are you prepared to talk with data?
- Positive Brain State

## Be Relational.....

- Connection will invite potential
- Don't interrupt the parent
- Offer paper/pen to write with
- Regulate before you begin
- Coach your committee
- Remember, write the IEP for what can be accomplished in one year....

## Know that your relationship is stronger than this incident that you are facing.....

- 10 days of OSS is it!
  - View behavior as a lagging skill...
  - Mediation-Due Process
  - School Removals
  - Suspicion of a disability
- 

# Case Conferences

## Public Agency Rep

- Must **attend-participate-facilitate** the entire case conference.
- Is **knowledgeable** about-school resources-general education curriculum-**provide specially designed instruction** to meet the unique needs of students with disabilities.

## Provisions

- What** is the student doing for special education services?
- Who** is providing that instruction and where?
- Where** is the instruction taking place?

## Goals/PLAAFP

- Skill** based
- Accomplished in **one year**
- Prioritized**
- Based on present levels of information-**data-data-data**



Needs



Goals



Provisions



Location (LRE)

# Words of Wisdom

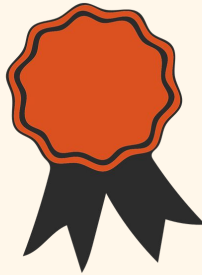
“It’s your job to win the day”

“Before there is reality- there is mentality”

Moving from “me” to “we”



Whether you like it or not, you always have your “work hat” on...



Honor- always honor the person who held this position before you.



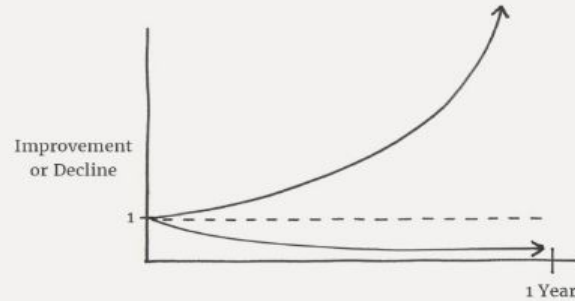
Give someone a helping hand- help that next person.

- Check your ego- it’s the expectation to win the day- no one is handing out applause.
- Humble yourself to follow someone else’s lead
- You have to be a great follower before you can be an effective leader

# Continuous Improvement

## The Power of Tiny Gains

1% better every day  $1.01^{365} = 37.78$   
1% worse every day  $0.99^{365} = 0.03$



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# Thank you!

WIN the Day!

