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Notes from the Executive Director

I think the most important thing that a leader does is set the tone for the community.

Here's a question for you as you prepare to begin the new school year: **Are you a thermometer or a thermostat?**

What do I mean by that? Both a thermometer and a thermostat interact with the temperature of a room--but their purposes are different. A thermometer is there to simply report the temperature. A thermostat, however, helps regulate the temperature; especially when a change is needed.

What type of leader are you?

A "thermometer leader" simply reacts to the surroundings. They let the room control their response. If tensions run high, they let that tension affect how they interact with others. If things don't go as planned, they point the finger of blame. They rarely realize how much effect they could have on an environment if they would choose to do so. It's a passive approach to leading a community. This type of leadership rarely inspires trust and commitment.

On the other hand, a "thermostat leader" is a bit different. She constantly has a feel for the temperature of the room. However, she doesn't stop there. She regulates the temperature by knowing when to encourage, when to push, when to ask tough questions, when to dig for more data, and when to back off until another moment. A thermostat leader knows she can change the temperature--that's a major responsibility in order to achieve the goals of the school. This leadership tends to promote trust and create environments that are more productive.

As we begin a new year, spend a moment considering your leadership style and what steps you can take to develop your "thermostat" skills as opposed to just your "thermometer" skills.

One more comment: Our communities are complex. Much like a complex building, you often need a few good thermostats in order to regulate the temperature of the entire space. One won't always get the job done. Are there ways you can encourage more "thermostat" behavior with your teams as opposed to only "thermometer" behavior? How can you create more thermometers? Let me know if you would like to discuss this some more!

Finally, thank you for answering the call to lead an Episcopal school. Please know of my prayers as you begin a new and exciting year. Also, take a look at some of the upcoming offerings that we have for the SAES family this fall in our mission to lead, nurture, and unify our communities. I hope to see you soon!

Blessings,
David+



Webinar for Board Presidents - Strategies for a Successful Year

Thursday, September 6, 2018

12:00 PM - 1:00 PM (Central Time)

Cost: Free

As the leader of the school board, you are uniquely positioned to set the community up for success. What are some tips and strategies that will make the 18-19 school year the best it can be? This webinar will be moderated by Fr. David Madison, Executive Director, and board leaders from our schools. Heads and Presidents/Chairs are encouraged to attend together!



The Rev. David Madison, D. Min
Executive Director
SAES



Joel Bicknell
Head of School
St. Andrew's Episcopal School
Amarillo, TX



Dale Smith
President of the Board of
Trustees
St. Andrew's Episcopal School
Amarillo, TX

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Head of School Meeting
September 21, 2018
The Westin Riverwalk, San Antonio, TX

Master Class With Rob Evans

Robert Evans, Ed.D.
Executive Director
The Humans Relations Service
Wellesley, MA

Dr. Robert Evans is a clinical and organizational

psychologist and the Executive Director of *The Human Relations Service* in Wellesley, Massachusetts. A former high school and pre-school teacher, and for many years a child and family therapist, he has consulted in more than 1,700 schools throughout the U.S. and internationally, working with teachers, administrators, and boards, and speaks widely at educational conferences.

Rob will spend the day with us exploring and facilitating conversation on the following topics of interest to heads of school:

- **The Personal Burdens and Rewards of Headship**
- **When the Board Forgets Why They Hired You**
- **Managing Millennials: Parents and Faculty**

Rob received his undergraduate degree from Princeton and his doctorate from Harvard. His interests have focused on change and resistance to it in schools and organizations, on the challenges of leading innovation, and on changes in American families and their impact on schools. He is currently concentrating on ways to improve collegiality and candor among educators and to promote realistic dialogue about accountability.

He is the author of many [articles](#) and [three books](#) : *Seven Secrets of The Savvy School Leader*, [The Human Side of School Change](#), and [Family Matters: How Schools Can Cope with The Crisis in Childrearing](#).



Registration Fee: \$250.00

SAES has secured a block of rooms at the discounted rates listed below:

\$180.00 per night - City Side Room
\$210.00 per night - River Side Room

Hotel Reservations must be made by August 21, 2018 to receive the discounted room rate.

[Click here to make lodging reservations online.](#)

[Click here for transportation options to and from the hotel.](#)

REGISTER NOW!!

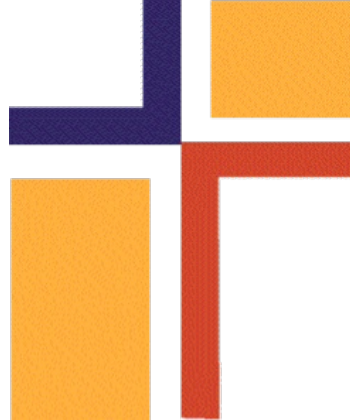


Webinar for School Leaders - SAES Vital Signs
Thursday, September 28, 2018
12:00 PM - 1:00 PM (Central Time)
Cost: Free

Today's schools have many challenges. To remain a healthy school in today's educational marketplace and to provide a quality education for students, school leaders must wrestle with enrollment management, financial challenges, and questions concerning governance. This webinar will explore

the "SAES Vital Signs" which indicate health and sustainability. This session is especially informative for schools entering the strategic planning process.

REGISTER NOW!!



SAES Leadership & Governance Webinar Saturday, October 13, 2018 9:00 AM - 12:00 NOON (Central Time)

Cost: \$99.00 for Member School & \$199.00 for Non-Member School

The Leadership & Governance webinar is being conducted in three consecutive sessions. School registration includes access for multiple participants from the school community. Take advantage of inviting your entire board or leadership team for one registration fee! All participants, however, are required to complete the registration process for each session in order that the proper login credentials may be created and sent. Upon registration, the school will receive an invoice for the appropriate fee (\$99.00 for members and \$199 for non members).



Session 1: Episcopal Identity

Saturday, October 13, 2018
9:00 AM - 10:00 AM (CDT)

What does it mean to be an Episcopal school? During this session, participants will learn about the history of Episcopal Schools and the hallmarks of a strong Episcopal Identity.

REGISTER FOR 1ST SESSION



Session 2: Board Bests

Saturday, October 13, 2018
10:00 AM - 11:00 AM (CDT)

During this interactive session, participants will learn about best practices relating to the governance of an Episcopal school. Topics include: church/school relations, board/head relations, and the difference between governance and administration.



Session 3: The Business Office

Saturday, October 13, 2018
11:00 AM - 12:00 PM (CDT)

What should every head and every board member know about the business operations of the school? Participants will also explore the SAES Vital Signs as indicators of financial health.

REGISTER FOR 3RD SESSION



Articles of Interest

[What Makes a Good School Culture?](#)

Leah Shafer, KQED Mind/Shift

“Researchers who have studied culture have tracked and demonstrated a strong and significant correlation between organizational culture and an organization’s performance.”

[Your Turn: When Parents Push Too Hard ... Or Not Enough](#)

Nurith Aizenman, NPR

“Sometimes a parent’s determination to give a child the best possible start becomes the very thing that gets in the way.”

[The Problem With Hurrying Childhood Learning](#)

Justin Minkel, Education Week

“We should be encouraging the children in our care to revel in their childhood, not hurry out of it as if children were no more than miniature, imperfect versions of adults.”



SAES Accreditation News & Updates

- SAES has expanded its accreditation to include programs for children younger than 3-years old. Beginning in 2018-2019, SAES will accredit all grades and programs in existence during on-site visits and those added throughout the 10-year accreditation cycle. This is a change from our practice of only accrediting programs for children PreK 3 and higher. This change will affect schools that hosted on-site visits from 2015-2016, and these schools will be notified.
- If your school is adding a grade or program (e.g., extended day, residential, homestay, international, outdoor education, IB, Montessori) in 2018-2019, complete the *Added/Grade Program Report* in order for that program to be accreditation. These reports are due by February 15th, and accreditation will be retroactive to the start of the school year. In some cases, a school visit will be required. Please see the *Accreditation Handbook* for details. [Click here!](#)
- Notifications have been sent to schools that owe accreditation reports (e.g., 1-Year Head’s Letter, 5-Year Interim Reports, and Special Interim Reports) in 2018-2019. These emails went out in July. Don’t hesitate to let us know if you have any questions.
- If your school has experienced a significant change in operation or structure (program or leadership) since the prior school year or during the 2018-2019 school year, complete a *Substantive Change Report*. Please see the *Accreditation Handbook* for details. [Click here!](#)
- Please note that all accreditation documentation has been updated this summer. **Version 6.18 will be the relevant version for all schools beginning their self-study this year.** Also, please note that there is a specialized Document in Adherence to Standards (DAS) for stand alone pre-schools beginning their self study this year.

If you have questions, please contact Sue Kirkpatrick, Director of Accreditation Services at skirkpatrick@swaes.org for assistance.



SAES Corporate Sponsorships

Choose a firm with the resources to win

- Financial resources to fight large insurance companies and corporations.
- Intellectual resources to see opportunities that others miss.
- Practical resources to move your case forward.
- Human resources to allow you to win.

Sponsorships are designed for professional consulting groups, corporate entities and other for-profit organizations, as well as schools who may not be certified by a bishop as "Episcopal" but who, nevertheless, have an interest in the materials and programs SAES presents.

For more information, please contact The Rev. David A Madison, D. Min. at dmadison@swaes.org.



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