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Notes from the Executive Director

I recently read Brendan Burchard's [High Performance Habits](#). (Shout out to Mary Katherine Duffy for recommending this one to me--make sure to see the webinar she is leading below.)

Brendan is an executive coach and works with leaders from a variety of industries. One of his stories resonated with me. He was working with a successful CEO struggling with her energy levels and keeping the "fires stoked" for her work. Through their conversations, they realized that she couldn't remember the last time she spent a significant part of her day on "the front lines" of her operation. She calendared one day in the future to get out of her office and be with her front line employees and her customers. She realized that the day-to-day grind of keeping the place going had robbed her of why she was drawn to this particular industry in the first place.

I wonder if this could be informative for those called to lead schools? When was the last time you spent a day with your students and your faculty? Have you ever scheduled a "shadow day" where you experience what your students experience? What about a "shadow day" where you spend the day as a teacher?

These events can provide you with a variety of insights. First, it can give you some great data to consider as you are thinking about the future direction of the school. What are the strengths that you want to expand and what are some areas of improvement that may need some attention? Rarely do you leave the experience without at least one "a ha" moment. Second, it can be a great experience to share with your parent community. Depending on how you use social media, you can really turn it into an event that can be watched and enjoyed by others. Use it as an opportunity to highlight your school to the entire community--especially during re-enrollment period. Finally, and maybe most importantly, it can remind you why you got into this work in the first place. Brendan's client left with a renewed love for her work and a renewed passion for her vocation. And the entire process didn't cost a dime.

Take a look at your calendar and see if it might be possible to schedule a "shadow day" in the coming months. I think you will be glad that you did. I'd love to hear about your experience and share it with your colleagues.

Please know of my prayers and support for your leadership and your ministry.

Blessings,
David+



Webinar
Difficult Conversations: Eight Strategies That Actually Work

Thursday, December 6, 2018

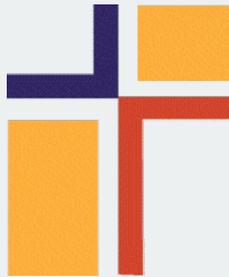
4:00 PM (Central Time)

No one enjoys difficult conversations. However, healthy leaders know how to prepare for and engage in challenging interactions.

This webinar, led by Mary Katherine Duffy, Head of School, St. Alban's Episcopal Day School, Harlingen, TX., and The Rev. David Madison, focuses on eight proven strategies to help school leaders manage some of the challenging interactions they will face.



REGISTER NOW FOR FREE!



SAVE THE DATE!

**SAES 2018 Early Learning
Conference**

June 20, 2019

**Good Shepherd Episcopal School
Austin, TX**



Articles of Interest

[How School Leaders Make Decisions About Tuition and Compensation](#)

This Independent Ideas blog explores the importance of communicating the value proposition in tuition and compensation conversations.

[A Grading Strategy That Puts the Focus on Learning From Mistakes](#)

Katrina Schwartz, KQED Mind/Shift

"By not putting a grade on the test, I feel like what I'm allowing them to do is wrestle with the math they produced for me first and think of the grade second."

[Why Are We Still Teaching Reading the Wrong Way?](#)

Emily Hanford, The New York Times

"Our children aren't being taught to read in ways that line up with what scientists have discovered about how people actually learn."



SAES Accreditation News & Updates

- For schools owing accreditation reports this year: Please be advised that there are two submission dates remaining: **February 1 and April 1**. Reports received on or before February 1 will be considered at the February 20-21 Standards Committee meeting. Reports received on or before April 1 will be considered at the June 6-8 Standards Committee meeting.
- 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!](#)
- 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.



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SAES Corporate Sponsorships

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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