

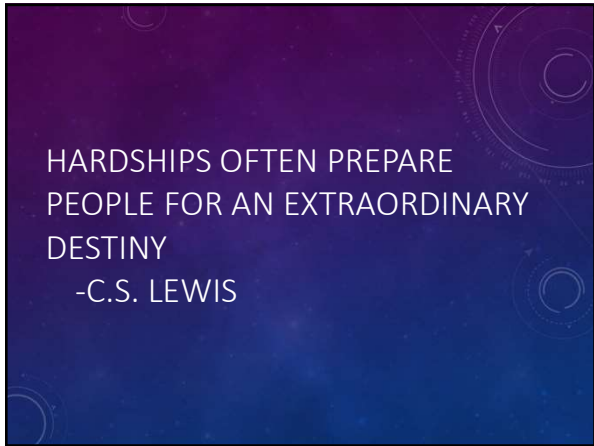
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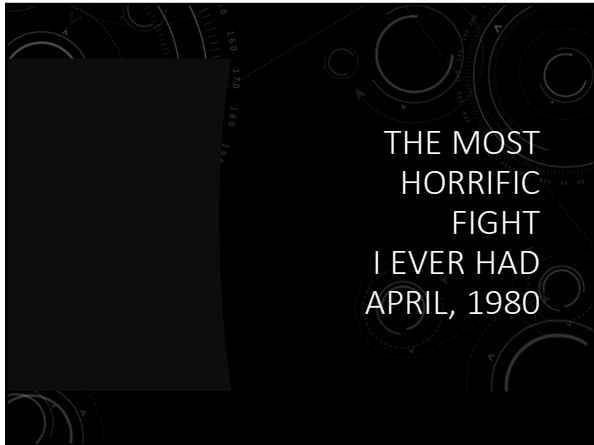
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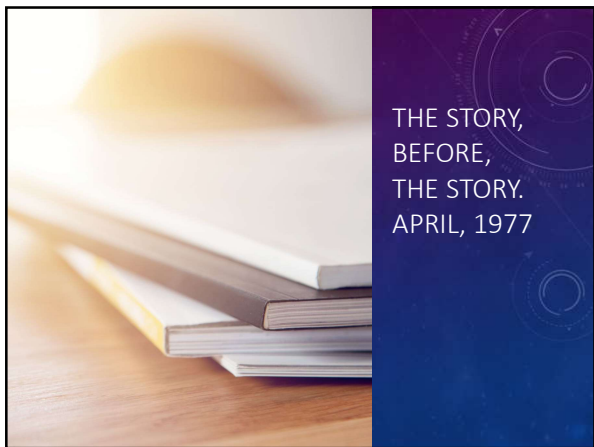
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6

A LITTLE MORE OF MY STORY

- Early Development
 - Intact family
 - Connected Extended Family
 - Established Cultural Identity
- Personal Impression:
 - Forward Thinking Family-Searching for the American Dream!

7

THE EARLY YEARS, CIRCA 1968



8

TRAUMA

- Loss
- Injury
- Tragedy

Which creates a change to the system:

A true imbalance to the brain—chemically / figuratively
A draining of resources
A focus on the trauma and consequences of that trauma.

9

TRAUMA / CHANGE / RESILIENCE!

Parent Illness, followed by parent death

Like ripples across a lake the ramifications felt were significant:

- Lone Remaining Parent Suffering in Silence
- Family loses identity
- Each family member suffers
- Loss of connectedness to the known
- What was once important changes
- Everything is different
 - Each change lands on the shoulders of our children


10

ADVERSITY, HARDSHIPS IMPACTS & EFFECTS

- Solitude: Suffering in Silence
- Anxiety: Alone and Apart
- Depression: Despondent and Down
- Rebellion: School, Community, Family -Hasn't everybody stolen a car?
- The Mind Seeks to Place Blame and Fault – It's Defending Itself!

11

RESILIENCY – CLASSICALLY DEFINED



- “That quality in children who, though exposed to significant stress and adversity in their lives, do not succumb to the school failure, substance abuse, mental health, and juvenile delinquency problems they are at greater risk of experiencing.” (Linquanti, 1992)

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- Once a child's educational demise begins; more negative results tend to ensue unless a mitigating change occurs to stop this negative success trajectory. (Martinez, 2013)

"NEGATIVE SUCCESS TRAJECTORY"

13

NO MATTER WHERE YOU SIT TODAY, YOU ARE THAT MITIGATING CHANGE!

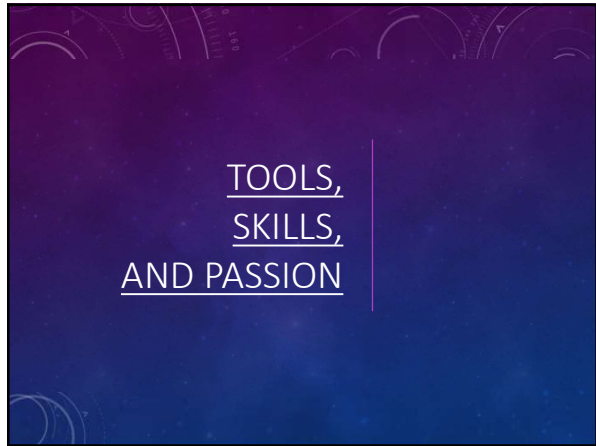
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#EDUCATOR #CHALLENGE #1

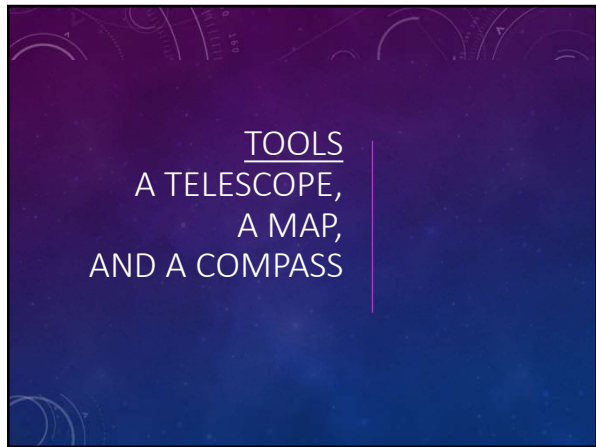
GIVING YOU A #CHALLENGE!
PLEASE GIVE YOURSELF SOME TIME TO #REFLECT ON THE STUDENTS WHO WALK INTO YOUR LIFE EACH DAY IN THIS AND NEXT YEAR 2019-2021 SCHOOL YEAR, AND PURPOSEFULLY PLAN FOR THEIR SUCCESS!
#RESILIENCE #LEADWITHRESILIENCE
#PURPOSEFULPLANNING #BESTYEAREVER

YOU PROBABLY WON'T SEE WHAT THEY NEED BY JUST LOOKING!

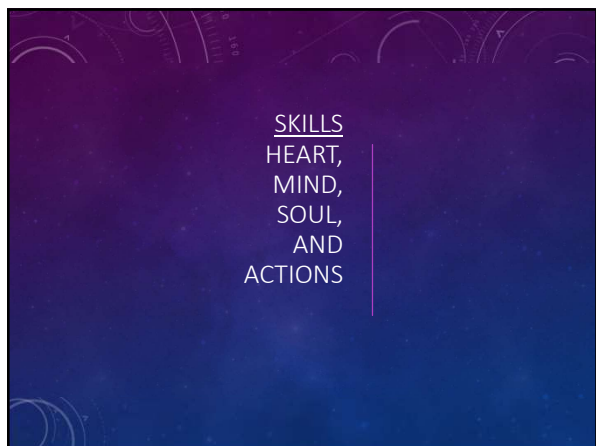
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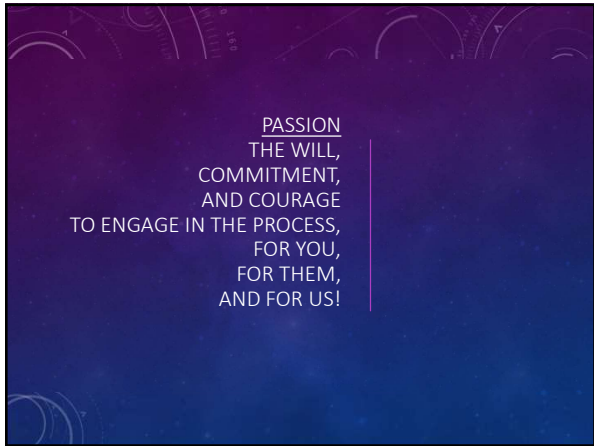
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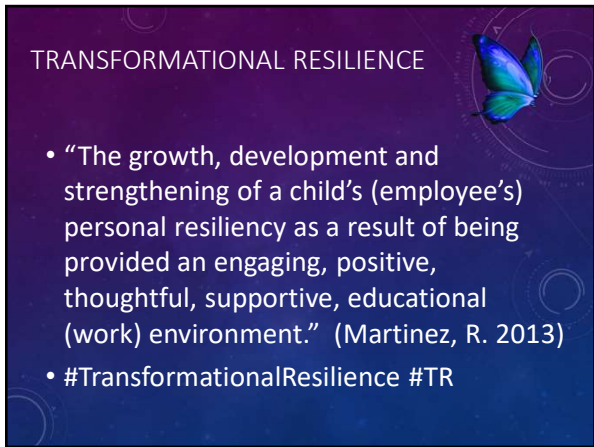
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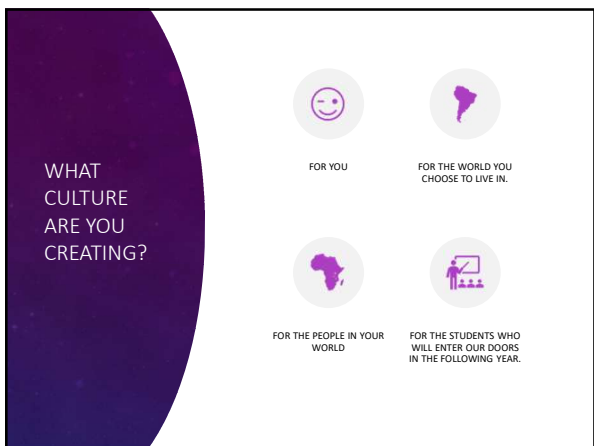
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21

#RESILIENCEISLAND
OR
THE LAND THAT
RESILIENCE
FORGOT

- Positive
- Collaborative
- Teamwork Thrives
- Acceptance
- Creative
- Innovative Abounds
- Nourishing
- Wondrous
- Social Contract Adhered To
- Negative
- Silos
- Lone Soldiers
- Blame
- Accountability Reins
- Life is Run by Rules
- Toxic
- Worrisome
- Dissention and Mutiny

22

WHAT DOES
SUCCESS
LOOK LIKE?

- Can You Envision it?
- Do You Have the Capacity to Create it?
- How do You Plant the Seeds in Order to Have the Idea Grow Favorably?
- Whom do You Need to Engage in the Process, to Get it Accomplished?
- How do You Stay Focused, Nourish the Idea, and Realize Your Success?
- Does Your Team Share Your Perspective

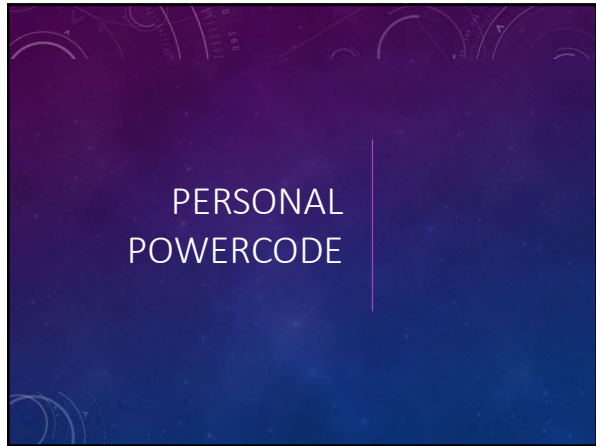
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“UPWARD SPIRAL” (ALEX KORB)

- We must work to change the trajectory of negative factors.
- We must seek to interfere, create a new trajectory, and begin a new upward spiral that will lead to the next positive moment in a child’s life.

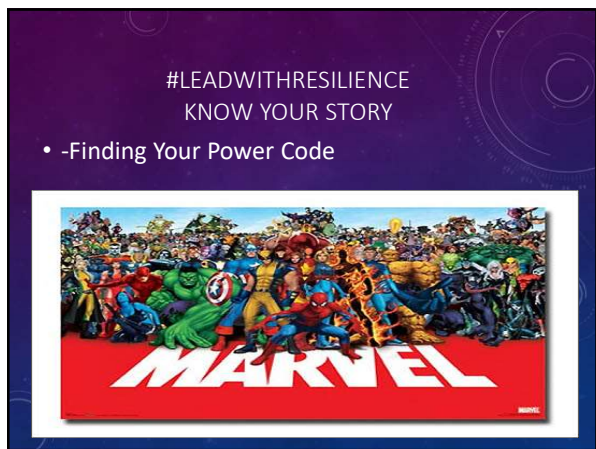
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STORIES OF OUR CHILDREN →
INFORM OUR NEEDED POWERS

- Who is in their story?
- What are their adversities/hardship?
- What trauma might they carry in their hearts, minds, and souls?
- What role will you play in their story?
- Which chapter will you find yourself?
- How have they already been #Resilient?

28

STORIES OF OUR CHILDREN →
INFORM OUR NEEDED POWERS

- What will the title of the chapter they write about you, and their teachers be called?
- When will they weave you into their story?
- What legacy will result from the time you spend with those you work, care for?
- What measure of success will tell you that you have been successful as an educator?

“Let the life that we help students live be the measure of our success!” -@ResiliencyGuy

29

BECOMING A
#POWERFUL
#LEADER, #LEARNER, #LIFER

• Positive	Purposeful	Professional	Peaceful	Proficient
• Outstanding	Objective	Observant	Obliging	Optimistic
• Wise	Wizardly	Well-Balanced	Whimsical	Watchful
• Empowered	Engaging	Earnest	Ebullient	Exuberant
• Resilient	Responsible	Relational	Relevant Rigor	Resourceful
• Forthright	Flexible	Forgiving	Friendly	Frank
• Unbelievable	Unyielding	Unbiased	Unhurried	Upright
• Loving	Learned	Lenient	Literate	Lively

30

EDUCATOR CHALLENGE #2 RECOGNIZE THE WORK!

- Heart**
Tell 1 student and 1 colleague/employee each week that you saw their heart due to specific acts they engaged in.
- Mind**
Tell 2 students and 2 colleagues/employees each week that you appreciate their mind, and how they shared their perspective with you or others.
- Soul**
Tell 3 students and 3 colleagues/employees that you saw them help someone's spirit soar.
- Kind Actions**
Recognize as many positive acts of kindness that you can, no matter if you saw it, heard it, read it, or received it. Let people know you noticed!

31

YOUR STORY - THINK BACK

- Your early development:
 - Who were you with?
 - What was valued in your world?
 - When did you recognize yourself as an individual?
 - Where did your resolve come from?
 - What have you overcome?
- RESILIENCE is part of your story!

32

TAKE A MOMENT...

What were your adversities/hardships?

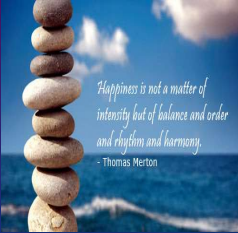
- Crisis
- Trauma
- Hurdles, Challenges, Roadblocks

But I've had no adversity/hardship!

33

BUT I'VE HAD NO ADVERSITY/HARDSHIP!

- Really? #itsalllife #onetrip
- Sustaining Balance:
 - Home Life-Work Life
 - Family-Career
 - School-Work-Bills
 - The list goes on....
- Our brains are continually faced with adversity– Decisions are made!



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RESILIENCE CHALLENGE

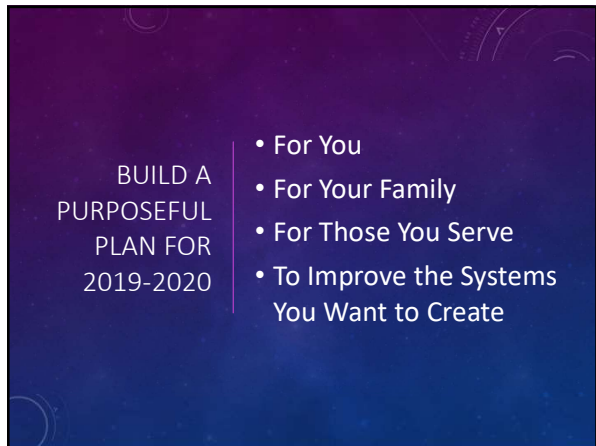
- Follow The Rules
 - If you know, don't share yet!
 - No Googling!
 - Don't remove your hand from the loop!
 - You may not pull the ropes apart!
 - You may not cut the ropes!
 - You may talk, advise, support, guide others to freedom, after one minute
 - You may help others, once you are free!

35

LIFE'S DIFFICULTIES – TIE US UP LIKE BINDING ROPES

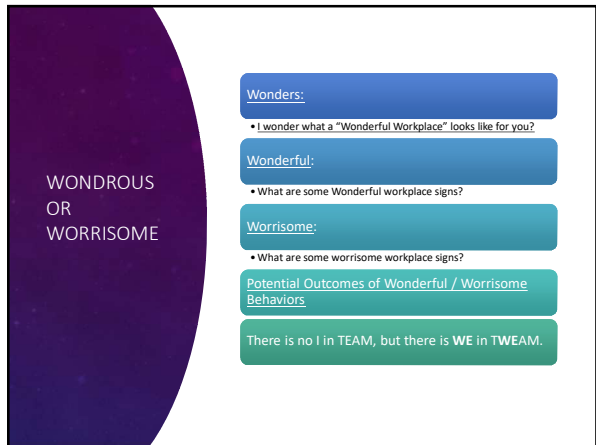
- Loss
 - Divorce
 - Death
 - Abuse of any kind
 - Lack of success in school
- Trauma – In many shapes and sizes
- Think: Maslow's Hierarchy of Needs

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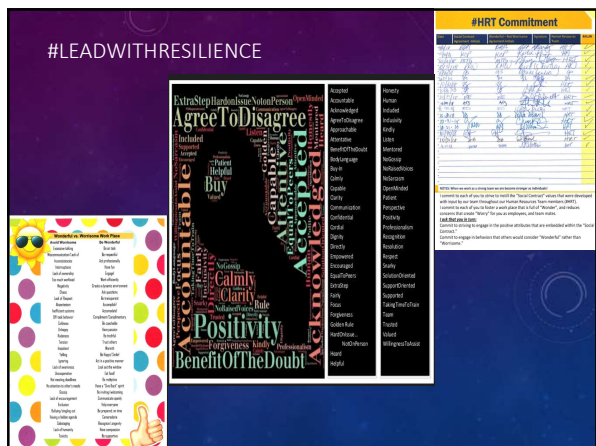
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Horizontal lines for notes.



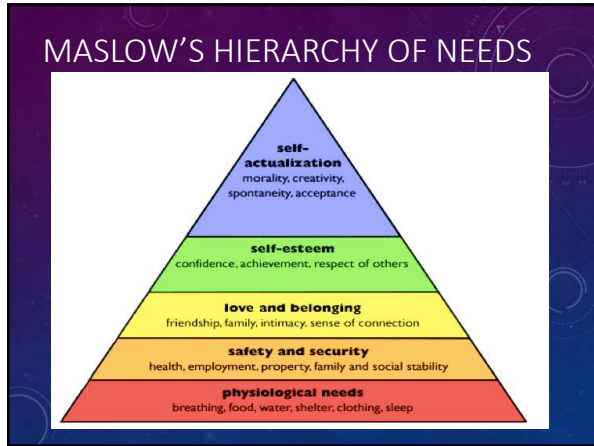
38

Horizontal lines for notes.



39

Horizontal lines for notes.



40

IT'S "SECRET SAUCE" TIME

The Recipe for Resilience

41

#RESPONSIBILITY

- When leaders engage employees in pro-social skill development approaches that focus on empowering physical growth, intellectual growth, psychological growth, and social development, powerful changes to a student's life are propelled towards positive success.

42

#RELATIONSHIPS

- When leaders engage employees in authentic, trustful, appropriate, supportive relationships that focus on enhancing a employee's value, worth, and self-awareness, significant empowering changes to their lives are propelled towards positive success.

43

#RESPECT

- Respect is a feeling of admiration or deference toward a person, child, non-human animal, group, ideal, or indeed almost any entity or concept, as well as specific actions and conduct representative of that esteem. Respect from person to person, no matter the role is essential

44

#RESOLVE

- To firmly make a conscious decision, to hold steady, to persevere with due diligence towards your goal with no distraction

45

#RELEVANCE

- When leaders provide opportunities for authentic responsible relationships with the employees they serve they become relevant to the development of the employee's psyche, pertinent to the opportunities provided, and connected to the empowerment that our employees need to succeed!

46

#RIGOR FOR LIFE

- When leaders plan for activities for employees to be engaged in that are intellectually stimulating, creative, are open-ended, and where depth of knowledge and learning of new skills is of paramount importance, and where employees are expected to demonstrate personal effort towards achievable goals, there is rigor in the system!

47


#RESOURCEFULNESS

- When leaders seek to build their own #assets, and create opportunities for our employees to become empowered by learning and acquiring new skills, practicing skills they have, and considering how to personalize their work we build resources for ourselves and our employees. These resources, like rewards in a video game may become latent, and used in future endeavors, and may become more important to the employee the more and more they are used.

48

RESILIENCE RECIPE:
 RESPONSIBILITY + RELATIONSHIPS +
 RESPECT + RESOLVE + RELEVANCE + RIGOR FOR
 LIFE + RESOURCEFULNESS = RESILIENCE

- Transformational Resilience:
 - “The growth, development and strengthening of a child’s (employee’s) personal resiliency as a result of being provided an engaging, positive, thoughtful, supportive, educational (work) environment.” (Martinez, R. 2013)



49

BIG HAIRY STATEMENT

“WE MUST WORK
 TO BUILD OUR POWERS,
 OUR LEADERSHIP SKILLS,
 THUS, OUR RESILIENCE,
 AND IN TURN,
 THE RESILIENCE OF OUR CHILDREN WILL
 FLOURISH IN THE PROCESS!”
 (MARTINEZ, 2017)

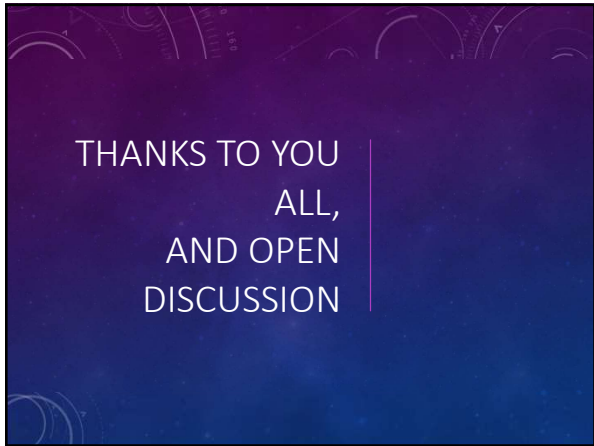
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EVERY CHILD:
 “DON’T GIVE UP ON ME!”

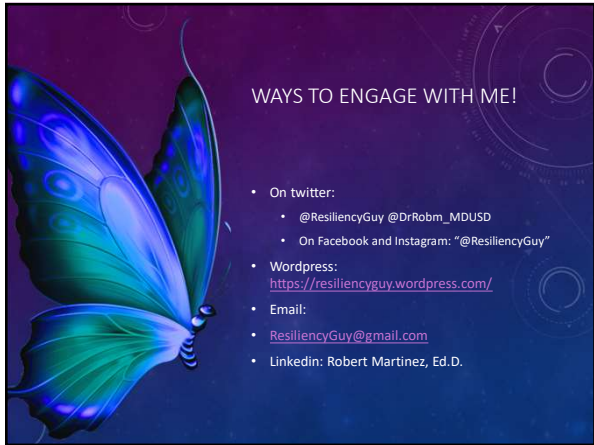
US:
 “NEVER!”

• <https://youtu.be/KL9qp0FNEzU>

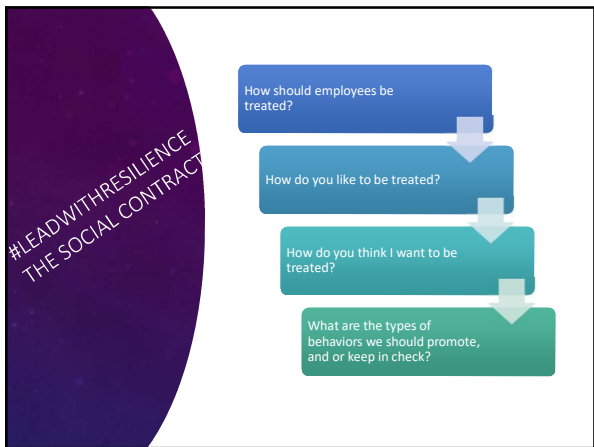
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53



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#LEADWITHRESILIENCE
THE COMMITMENT

 I commit to instill the behaviors that you agreed to for the benefit of each of us.

 I committed to create a wonderful work environment because you deserve nothing less.

 In turn: Ask for a commitment from each of them to live up to the Social Contract, and to Work to do those things that will make our work place wonderful to others.

55

EACH PERSON HAS A STORY

Family


Colleagues


Employees


- Administrators, Teachers, Classified Personnel, Parents


56


YOUR STORY
— YOUR #RESILIENCE

 What was and is important to you?

 Why are these things so important?

 What relevance do these memories hold for you?

 What lessons were learned by your heart, mind and soul?

 Why are you who you are?

57

THE STORIES OF OUR EMPLOYEES

- ? Where do they begin?
- Who is in their story?
- What are their adversities/hardship?
- What trauma must they carry in their hearts, minds, and souls?
- What role will you play in their story?
- Which chapter will you find yourself?

58

THE STORIES OF OUR FAMILIES COLLEAGUES EMPLOYEES

What will be the title of the chapter they write about you?

When will they weave you into their story?

What legacy will result from the time you spend with them?

What measure of success will tell you that you have been successful as a leader?

"Let the life that we help students live be the measure of our success!" -@ResiliencuGuy

59

OUR COLLECTIVE STORY

What we do now matters!

How we engage our employees matters!

How we structure and offer support matters!

How we communicate our intent matters!

How we strive to empower matters!

How we consciously and purposely behave and connect with employees matters!

#SHOWYUCARE

60

#LEADINGWITHRESILIENCE

- --Set Your Course with Purposeful Intent

61

#LEADINGWITHRESILIENCE

-Carry and Use Your Moral Compass

62

#LEADINGWITHRESILIENCE

- -Know Your Passion, and Learn the Passions of Others

63

MAKE IT
COME ALIVE
AND TAKE
ACTION!

HEART MIND

SOUL ACT

64

#LEADINGWITHRESILIENCE
-The Simplest of Actions Can Change the
Course of History

Everyday Kindness



One ripple of kindness can
go on to create a large wave!

65

#LEADINGWITHRESILIENCE
KNOW YOUR STORY

- Grow Yourself



66

#LEADINGWITHRESILIENCE
KNOW YOUR STORY

-Grow the Resilience of Your Team

67

#LEADINGWITHRESILIENCE
KNOW YOUR STORY

- Expand Your Influence

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#LEADINGWITHRESILIENCE
THE STORIES OF YOUR TEAM

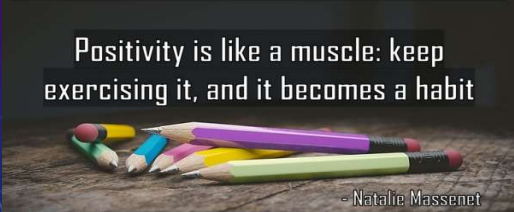
- Share and Engage with Everyone's Story

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#LEADINGWITHRESILIENCE
THE STORIES OF YOUR TEAM

- Provide Affirmations, Capture Positivity, and Spread it on Everything

Positivity is like a muscle: keep exercising it, and it becomes a habit



www.brainquotes.org - Natalie Massenet Positive Quotes

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#LEADINGWITHRESILIENCE
THE STORIES OF YOUR TEAM

- Build a Ship Everyone Wants to Ride On.



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#LEADINGWITHRESILIENCE
THE STORIES OF YOUR TEAM

- Love Each Member of Your Crew

I have decided to stick with *love*.
Hate is too great a burden to bear.

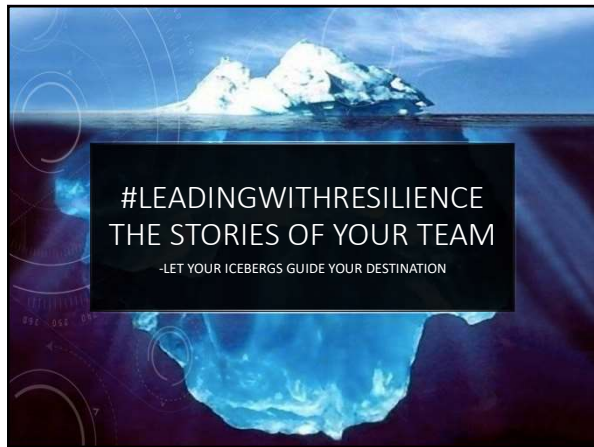
Martin Luther King, Jr.

kissmyhat.com

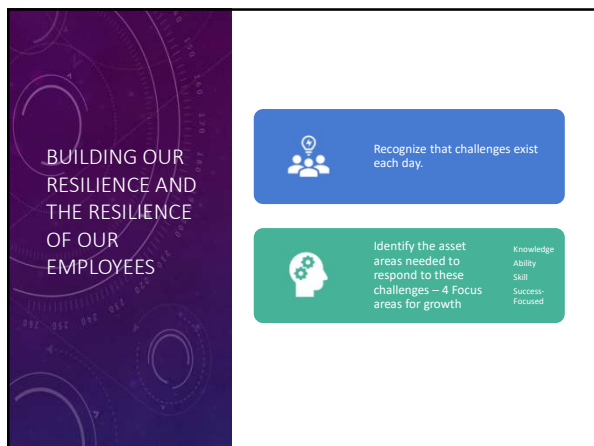
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#LEADWITHRESILIENCE
#BUILDDASSETS

- Fill Our Resilience Back-Packs
 - Knowledge/Ability Skills/Success
 - We must work to fill up our back-pack, then assist others with filling theirs!

76

HOW DO WE DO THIS?

- Transformational Resilience:
 - Supportive: Structure and Stability
 - Thoughtful: Purposeful and Practical
 - Engagement: Inclusive Intentional Instruction
 - Positive: Mind, Spirit, and Actions
 - School: Educational Environment
- It's not just a program, it's a way of #leading!



77

IT'S A PROCESS, NOT A PROGRAM
#TEACH

- Thoughtful Process Flipped Group: "Capture Kids Hearts, and Their Heads Will Follow"
- Empowerment is Key-Build Personal Assets!
- Actions and Follow-Through are Important
- Connections Count-Each moment matters!
- Human-People First – We are all human!

78

BECOMING A
POWERFUL
LEADER, LEARNER, LIFER

• Positive	Purposeful	Professional	Peaceful	Proficient
• Outstanding	Objective	Observant	Obliging	Optimistic
• Wise	Wizardly	Well-Balanced	Whimsical	Watchful
• Empowered	Engaging	Earnest	Ebullient	Exuberant
• Resilient	Responsible	Relational	Relevant Rigor	Resourceful
• Forthright	Flexible	Forgiving	Friendly	Frank
• Unbelievable	Unyielding	Unbiased	Unhurried	Upright
• Loving	Learned	Lenient	Literate	Lively

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#CARRYON!
#PERSEVERE!
#BERELENLESS!
#NEVERGIVEUP!
#ITSALLLIFE
#ONETRIP
#GRATITUDE
#TOGETHERWEGROW
#TOGETHERWELEARN
#TOGETHERWELEAD
#LEADINGWITHRESILIENCE

SHERYL SANDBERG'S GRADUATION SPEECH AT UC
BERKELEY

• <https://www.youtube.com/watch?v=dR9vjT35s0g>

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