

Why We Show Up

Charlie Jett

COSA Fall Principals Conference
10/24/2022

Welcome! And Thank You!

Accomplishing your personal,
daily non-negotiables to propel
your school forward and
prevent principal burnout.

Objectives *(Learning Targets), and Essential Questions*



- Reflect on / identify our “must do” and “should do” priorities as administrators.
- Reflect on and identify what fuels you every day. What are the personal non-negotiables for yourself you bring to you work? How do you “do you” at your school?”
- Make a plan for how you bring your non-negotiables to this work. Plan how you will infuse YOU into your day, every day to complete “must do’s”, “should do’s”, to accomplish school goals and get results.



"Captain" Collaboration

Captain Collaboration

COSA Fall Principals Conference – 10/24/2022

Why We Show Up – Accomplishing your personal, daily non-negotiables to propel your school forward and prevent principal burnout.

With Charlie Jett

charlie.jett@springfield.k12.or.us



Collaboration Captain #1 – SISCO

Reflect on and list your “*must do*’s.”

Partner Name _____



Collaboration Captain #2 – JANEWAY

Reflect on and list your “*should do*’s.”

Partner Name _____



Collaboration Captain #3 – KIRK

What is your “*Why?*” – “*Want to do*’s?” – Personal non-negotiables for *YOURSELF*.

Partner Name _____

- Find another Principal/Admin (Captain) in this room and write their name beside Captain Sisko. Your partner for “*Must Do*”/What
- Then repeat the process for the other two Captains:
 - Janeway - “*Should Do*”/How
 - Kirk - “*Want to do*”/Why



3 minutes!

A little about me (*and a preface*)

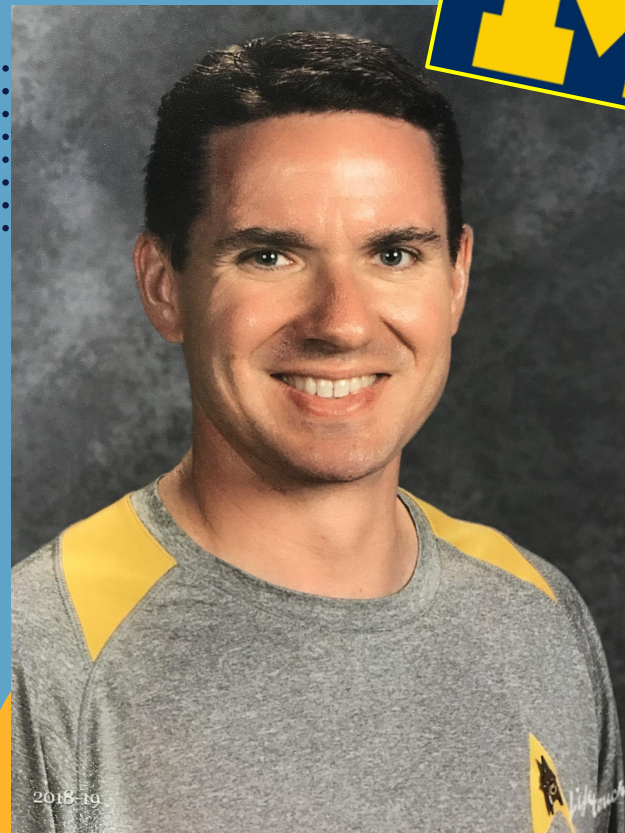
Charlie Jett

charlie.jett@springfield.k12.or.us

**Principal at Two Rivers - Dos Rios
Elementary School, Springfield, OR**

2016-Present

OESPA National Distinguished Principal of the Year

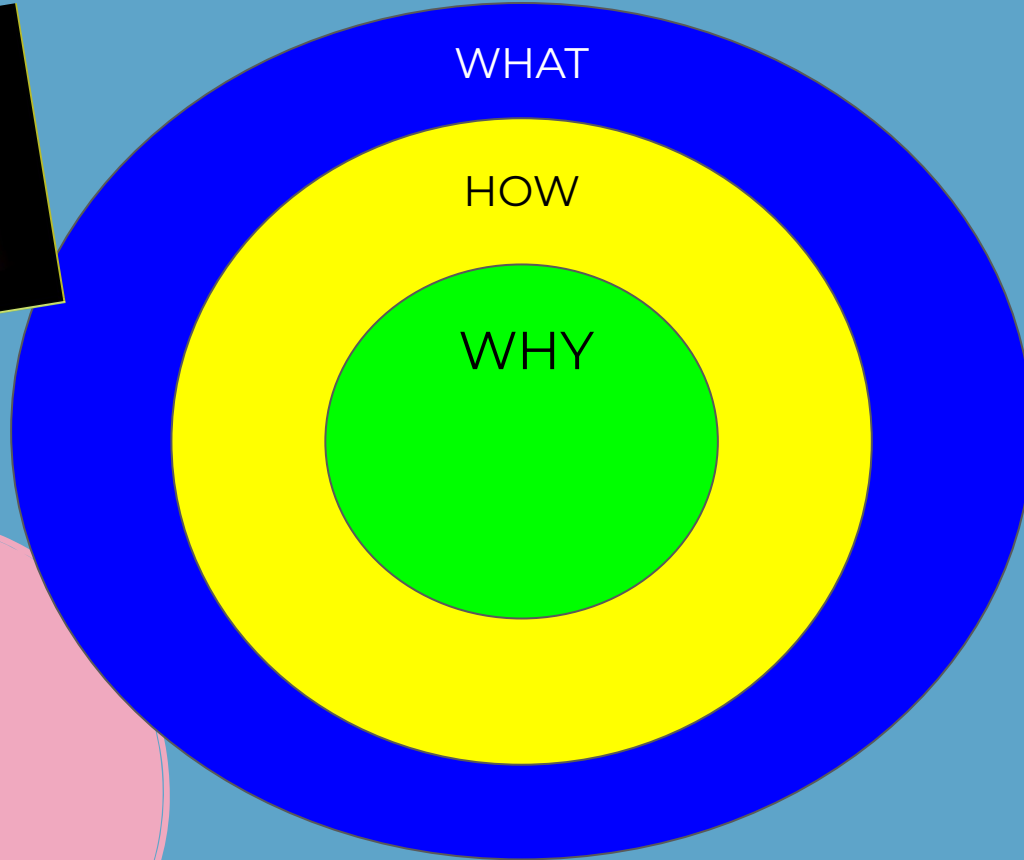


A little about my school

Two Rivers - Dos Rios Elementary School, Springfield, OR



‘People don’t buy what you do, they buy WHY you do it.’ - Simon Sinek

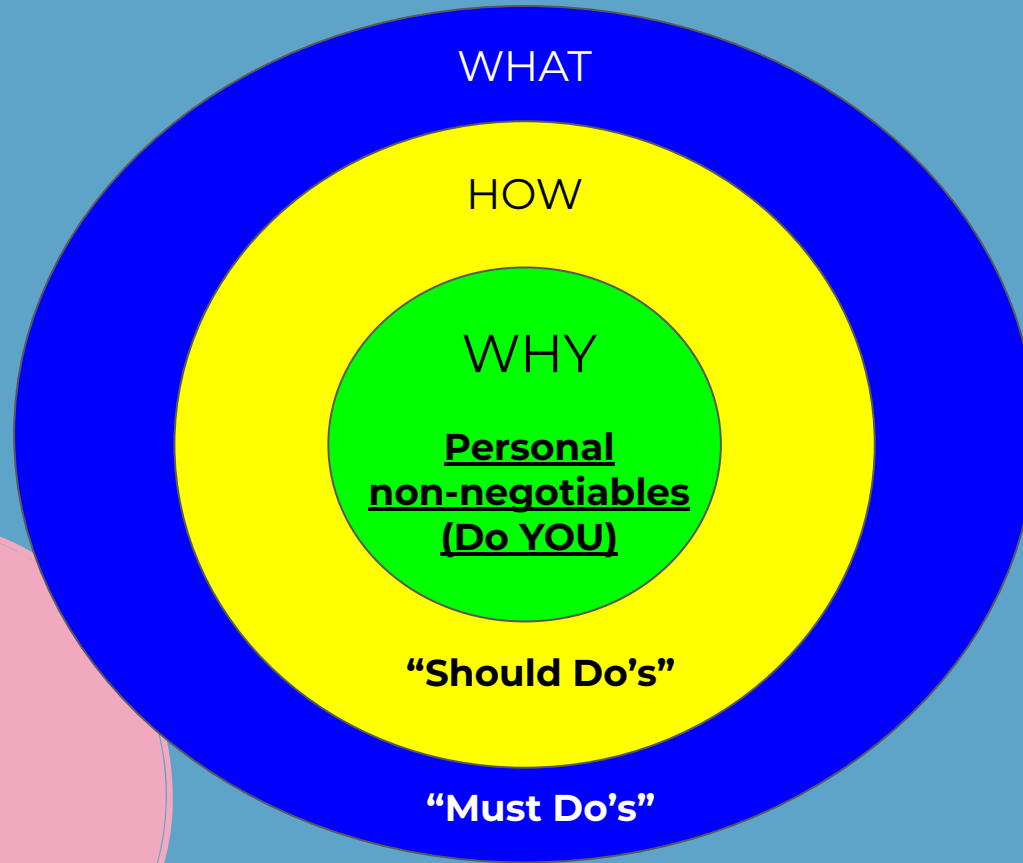




- Must do's
- Should do's
- Want to do (Your Why)

We can't afford to burn out!

**‘People don’t buy what you do, they buy
WHY you do it.’ - Simon Sinek**



‘How do you ‘Do You’ at work every day? - Charlie Jett

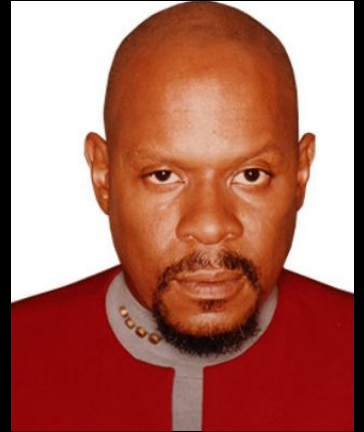
Captain Collaboration #1



What are our “Must Do’s”? - WHAT

District / state initiatives (directed/mandated/law?)

- Increase student achievement (reading, math)
- Complete teacher evaluations (SB290) – includes numerous classroom observations
- Title school – all the documentation and requirements involved with Title
- Connect with families (whether positive or *negative*)



*Meet with
Sisko partner
5 MINUTES*

Captain Collaboration #2



What are our “Should Do’s”? - HOW

- Create an inclusive school environment where all students feel they belong
- Create strong MTSS (PBIS/RtI) systems
- Equity lens on all decisions about school processes
- Create systems to support academic growth and student behavior



*Meet with
Janeway
partner
5 MINUTES*

Why do people BUY WHY do you do it?



WHY

Personal non-negotiables
(Do YOU)

WANTS



School Leaders who Inspire Me

(Who I observe “being them” at school)



Hamish Brewer (LINK)



Edward Dulaney

Charlie's "Why's"

Overarching – Want to create a Destination School: A welcoming, inclusive environment where all constituents feel they belong.

- Want to be visible instructional leader
- Want to be with students, whether in classrooms, playground, cafeteria.
- Believe in regular communication with families. Love marketing and branding – selling our school.
- Believe in providing timely feedback to teachers about instruction within 48 hours

Charlie's "Why's" (Cont.)

- **RELATIONSHIPS**

- *Need to be approachable, trusted*
 - *Need to be vulnerable – take risks...!*

Vulnerability
is not weakness;
it's our most accurate
measure of **C**ourage

-Brene Brown

No significant learning can
occur without a significant
relationship.

- James Comer

**"What we know
matters, but who we are
matters more."**

—BRENÉ BROWN



EXAMPLES:
Charlie's "Why's"
In action at
Two Rivers - Dos Rios

DISCLAIMER:
THESE ARE PERSONAL EXAMPLES.
NOT NECESSARILY TO BE REPLICATED.
REFLECT: HOW DO YOU "BRING YOU" TO
IMPROVE YOUR SCHOOL?

Captain Jett



"The Principal's Logs"



Principal's Log #1 - School Date: 2016-10-17

PLAY ALL

The Principal Logs

2016-17: Elementary Starship Otterprize (Two Rivers - Dos Rios Elementary School)

8 videos • 804 views • Last updated on Dec 28, 2017

Public

No description

Two Rivers Dos Rios

SORT

- Principal's Log 1.1 - Elementary Starship Otterprize, School Date: 2016-10-17**
Two Rivers Dos Rios
- Principal's Log 1.2 - Elementary Starship Otterprize, School Date: 2016-12-16**
Two Rivers Dos Rios
- Principal's Log 1.3 - Elementary Starship Otterprize, School Date: 2017-02-17**
Two Rivers Dos Rios
- Principal's Log 1.4 - Elementary Starship Otterprize, School Date: 2017-03-22**
Two Rivers Dos Rios
- Growth Mindset, Persistence and Grit aboard the Elementary Starship Otterprize**
Two Rivers Dos Rios
- Principal's Log 1.5 - The Elementary Starship Otterprize, School Date: 2017-05-26**
Two Rivers Dos Rios
- Making Student Thinking Visible with STEAM Instruction - The Elementary Starship Otterprize**
Two Rivers Dos Rios
- Principal's Log 1.6 - The Elementary Starship Otterprize, School Date: 2017-06-21**
Two Rivers Dos Rios





Two Rivers Dos Rios

967 subscribers

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VIDEOS

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MANAGE

Remove channel approval for springfield.k12.o

The Principals' Logs 2016-Pres



The Principals' Logs 2022-2023: T
Two Rivers - Dos Rios Elementa...

Two Rivers Dos Rios
VIEW FULL PLAYLIST



Two Rivers Dos Rios
VIEW FULL PLAYLIST

Two Rivers Dos Rios
VIEW FULL PLAYLIST

Two Rivers Dos Rios
VIEW FULL PLAYLIST








The Principal Logs 2018-2019:
Elementary Starship Otterprize






Two Rivers Dos Rios
VIEW FULL PLAYLIST

Videos Galore - The Power of Visuals

The Elementary Starship Otterprize (Two Rivers - Dos Rios Elementary School) ▶ PLAY ALL

 11:40	 3:12	 4:28	 4:10	 4:21
Otterprize Begins with the Best Teachers - The... Two Rivers Dos Rios 1K views • 3 years ago	Growth Mindset, Persistence and Grit aboard the... Two Rivers Dos Rios 1.4K views • 5 years ago	Making Student Thinking Visible with STEAM... Two Rivers Dos Rios 1K views • 5 years ago	School Attendance Matters aboard the Elementary... Two Rivers Dos Rios 847 views • 3 years ago	The Otter Needs a Name! - The Elementary Starship... Two Rivers Dos Rios 597 views • 4 years ago


The Musical Spirit of Two Rivers - Dos Rios Elementary ▶ PLAY ALL

 5:07	 4:01	 5:32	 3:27	 3:11
Springfield Education Foundation 'Night of 11,000... Two Rivers Dos Rios 1.6K views • 11 months ago	'THIS IS ME!' Two Rivers - Dos Rios Elementary School... Two Rivers Dos Rios 2.8K views • 4 months ago	'SHOUT!' Two Rivers - Dos Rios Elementary's School... Two Rivers Dos Rios 5.2K views • 3 years ago	Springfield Public Schools 'Try Everything' for Every... Two Rivers Dos Rios 7.6K views • 4 years ago	Two Rivers - Dos Rios has 'FAITH' in the SPS School... Two Rivers Dos Rios 12K views • 5 years ago

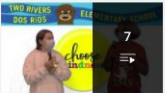


Videos Galore - The Power of Visuals


Positive Behavioral Interventions and Supports (PBIS) in Action at Two Rivers - Dos Rios



Two Rivers - Dos Rios Elementary
"PBIS Otterprize Shorts"
Two Rivers Dos Rios
[VIEW FULL PLAYLIST](#)




TRDR Chooses Kindness - The Four Tenets of Kindness
Two Rivers Dos Rios
[VIEW FULL PLAYLIST](#)




Playground Expectations at Two Rivers - Dos Rios Elementary
Two Rivers Dos Rios
[VIEW FULL PLAYLIST](#)


Virtual Family Reading Nights 2021-2022 ▶ [PLAY ALL](#)



Two Rivers - Dos Rios
"Reading Is Kind For Your..."
Two Rivers Dos Rios
211 views • 10 months ago




"Do Unto Otters" TRDR Family Reading Night, May 25, 2022
Two Rivers Dos Rios
77 views • 4 months ago




"Do Unto Otters" TRDR Family Reading Night, May 26, 2022
Two Rivers Dos Rios
91 views • 4 months ago

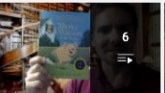
Principal Jett Story Read Alouds




Principal Charlie Jett Read Alouds - ALL STORIES
Two Rivers Dos Rios
[VIEW FULL PLAYLIST](#)




Principal Jett Holiday Read Alouds
Two Rivers Dos Rios
[VIEW FULL PLAYLIST](#)



Principal Jett Reads Aloud the "Mercy Watson" Book Series by...
Two Rivers Dos Rios
[VIEW FULL PLAYLIST](#)



Principal Jett Read Aloud - "The Mouse and the Motorcycle" by...
Two Rivers Dos Rios
[VIEW FULL PLAYLIST](#)



Principal Read Aloud "Tales of a Fourth Grade Nothing" by Judy...
Two Rivers Dos Rios
[VIEW FULL PLAYLIST](#)



'People don't buy what you do, they buy WHY you do it' - Simon Sinek

WHY

Personal non-negotiables
(Do YOU)

WANTS



‘People don’t buy what you do, they buy WHY you do it’ - Simon Sinek



DISCLAIMER!

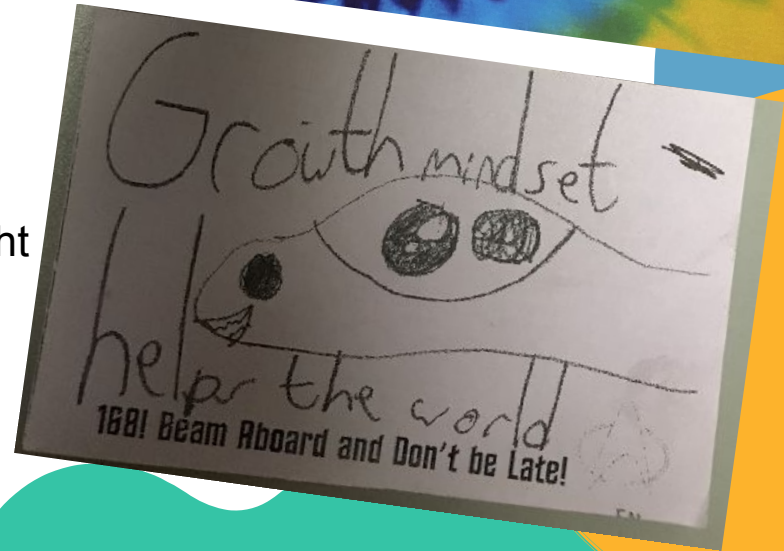
Need Effective Systems to Accomplish This!

(Conversely - this helps build the system!)



Effective Systems help build healthy culture & climate so learning can occur

- Robust, efficient MTSS system (all tiers - PBIS/RtI)
- Started Kindness Campaign – Got shirts for all students
- Embedded collaboration (PLC) times for teachers
- Efficient meeting frameworks
- Cultivating leadership in teachers – loose/tight approach, freedom within form



Captain Collaboration #3



What are our “Why’s”? - Want to do’s

- What are your personal, non-negotiables for yourself?
 - How are you vulnerable?
- What gets you through the regular, daily stress?
- What propels you to accomplish your “must do’s,” and “should do’s”?



*Meet with
KIRK partner
5 MINUTES*

Captain Collaboration at your tables



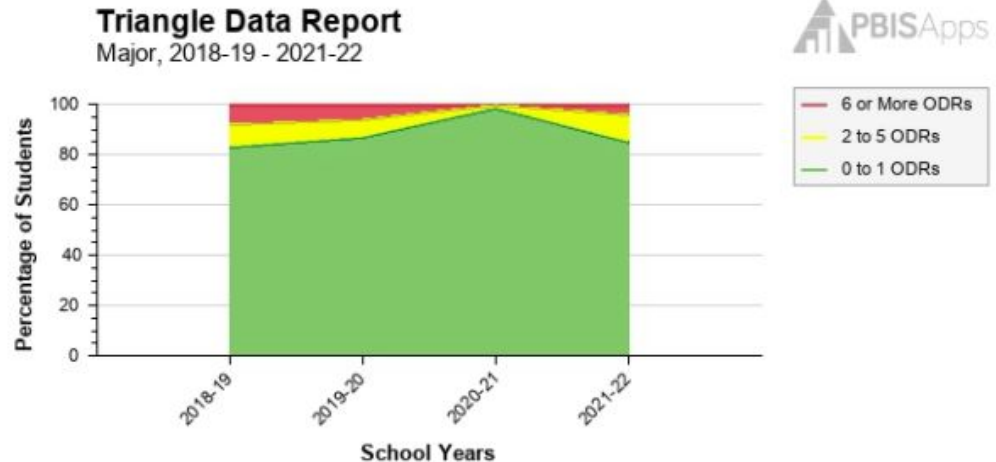
- How will you “bring you” to your school every day?
- How will you leverage “being you” and being vulnerable to complete the *should* and *must* do’s (all the new learning from this conference)?



Evidence in the data

(Quantitative and Qualitative)

- Highest kindergarten math data last year
- PBIS data improving
- Attendance data (pre-COVID)
- Student retention
- *Less parent phone calls.*



Data Table

School Y...	Enrollm...	0 ODRs	1 ODRs	2-5 O...	6-8 O...	9+ O...	% 0-1 O...	% 2-5 O...	% 6+ O...
2018-19	468	349	43	41	13	22	83.76%	8.76%	7.48%
2019-20	459	355	46	35	6	17	87.36%	7.63%	5.01%
2020-21	353	342	9	2	0	0	99.43%	0.57%	0.00%
2021-22	388	300	33	43	2	10	85.82%	11.08%	3.09%

Evidence in the data

(Quantitative and Qualitative)



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Stay safe, and healthy! Be YOU to prevent burnout!

[Open Courses](#)

Series:
Charlie Jett on Leadership

More on my leadership style...
(CLICK HERE AND IMAGES)

charlie.jett@springfield.k12.or.us

In this series:

1. Charlie Jett Interview on Leadership

Charlie Jett, 2022 Oregon Principal of the Year, shares insights on the places an instructional leaders shows up to have a positive impact on the improvement of classroom teaching and learning.

[Watch Video](#)[View Details](#)

2. 1.1 - Charlie Jett: Content or Grade Level Teams

Charlie Jett discusses how TRDR sets up teacher collaboration.

[Watch Video](#)[View Details](#)

3. 1.2 - Charlie Jett: Faculty Meetings

Charlie Jett shares how he prepares for and runs faculty meetings.

[Watch Video](#)[View Details](#)

4. 1.3 - Charlie Jett: Adult Professional Culture

Charlie Jett discusses how important it is to build trust through support, fostering leadership, and building on people's strengths.

[Watch Video](#)[View Details](#)

I am who I'm meant to be

"THIS IS ME!"

Everyone Belongs
Every Day

