



Improving life and leadership of assistant principals

Assistant Principal Podcast Show Outline and Process

- Me!
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Show Description:

The four principles of leverage, described last week in episode 17, can guide us to creating progress in our organizations. A key to progress is focusing on incremental progress as opposed to big changes to fix things. In today's episode, we will apply leverage to a real school situation.

Show Intro

Hello colleagues and welcome to the Assistant Principal Podcast. I'm your host Frederick Buskey. The goal of this podcast is to help improve the life and leadership of assistant principals. This podcast compliments APEx, the Assistant Principal Exceleration program, but you certainly don't need to be an APEx member to find value in the podcast.

As with last week, this is not a scripted episode so please give me grace on any slip-ups.

This podcast is built around the principles of strategic leadership:

- Prioritizing purpose over urgency
- Addressing problems not of symptoms
- Driving incremental progress rather than big change
- and focusing on people instead of tasks

Last week...

Relates to progress (in strategic leadership)

The situation is real, but the details have been adjusted to be more generic. We will tell this story through a series of numbers.

4-2=0

Why no time?

1500 (x 20-45 minutes)

For sake of simplicity, we are letting go of bus referrals.



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2/3 of referrals are teacher issues, not student (this is a conservative estimate). If you doubt me, think about your best teachers and the number of referrals that come from their classrooms.

Five (teachers on a hall)

Two referral junkies (don't teach bell-to-bell)

Apply first principal of leverage ($0 > 1$): preventing a referral is easier than processing one

Second A-B (smallest change)

Third MVP (simplest change)

4th $M=V/E$

- Depends on the teacher
- Resistance lowers V and increases E
- Immediacy of change increases V
- Willingness increase V
- Being direct and A-B lower E

PAIRS or something example

CAUTION: one teacher, one change

Summarizing

As we wrap up, I have three questions for you, the listener.

Are there opportunities in your school to apply leverage?

If you have multiple opportunities, how do you choose just one?

Can you begin tomorrow?

If there is a barrier you don't know how to overcome, consider sharing it with me and I can try and help.

If this episode has resonated with you and you are going to try something, consider letting me know what you are doing. It is always nice to know that what I am doing is helping real people in real schools.

Show Outro



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If you enjoyed today's show please subscribe and rate this podcast.

I'm always trying to improve the show, so if you have feedback for me please email me at frederick@frederickbuskey.com. If you'd like more content tailored towards the needs of assistant principals, you can head over to my website at frederickbuskey.com.

That wraps up today's show! I'm Frederick Buskey and I hope you'll join me next time for the Assistant Principal Podcast.