

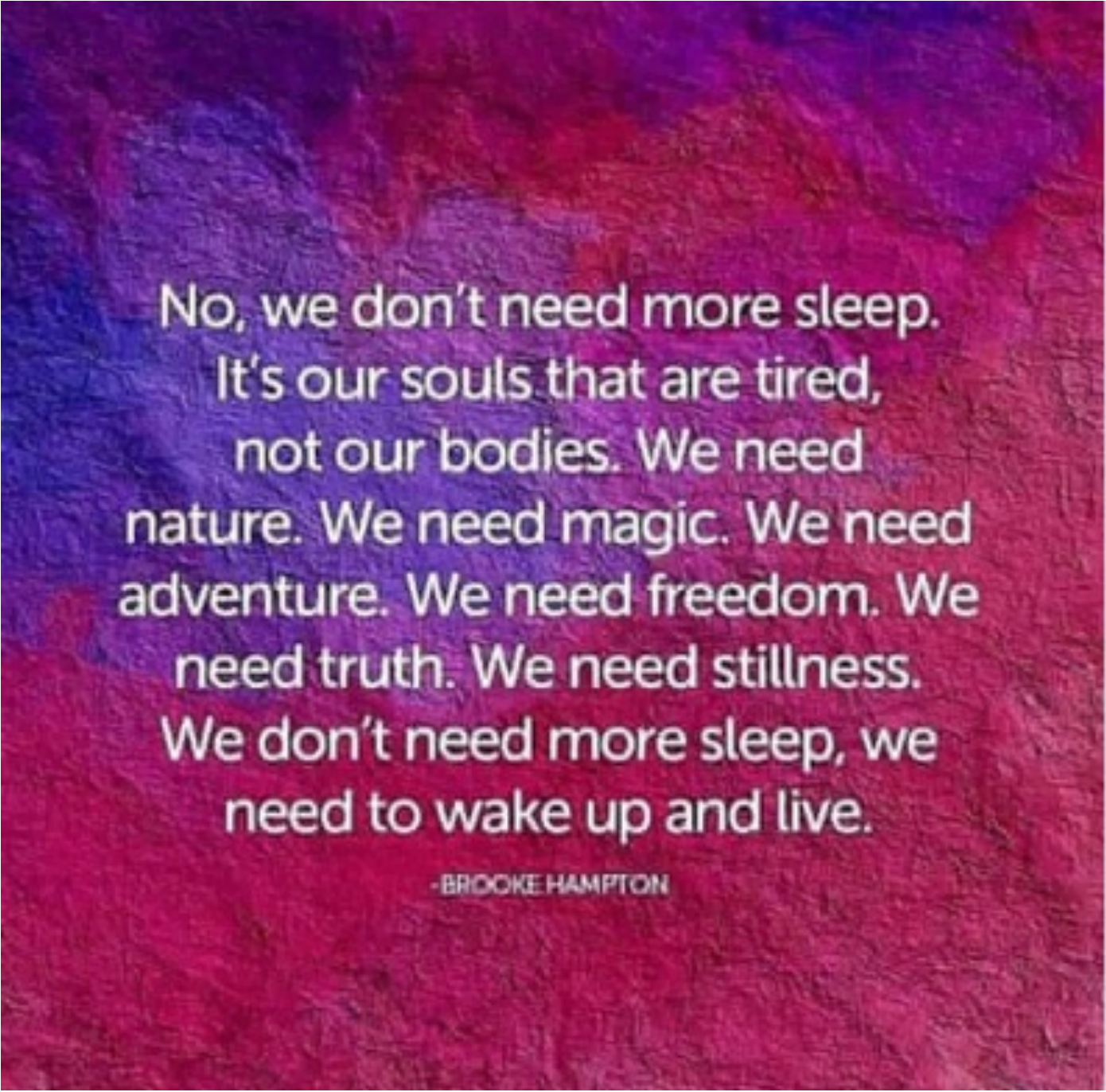
Reflect Restore Renew

Sara S. Cowey, M.S.
San Mateo High School
Leadership Teacher
Activities Director

San Mateo High School



- Enrollment 1650 students
- Comprehensive High School
- Award Winning Visual-Performing Arts, Biotech Training Program, Community Service and Leadership Program
- **Two** Leadership Classes



No, we don't need more sleep.
It's our souls that are tired,
not our bodies. We need
nature. We need magic. We need
adventure. We need freedom. We
need truth. We need stillness.
We don't need more sleep, we
need to wake up and live.

- BROOKE HAMPTON

Reflect

~~HUSTLE~~ ALIGN

Destroy the idea that you have to be constantly working or grinding in order to be successful. Embrace the concept that rest, recovery, and reflection are essential parts of the progress towards a successful and ultimately happy life.

Restore

**It takes a great deal
of security to go
into a deep listening
experience because
you open yourself
up to be influenced.**

Renew...



REFLECT

Reflect:

“What’s your purpose?”

- Direct Activities
- Rallies, Dances, Service Projects...Repeat...
- Encourage & inspire stakeholders
- Recognize & celebrate everyone
- Build **Community**
- Create a positive School Culture and Climate



peace. passion. pride.

Reflection:

Have you examined your school?

- What are the **top three issues** for all stakeholders?
- How has your school and Leadership program **evolved** in the last three years?
- Are you wedded to **“Tradition”**
- Have you considered a **360°** evaluation?
- Have you evaluated systems, process, protocol?
- Can the **“Healthy Kids Survey”** data help you look at climate and wellness issues?

Resource: Search Institute, “The Pulse” , “REACH” Survey
“Direction Survey” , “Healthy Kids Survey”

What kind of **evaluations** do we need?

- **Reality** = Teacher Evaluations offer Instructional Coach for your “core subject area”
- **Reality** = Instructional Cycle is often tied to “CORE subjects”

NEED?

- 360° Evaluation
- Are we as effective as we can be?
- An opportunity for feedback and growth

360° review

Sample Questions for 360 Employee Reviews



Does this employee exhibit leadership qualities in the roles he or she plays in the company?



Are the employee's work methods and approach to accomplishing his or her job effective, efficient, and continuously improving?



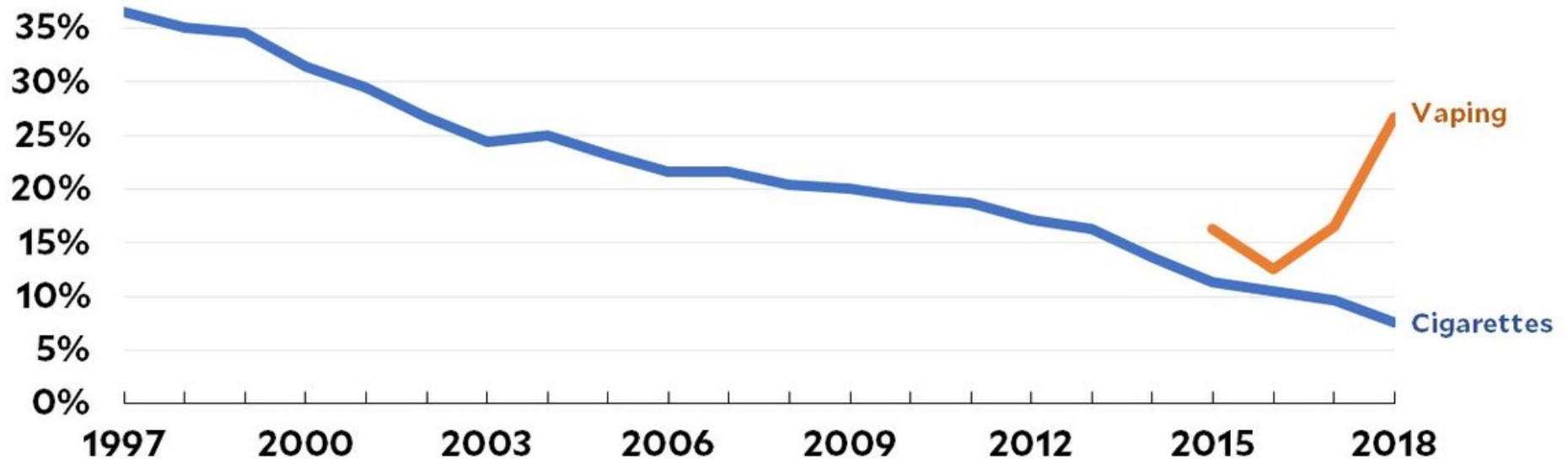
When this employee works with coworkers, what interpersonal skills does he or she demonstrate?



Does the employee appear to be motivated by his or her work-related tasks, job, and relationships?

Reflection: VAPING it's a national crisis

Trends in Vaping and Cigarette Use 12th Graders



Source: "National Adolescent Drug Trends in 2018"

Mother Jones

Reflection:

Are the students “happy”?

I am happy to be at this school.

Strongly disagree	4	6	5	3
Disagree	3	4	7	6
Neither disagree nor agree	18	22	19	16
Agree	47	47	47	45
Strongly agree	28	21	23	30

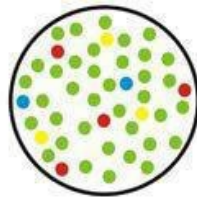
I feel like I am part of this school.

Strongly disagree	4	5	5	4
Disagree	5	7	9	7
Neither disagree nor agree	25	25	25	21
Agree	42	47	43	43
Strongly agree	23	17	18	25

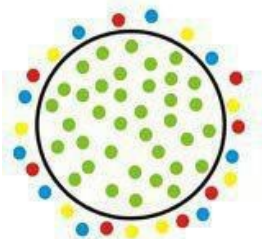
75%: We need to do better.

CITATION: SMUHSD, SMHS HKSS, Fall 2018

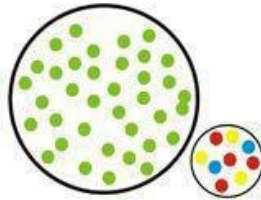
INCLUSION



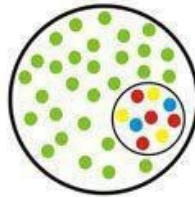
Inclusion



Exclusion



Segregation



Integration

Reflection on opportunities:

Recognize the issue:

Q: How do students **FEEL**?

- Excluded or marginalized?
- Included and celebrated?
- How can we create OPPORTUNITIES for all students
- Is there **integration**?
- Are we creating **true inclusion**?
- It's a process that takes time

Reflection questions: *mission – vision – values – goals*



- What are our **values** & motivation?
 - How do we define **achievement** & **success**?
 - Are we focused on **ALL** Students & Staff?
 - Are we able to **level up**: Learn, Change & Grow?
 - Keep reflecting are these events still **relevant**?
- “You can’t change people, but you can **change the conversation**”*

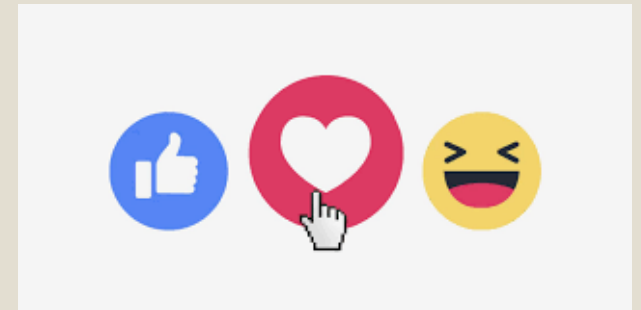
Reflective student leaders

- **Be intentional**
 - Use an “evaluation” process
 - Use constructive feedback
 - Practice genuine listening
 - Model positive mindset
 - Model positive language in all Evaluations
- Create a **safe space** for critique
And a growth mindset



Reflection process for events

- The “post-op” or “after-action-review”
 - Be mindful of language
- *Unfiltered Feedback*
 - “The ____ was horrible”
- Filtered Feedback:
 - **Deltas” and “Positives”**
 - “How could ____ be improved?”
- Share the “event file” as a starting point
- Create ownership and creativity



Empower & Encourage Reflection

Use measurable goals:

- Event attendance
- Student engagement
- Club membership

Get student input on events

- Encourage **new** ideas
- **Welcome creative ideas and problem solving**



Reflect:

“What are you hoping for?”

- A spark will be ignited
- Leaders will rise to the challenge
 - Some will step forward
 - Some will inspire others
 - Some will be multipliers
 - Some will be role models and encourage a future generation of leaders

Learn. Change. Grow

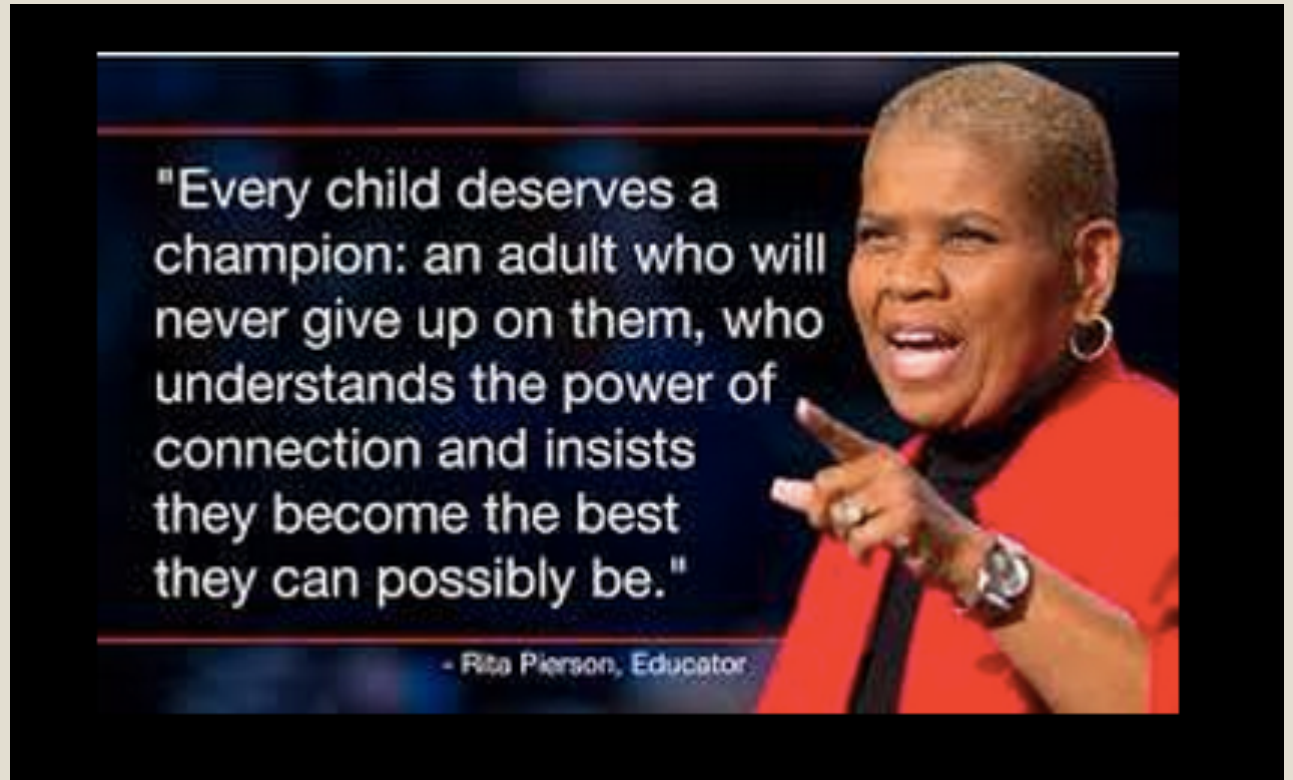


Reflect on today's issues

Keep moving forward

Be a Champion

- Social Justice
- Equity & Access
- Human Rights
- **Gender Neutrality**
- Internet Safety
- **School Safety**
- **Awareness** about Poverty, Economic insecurity
 - Trauma, Anxiety, Mental Health & Wellness Issues



Resource: [Opening Doors](#), T. Arriaga, R. Lindsey



RESTORE

Restore: The “Whole Leader” Social Emotional Learning

- Self-Definition speech
- Know the story, know the person
- Be aware of *trauma, anxiety & family of origin issues, respond with empathy*
- *Create space and place to explore health and wellness issues throughout the year*
- *Explore Character Development*
- *Create and share “**Personal Mission Statement**”*

RESOURCE: Character Strong, H. Kraft & John Norlin

Restore

*Task list vs/
a **checklist system***

Use the “checklist system”:

- Accountability with a formal system
- “Constructive Feedback”
- Contracting Language

RESOURCE: Boomerang project; the “checklist system”

CIRCLE GUIDELINES

Speak from the heart:
your truth, your experiences,
your perspectives

Listen from the heart:
let go of stories that make it hard
to hear each other

Trust that you will know what to say:
no need to rehearse

Say just enough:
without feeling rushed, be concise and
considerate of the time of others

“Restorative Practices”

- Daily check-in (“temperature check”)
- **Restorative Circles**
- Restorative Conferencing
- Family Circle
- Gratitude Circle
- Full Class Circle
- Class Council Circle
- Dyad/committee check-in

Restorative Practice Training

BOOKS:

- Circle Forward - Watson
- Restorative Practices Handbook
- Restorative Circles in Schools
- Restorative Justice Conferencing
- **“Restorative Questions”** Cards and Posters

>>*Form an RP team and get started today*

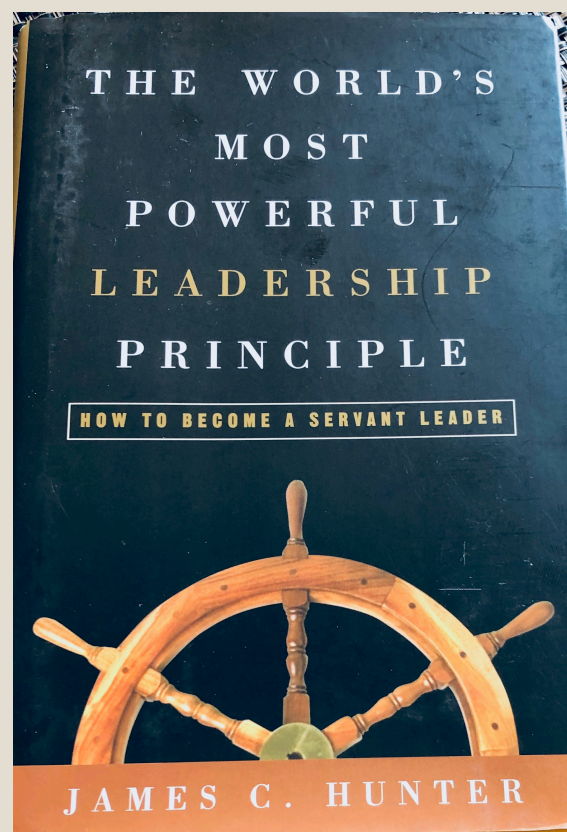
Resource: IIRP – Bethlehem, PA

Restorative “Gratitude Circle”





Mindful SCHOOLS



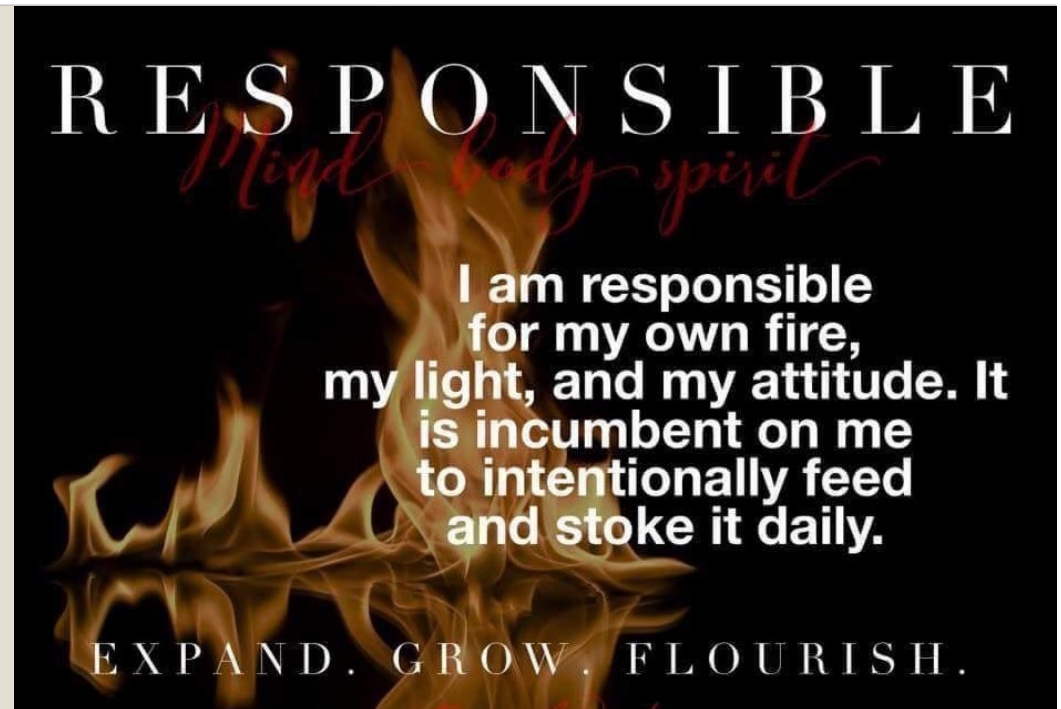


RENEW

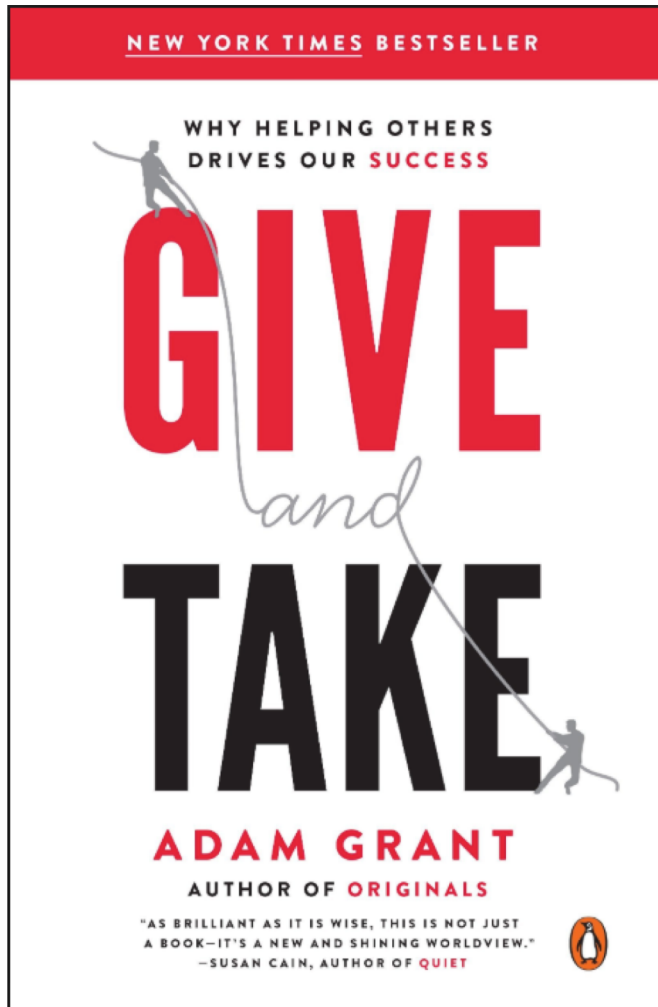
breakdown
spiritual awakening

Renewal as a Human

- Read
- Journal on a daily basis
- Listen to podcasts
- Exercise & Meditate
- Watch uplifting movies & videos
- Develop **healthy coping strategies**
- Find fellowship with healthy humans
- Check-in with friends & family



Resource: Full Focus Journal
- Michael Hyatt



Becoming a “Healthy Giver”

- Giver
- Matcher
- Taker

Be a **Healthy Giver** –
Look for the Bigger Yes

- **RESOURCE:** [Give and Take](#)
Adam Grant



Renewal as an Educator

- Attend Conferences & Retreats
- Have a “PD-DAY” with your ASB team
- Find **Powerful Positive People** who will challenge & inspire you all year long!
- Get assistance from your colleagues and other advisors
- Find an awesome mentor or coach
- Do a “school swap” with another like minded advisor

Renew: Read

(Authors, Bloggers and Tweeters)

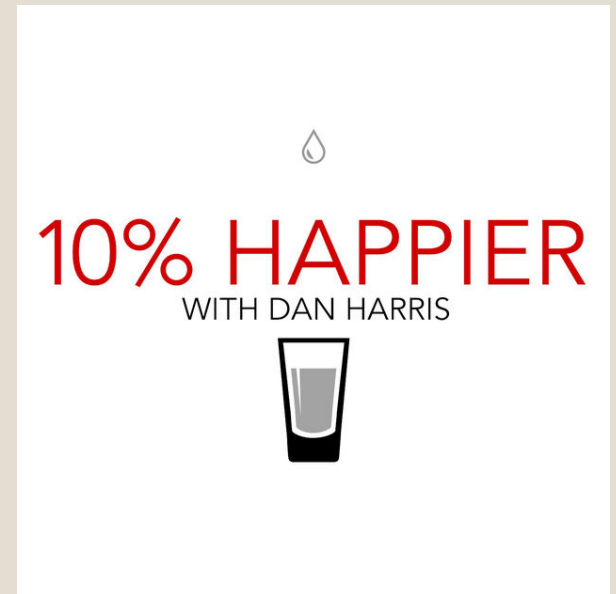


- Matt Soeth - #icanhelp
- Dr. Darrin Peppard - #RoadToAwesome
- Michael Hyatt – Living Forward
- John Maxwell – Everyone Communicates...
- Robin Sharma – Leader who had no title
- Dr. Brene Brown – Daring Greatly
- Jennifer Dulski – Purposeful; Be a Movement Starter
- John Norlin - Character Strong curriculum

Renew: Read

Inspirational stories & books

- 10% Happier – Dan Harris
- Culture Code - Daniel Coyle
- Creativity, Inc. - Ed Catmull
- Safe Is Not Enough - M. Sadowski
- My Orange Duffel Bag – Sam Bracken
- How to Give a TED Talk – Carmine Gallo
- 7 Habits of Highly Effective Teens – Covey
- 5 Languages of Appreciation – Gary Chapman



Renewal for the Leadership Class: Bonding & Celebrations

- Pot Luck
- Scavenger Hunt
- Holiday gift exchange
- Secret Buddy “treat day”
- Overnight Camping Trip
- Attend a movie, game, play or concert as a group
- End of event celebration or **“wrap party”**
- Leadership Development Days (“LDD” w/ CASL)



Renewal for Staffulty

- School Fundraisers & Parties
- Wedding / Baby Showers
- Birthday Celebrations
- Meditation sessions
- 5-K / 10-K / Half Marathon / Marathon
- Hiking / Walking Groups / Softball League
- Bowling or Basketball Tournament
- Yoga Class / Boot Camp
- Faculty **RETREATS** that are meaningful and focused on the **Future** (*ideally: off-site and off-line*)



Renewal for Staffulty

Edification to build community morale

- Create Connections
 - Recognition
 - Appreciation
 - “**Pause** for PRAISE”
 - Use Staff Surveys
 - Serve **Brunch**: food, coffee, tea
 - Celebrate **Birthdays**
 - Host A THEMED WEEK!
 - “Staff-Appreciation-Week”
 - **#StaffultyLOVE**
- >>MESSAGE ME FOR MORE IDEAS!



A Renewal Story: Sam Bracken

- Create **common language**
- Learn from
“**Crucible Moments**”
- Gather a tribe of
“Powerful Positive People”

Vulnerability:

- There is value in sharing our stories with each other
- Builds empathy and trust



Resource(s):
[My Orange Duffel Bag](#)
[UNWIND!](#)

Renewal Strategy: Appreciate People

“How many of us arrive at our final destination without help? Expressing **gratitude** can heal our hearts and stimulate our minds and bring us **peace...**”

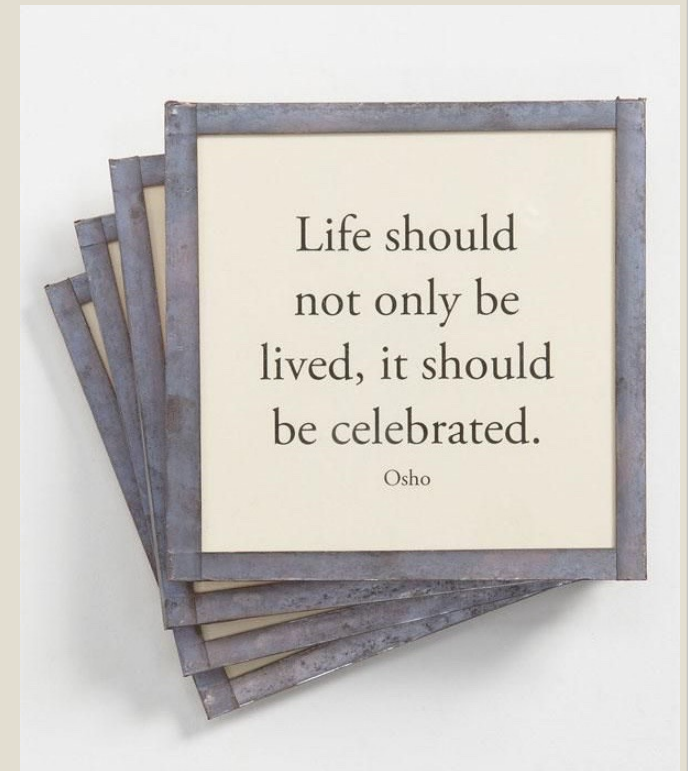
– Sam Bracken

- **Spend some time writing about who you are truly grateful for:**

Gratitude Changes Everything

Resource:

5 Languages of Appreciation
Try the “21 Day Challenge”





**RENEW your school year:
Be intentional &
Try something NEW!!**

A story about changing a
"Tradition"

RESOURCE: Keith Hawkins, TRL



Don't wait until Graduation Day to
RECOGNIZE, CELEBRATE and
APPRECIATE students & staffuly!!





Reflect – Restore- Renew

Be a Guru - Sherpa - Jedi

Boundaries - Balance - Blessings

Find your own path and enjoy the journey

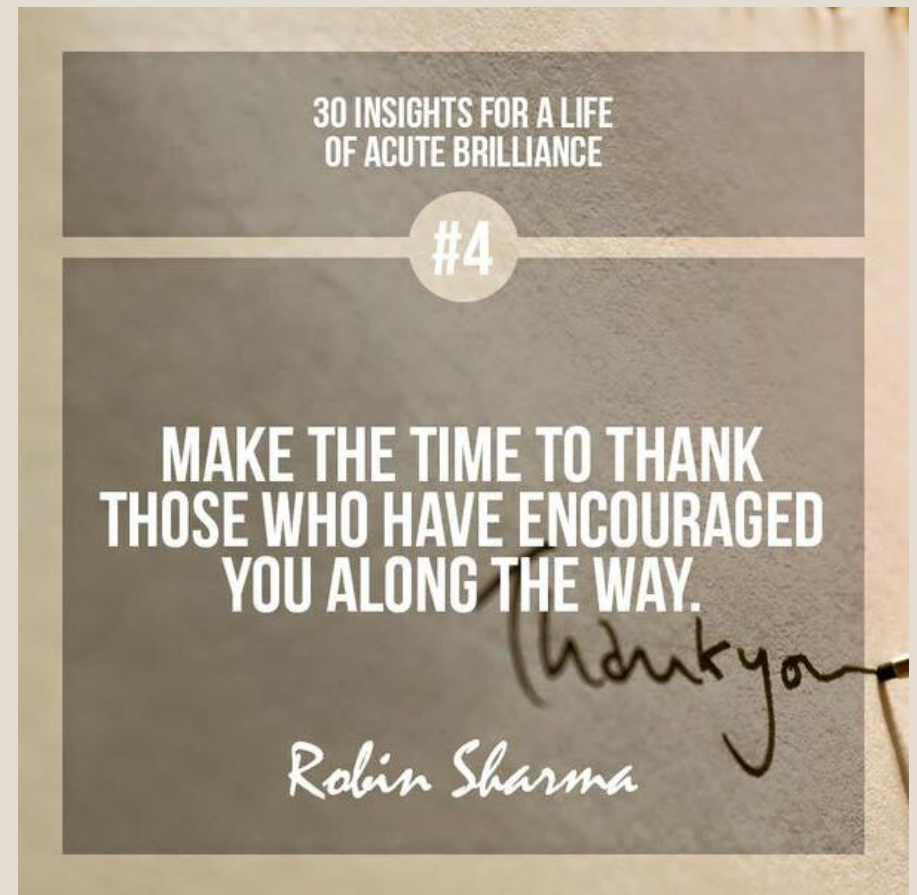
Always...

- Be grateful
- Be of service
- Be mindful of your legacy
- Be willing to try something **NEW!**
- Be a balanced “giver”;
train, **mentor** & teach others

“I believe in you.”

Thank You!

- THANKS **CADA!!!!**
- Questions?
- Feedback
- Comments
- Idea: “School Swap”
- Visit us in the Bay Area!
- @CoweySara
- scowcat@gmail.com



Learn. Change. Grow

Enjoy the Journey

