



**Department of
Education &
Workforce**

PRINCIPAL CHAT – HANDLING TOXIC SITUATIONS

March 13, 2024



Ohio Principal
Leadership **Supports**

Strong Principals, Strong Schools

Today's Agenda

- Welcome and Introductions
- General Updates from the Department
- **Handling Toxic Situations** – Speakers: **Jim Still-Pepper**, *Still Light Seminars*, and **Brad Blue**, *Kenton City Schools*
- Q & A
- Next Chat – 2024 Schedule Coming Soon!



Department of
Education &
Workforce

Leadership Supports Webpage

- Administrative Calendar
- Resources
- Schooladmin@education.ohio.gov



Ohio Principal Leadership Supports

Strong Principals, Strong Schools

The Ohio Department of Education is committed to the support of all educators, and Principals and Assistant Principals in particular. A recent report on principal impact from the Wallace Foundation states, **“Principals really matter. Indeed, it is difficult to envision an investment with a higher ceiling on its potential return than a successful effort to improve principal leadership.”**



Administrative
Calendar



Educator
Licenses



Professional
Development



Associations



Higher
Education



Resources



Ohio

Department
of Education

State Education Transition

Ohio Department of Education and Workforce (DEW)

Steve Dackin, Director

State Board of Education (SBE)

Paul Craft, Superintendent of Public Instruction

Ohio Department of Children and Youth (DCY)

Kara Wentz, Director





TOTAL SOLAR ECLIPSE

Come early, stay late.

**The countdown begins for Monday, April 8, 2024.
Start planning for this once-in-a-lifetime
opportunity happening across Ohio!**

Eclipse.Ohio.Gov



Ohio Leadership Advisory Council

Professional Learning Series

Principal 2.0: Three Keys to Maximizing Impact

March 22, 9-10:30 a.m.

Presenter: Michael Fullan, Professor Emeritus, OISE/University of Toronto, Co-Director of New Pedagogies for Deep Learning

Evidence-Based Interventions in Literacy

March 26, 3:30-5 p.m.

Presenters: Mary Heather Munger, President of Ohio Association of Colleges of Teacher Education (OACTE); Aaron Bouie & Jodi Kosek, Youngstown City Schools; Maura Brewster, Urban Literacy Specialist; Jennifer Walker, Ohio Adolescent Literacy Specialist

<https://ohioleadership.org/news-and-events/professional-learning-series>

MESSAGE FROM OAESA AND OASSA





Now is the time to join your professional organization!

- [OAESA Membership](#)
- [OASSA Membership](#)

Upcoming Events

- OAESA Spring Meeting, [March 19](#) or [April 9](#), Virtual
- [OASSA Instructional Leadership](#), June 13, Conference Center at OCLC
- [OAESA Professional Conference and Trade Show](#), June 17-18, Hilton Easton

OHIO STANDARDS FOR PRINCIPALS | 2018

 Leadership	Standard 1: Mission, Vision and Core Values	The effective educational leader develops, advocates and enacts a shared mission, vision and core values.
	Standard 2: Ethics and Professional Norms	The effective educational leader acts ethically and according to professional norms.
	Standard 3: School Improvement	The effective educational leader implements collaborative structures and shared leadership to analyze data and causality, align evidence-based strategies to deliberate goals, develop the capacity of staff, and partner with internal and external supports to improve teaching and learning conditions and outcomes.
 Learning	Standard 4: Curriculum, Instruction and Assessment	The effective educational leader fosters an environment of effective and rigorous personalized instruction by ensuring each student has equitable access to effective teachers, leaders and learning supports.
	Standard 5: Professional Capacity of School Personnel	The effective educational leader supports all staff by promoting and organizing an environment focused on continuous improvement and personal growth to achieve positive outcomes for each student.
 Culture	Standard 6: Equity and Cultural Responsiveness	The effective educational leader models, supports and cultivates a school culture characterized by equity and inclusiveness.
	Standard 7: Community of Care and Support	The effective educational leader develops and sustains positive partnerships with and among students, staff and stakeholders to create a safe and caring school environment.
	Standard 8: Meaningful Engagement of Families and Community	The effective educational leader develops and sustains partnerships with families and the community by acknowledging the school as a community resource and understanding the context of its existence within the larger community.
 Management	Standard 9: Strategic Staffing	The effective educational leader is integral to the recruitment, hiring and assignment of staff to ensure representation of diverse expertise and skill sets are aligned to the priorities of the focused plan while also promoting staff professional growth, cultural competence and opportunities for leadership.
	Standard 10: School Operations	The effective educational leader develops and implements structures to maximize learning through relationships, management, fiscal responsibility and adherence to district and state laws, policies and procedures.

How To
Deal with
Negative
People



How To Deal with Negative People

1. Don't take it personally.

Try to come up with at least 2 reasons they are treating you negative that doesn't have anything to do with you.

“Too often we overestimate the power people have over us.
And that overestimation gives them immense power!”

How To Deal with Negative People

2. Do not return negativity.
Guard against reaction.

Remember their negativity does
not need to become yours.

“I’ve learned to **be careful** with what I say and think
about others,
because my words and thoughts
maybe a description of myself.”

Kristin Shaffer

How To Deal with Negative People

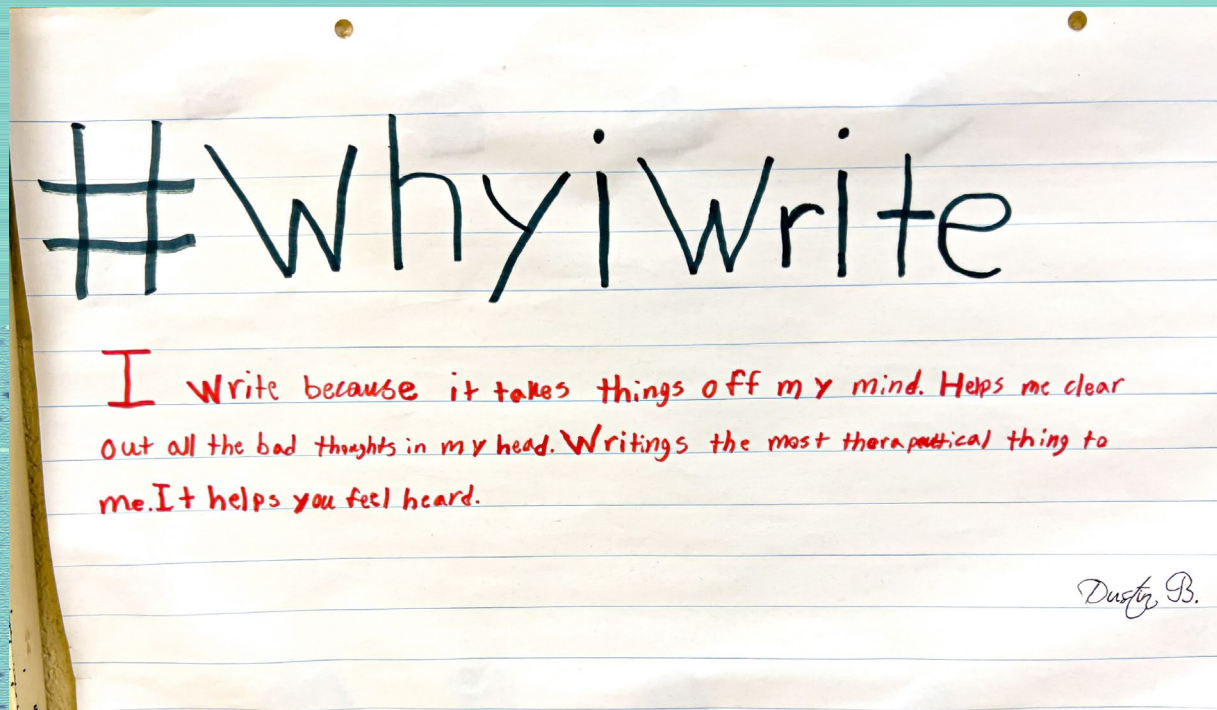
3. Is there a way to offer them support?



How To Deal with Negative People

4. Create a positive distraction.

Is there a way to get them moving or doing?



How To Deal with Negative People

5. Focus on solutions.

Brainstorm, separately or together,
possible solutions

“You can’t solve a problem,
If you can think of solutions.”

How To Deal with Negative People

6. If they continue to be negative, then you need to put space and time between you.

Figure out what space and or time you can quickly place between you.

“An airbag protects in a crash because it puts space and time between you and what is colliding with you.”

How To Deal with Negative People

7. You may need to create temporary or permanent boundaries around the negativity.

Be respectful and be clear when stating boundaries. What would those boundaries need to be that kept you and possibly them emotionally, physically, psychologically, and spiritually safe?

“At some point, some people and their negativity can’t be changed, so, you may need to put up boundaries.”

How To Deal with Negative People

8. When the incident is done (maybe not resolved) get the support and self-care you need to recover.

“IF you sprained your ankle,
You would walk differently trying to care for it.
The same practice should happen
when we are strained as a person.”

QUESTIONS?

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**Department of
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NEXT PRINCIPAL CHAT

- Second Wednesday each month at 9:30 – 10:30am
- April will feature a New Principal Panel
- Stay Tuned – New Topics Coming Soon!

Contact: schooladmin@education.ohio.gov



EXIT SURVEY





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