

## Show Notes, Episode 89: Meet the New Principal with Dr. Sam Sircey Part 1

### About this show:

I'm working with three new principals this year. They are all first-year principals in new schools, two of them in a new district. Going to a new school is never easy, not for a new principal, not for a new assistant principal. However, most of you listening have either gone through that experience or will go through that experience or both. Today, we have an experienced principal with us who is also in a new school this year, and she is going to help us think about leading in a new school.

### Notable Quotes

#### Dr. Sircey

I think any new leader in any setting, especially in a school, always will go to the first thing I did which was listen. And I think with this transition, I really had to dig deep to embrace that and not just kind of give it lip service.

Until you sit with an individual and ask them important questions and give them a chance to just say what's on their minds, you won't get to the meat of what's going on.

I asked them what's really good at the school? What should I not touch? And where do you think we need to start if we're going to make any changes?

Every school is different, every community is different, every staff collectively has their own nuances and things they want to see happen.

I believe strongly the way you bring about change is to plant seeds. Sometimes people want to see your final expectation upfront, but I've learned from experience that final product needs to be collaborative, and that ownership has to come from day one...I could easily walk in and rewrite our playbook for smart lunch, but then it's my playbook, it's not our playbook.

#### Frederick

Going in and telling people how to fix things. Sam, you said it two or three times. It never, never works. You can be the smartest person anywhere and have absolute clarity. It will not work because people don't own it.

You may not be there and you're not going to be there in 20 years, I hope. But you may not be there in two years or three years, but there are teachers that will be there and we've got to get away from the principal comes in and sets the vision and steers the school. We've just got to get away because principals are lasting 2 to five years but there are teachers that are going to

spend their whole careers in those school and I love that you are taking time to hear what people's aspirations are.

It's going to outlive your tenure and **that's the mark of leadership**. It's not what happens when you're there, it's what happens when you're gone

**Links:**

My email: [frederick@frederickbuskey.com](mailto:frederick@frederickbuskey.com)

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