

What message stands out to you the most?

We are a delivery system of "hope"!

Peer instruction is a hallmark of a learning organization

Don't reach, be reached

"And the soul felt its worth"

we don't do disappointment

Hold up a mirror, not a bar!

Instead of raising the bar, Hold up the mirror-Tell the Truth

When you get fit you get grit.

Love is the answer, community is the context.

What message stands out to you the most?

Chain of communication needs to be different than our chain of command.

Grit or Fit

Don't hold the bar up, instead hold the mirror up. - Gregory Boyle

Quality fit looks like and turns into grit

Grit is a state not a trait

We need to "differentiate the chain of communication from the chain of command."

chain of communication should not match the chain of command

When chain of communication vs chain of command become the same then communication slows.

Kindness is the ONLY non-delusional response.

What message stands out to you the most?

Successful leaders remove barriers to help their people succeed

Differentiation between the chain of communication vs. the chain of command.

Teambuilding

"Grit is a state, not a trait"

Chain of Communication vs Chain of Command

Movement to prevent people from becoming stale in their work..... not spending 30 years in one grade

We don't do disappointment

"fit looks like grit" but grit is a state and not a trait

We don't do disappointment because everything is progress and good.

What message stands out to you the most?

Own the culture

The flow of communication should not be the same as the chain of command

The importance of listening-to the "margins", to others to help diversify your knowledge base and understandings

"Love is the answer, community is the context." Father Gregory Boyle

Be courageous!

The soul feels its worth

Great Success Hinges on Peak Moments

"when you get fit, it looks like grit"

look for things we cannot create when hiring

What message stands out to you the most?

Change the notion that some lives matter less than others.

Go to the margins to find yourself-Father Boyle

"Strive not to reach but to be reached" - Father Boyle

You go to the margins not to make a difference, but to be different; not to reach, but to be reached.

Are people better off after meeting me ?

Workplace WOW

"You can't expect people who are still processing trauma to just get back to normal."

hire those who have skills we value but would have trouble training

Everything is progress

What message stands out to you the most?

Experience can be more meaningful than specialization.

Stop throwing ppl away

Students, like adults, should have a system for reflection

Variety of experiences increases effectiveness and production.

"own your culture" -create a place where everyone feels like they belong

"Stop trying to reach others and ask yourself how can I be reached." FGBThis, in my opinion, is at the core of our work. And, it is my passion to share how.

We need a circle of compassion with no one outside of it!

When you fit it looks like grit!

Obstacle Remover

What message stands out to you the most?

"Dragonfly eyes, use all the lenses to gather facts."

Hold up the mirror to remind them who they really are.

Boundless compassion

We have an opportunity for change. This past year highlighted disparities (support, environment, resources, basic needs).

"When you get fit, it looks like grit."

True service is not about what we offer to help others but about our openness towards those we serve as to how they can change/affect us.

Self-Care

Create connections

infuse hope, heal trauma, give mental health support

What message stands out to you the most?

Go to the margins.

rut of competence

The multi sport athlete situation

Kindness is the only non-delusional response to everything

"If we don't welcome our own wounds we might be tempted to judge the wounded." Gregory Boyle

We need to rise above the fray

"Delight and cherish the students is eternally replenishing.... trying to reach them will burn you out"

Diversity is good.

We are a lot more than the worst things we've ever done. Don't reach, be reached Engage others in different ways Rise above the fray

What message stands out to you the most?

Fr. Boyle - "Kindness is the only non-delusional response to everything."

Instead of raising the bar, hold up a mirror. Return people to themselves

Dragon Fly Eyes

The power of not losing hope is important to leadership.

Tenderness is the highest form of spiritual practice

You go the margins, not to make a difference, but to be made different

Decentralizing communication - separating the chain of communication from the chain of command.

Peak Moments

"All of us are more than the dumbest think we've ever done"-
Father Greg Boyle

What message stands out to you the most?

WE cannot underestimate the value of mentoring.

Differentiation between the chain of communication and the chain of command.

"Kindness is the only non-delusional response to everything"

The importance of exploration as a theme - exploring both the "margins" of our schools/communities and allowing our students and staff to explore more to find a fit that helps grow our school community

Father Boyle (paraphrased): When you work at the margins, you should be changed more than the people you meet there.

Will people be better off after meeting you than before?

We must be able to go from surviving to thriving.

Stop hiring people to do what you are already best at doing and could easily coach the person to do.

Never forget how far you've come!

What message stands out to you the most?

You move to the margins to be changed yourself.

"If I sent someone home every time they made a mistake there would be no one here."

Envision a circle of compassion then envision no one standing outside of it.

We should hire for the skills/dispositions we can't or aren't good at training. - David Epstein

Put the past behind you. Fresh starts will motivate goal pursuit.

Success is..."When the lives of the people around me have been improved by my actions." Dr. Rooney "Are people better off because of meeting you." Sr. Vaughn

Teachers return people to themselves; you're their hope.

Kindness is the only non-delusional response.

"Tenderness is the only thing that can scale a wall of shame and disgrace." Father Greg Boyle

What message stands out to you the most?

Inclusion, not exclusion (Boyle)

idea: don't specialize and don't create narrow descriptions for a role

We learn who we are in practice, not in theory

Dragonfly eyes!

There are many different stories behind how a person got to where they are in life.

every individual needs to own the culture

"Everyone benefits from an environment that best represents them."

We must remember the Peaks and that we need to look at the experiences we provide in schools.

You need to use for "self-deficating" humor....

What message stands out to you the most?

Living on the FRINGE

"The best work is done in the carpool."

Paraphrasing here... we don't go to the margins to create change, we go to the margins to be changed.

Flex your listening to build compassion and provide extended learning opportunities for both the student and the staff member.

Kids don't have much control of their environment. during the social and coronavirus pandemic, we were all weathering a storm at sea. Some kids were riding a cruise ship, others were in a rowboat, and some were clinging to a piece of driftwood

Get to the point of mutuality.

"Tenderness scales the walls of shame and disgrace."

"Tenderness is the only thing that can scale the walls of shame and disgrace" Gregory Boyle

"Kindness is the only non-delusional response to everything." "Tenderness is the only thing that can scale the walls of shame and despair." Father Boyle

What message stands out to you the most?

Force yourself to do something you don't know how to do

"DOSE" a word or kindness...small doses of supportive words and kindness make such a difference

Chain of Communication vs. Chain of Command

"Don't go to the margins to make a difference, go to the margins to make you different!"

Healing is the only way to address negative behavior.

differentiation between the chain of communication and chain of command

Epstein - broaden our "bubble".

If I start sending staff home every time they make a mistake, we would not have anyone here. Stop fixing potholes and start building peaks.

Sometimes the best short term decisions can undermine a long term organizational goals.

What message stands out to you the most?

Approach all difficult situations with "tenderness"- they will return because they felt what it was to be held with tenderness.

When you get fit, it looks like grit.

"Until they interact with you, they may not know their worth." "Everyone in the organization can give a dose of hope."

I like "When you find a fit, it looks like grit." In our efforts to support students in the development of "future stories," are we recognizing that it's ok (maybe better) to have a "messy" path towards their future selves.

When you get fit it looks like grit.

Those who have not been soothed, cannot be calm

By honoring diversity of experiences, we can better diversify our teams.

Instead of holding the bar up and asking them to measure up, we need to hold the mirror up and help them see the truth.

If I sent staff home every time they made a mistake, nobody would be in the building. Why do we want to do that with our youth?

What message stands out to you the most?

Move on from mistakes and give new opportunities for people to prove their worth.

Building relationships in schools where students and staff feel seen and heard

Give all students a chance to achieve to their truest potential and feel included

I found the research on early specializers vs late specializers to be very interesting. It should help us as educators to be sure our students have a wide range of experiences throughout school.

Remove the obstacles so that employees can do their best.

Differentiating chain of communication from chain of command.

Loved the term lethal hopelessness from Fr. Boyle. So true for a number of our students.

Stand at the margins

A traumatized person is more likely to cause trauma

What message stands out to you the most?

Meet people where they are

Kindness is the only strength there is- Father Boyle

The most successful organizations that grow and innovate differentiate the chain of communication from the chain of command.

Diversification of experience in collaboration is key

Inclusion is the only thing that matters.

ACES - If you are lucky enough to "win the lottery."

Shame is dismantled with tenderness. FGB

We don't go to margins to reach others ,but to be reached ourselves

AND THE SOUL FELT ITS WORTH

What message stands out to you the most?

HS transcripts have long been a collection of 22 micro-credentials (credits). HS should produce a well-rounded state, not just a list of credits.

When you get Fit it looks like grit

CommunityTeamworkFunInnovationEmpowermentSelf
actualization & Agency

When you get fit, it looks like grit.

when you get fit, it looks like grit

And so then I asked the nuns to move out...and they said,
'yes.'

You want to make people feel like they belong. You want them to stay.

Father Greg stated that one of his "Homies" who spoke about his experience said that he needed to own his own scars and even appreciate them as part of his past, if he is ever going to be able to help others. Something to remember when leading staff.

All of us have keys to the place - building capacity and building that culture.

What message stands out to you the most?

Giving consideration to the differentiation of chain of communication vs. chain of command

Circles of communication do not have to match the chain of command. Better ideas are created when there is more communication.

Stop fixing potholes

We don't do disappointment.

Differentiate the chain of communication from the chain of command
Create a circle of inclusion

Leaning into the margins

Dragon Fly Eyes

David Epstein's message has some significant implications on how we make teaching assignments and support personnel assignments.

Don't hold the bar up instead hold the mirror up

What message stands out to you the most?

to grow and change as an organization you can't have all the same people and teams making decisions

Look to get out of your competency rut.

Mentoring experiences outside of the norm can be of great value.

Success is having people leave better off after meeting you!

Return humans to themselves. FGB

Strive not to reach but to be reached

The power in opportunities for people to work and grow outside of their normal field or their expertise. Utilizing changes in collaborative teams or connections to enhance our work and skills.

We should go to the fringes not to change others but to be changed

Stand in awe with what the poor have to carry as opposed to judge how they carry it.

What message stands out to you the most?

Stop throwing ppl away

Look at topics with Dragon Fly Eyes

Will people be better off knowing before or after

Delight in the people in front of you. This is how the work will not deplete you. (Gather Gregory Boyle)

Dismantle the messages of shame and disgrace. (Father Boyle)

All of us are so much more than the worse thing we have ever done. (Father Boyle) Find the thorn underneath and return people to themselves. (Father Boyle)

Generalists

Specializing early doesn't necessarily translate to career success.

Generalists

What message stands out to you the most?

We go to the fringes to be changed, not to change others.

Dragonfly eyes and lenses are necessary to find strong solutions.

Don't just be "whelmed" Go Bigger!