

INSTRUCTIONAL
LEADERSHIP
ASSOCIATION

Episode #63

Continuity Project, Part 4

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A large graphic featuring the word "CONTINUITY" in white, bold, sans-serif capital letters. The word is centered and overlaid on a series of concentric, wavy blue lines that form an infinity symbol shape. The lines are dark blue and have a slight gradient, giving a sense of motion and continuity.

CONTINUITY



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Three Kinds of Challenges

- On a *practical* level, how will we get the work done?
- On a *cultural* level, what will unite us as a staff when we can't meet in person?
- On a *relational* level, how will we maintain strong relationships when we're physically separated?

A Cadence for Meetings

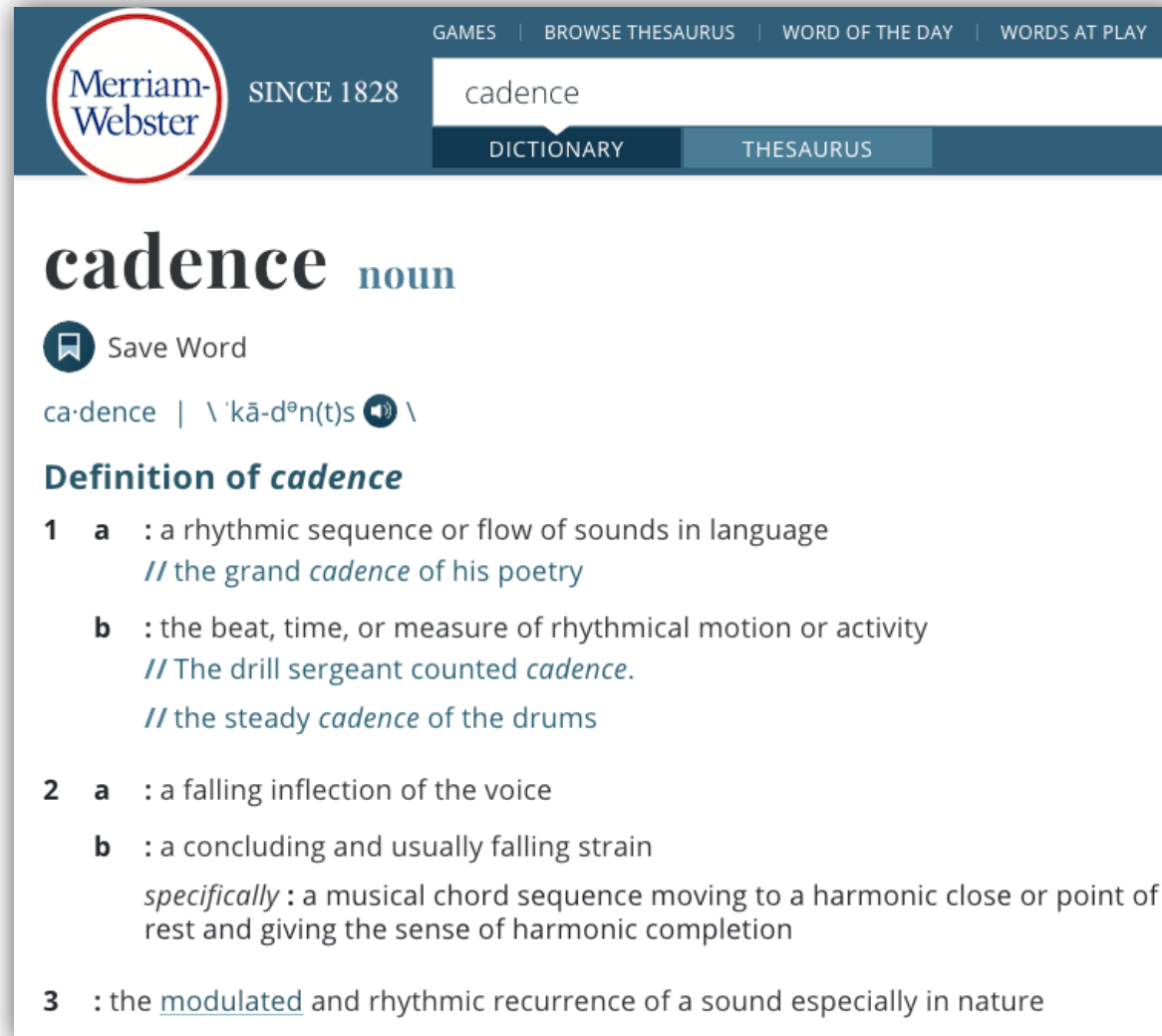
How can a predictable cadence of meetings reduce uncertainty and anxiety for staff?

How can we balance task focus and relationship focus in our team meetings?

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Establishing a Cadence



The image shows a screenshot of the Merriam-Webster website. At the top, there is a navigation bar with links for 'GAMES', 'BROWSE THESAURUS', 'WORD OF THE DAY', and 'WORDS AT PLAY'. The Merriam-Webster logo is on the left, and 'SINCE 1828' is next to it. A search bar contains the word 'cadence', and below it are tabs for 'DICTIONARY' and 'THESAURUS'. The main content area displays the word 'cadence' as a noun. It includes a 'Save Word' button, the phonetic transcription 'ca·dence | \ 'kā-dəns \', and a 'Definition of cadence' section. This section lists three numbered definitions with sub-points 'a' and 'b'. Definition 1 describes a rhythmic sequence or flow of sounds in language, with examples like 'the grand cadence of his poetry' and 'the steady cadence of the drums'. Definition 2 describes a falling inflection of the voice and a concluding and usually falling strain, with a specific note about musical chord sequences. Definition 3 describes the modulated and rhythmic recurrence of a sound especially in nature.


Merriam-Webster SINCE 1828

GAMES | BROWSE THESAURUS | WORD OF THE DAY | WORDS AT PLAY

cadence

DICTIONARY THESAURUS

cadence noun

 Save Word

ca·dence | \ 'kā-dəns \

Definition of *cadence*

- a** : a rhythmic sequence or flow of sounds in language
*// the grand **cadence** of his poetry*

b : the beat, time, or measure of rhythmical motion or activity
*// The drill sergeant counted **cadence**.*
*// the steady **cadence** of the drums*
- a** : a falling inflection of the voice

b : a concluding and usually falling strain
specifically : a musical chord sequence moving to a harmonic close or point of rest and giving the sense of harmonic completion
- : the modulated and rhythmic recurrence of a sound especially in nature

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Establishing a Cadence

- In the early days of the pandemic, we were in “emergency mode”
- Scrambling was necessary, but can’t be our long-term plan
- As we approach the new school year, we need a more consistent “beat” for our meetings

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Unpredictability & Anxiety

- Predictability inoculates us against anxiety under normal circumstances
- When our circumstances become unpredictable, leaders must design predictability
- Even if we have to modify our plans, having a plan to work from is better than nothing

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Key Features of Your Cadence

- All-Staff/Faculty Meetings
 - Team/Department/PLC
 - Individual conversations
-
- Class—live teaching + office hours
 - School broadcasts for families



Professional Relationships

- We've lost informal, serendipitous interactions around campus
- We must design replacement interactions
- Challenge: balancing task + relationship focus

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Informal Poll

How do you feel about
“mandatory fun” activities in
meetings and professional
development?

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Fun Questions & Activities

- Equal playing field
- No wrong answers
- Keep it quick

E.g. “Favorite place at home when you’re not working.”

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Beyond Mandatory Fun

- Mutual understanding—values, gratitude, appreciation, insight
- Reflection on adaptive practice—how are we changing in order to rise to the occasion?
- Professional interaction about professional practice to advance professional work

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3-Step Interview

- Phone, videoconference, Facetime, etc.
- Quality question
- Rotate among three roles: interviewer, interviewee, notetaker
- Compile notes

Ex: “What’s your top insight about how we can support our students when they’re working from home?”



Accountability for Meetings

- Norms about camera on/camera off
- Peter DeWitt: “Bedlam but not bedroom”
- Consistent link
- Record & upload to shared workspace
- Admin/coaches/other staff invited and kept informed of schedule changes

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How Much Is Enough, But Not Too Much?

- Teams who work together closely need to connect frequently
- With the loss of informal interaction, staff benefit from weekly meetings even if that's not the norm
- Keep it short—doesn't need to be an hour
- Weekly by default

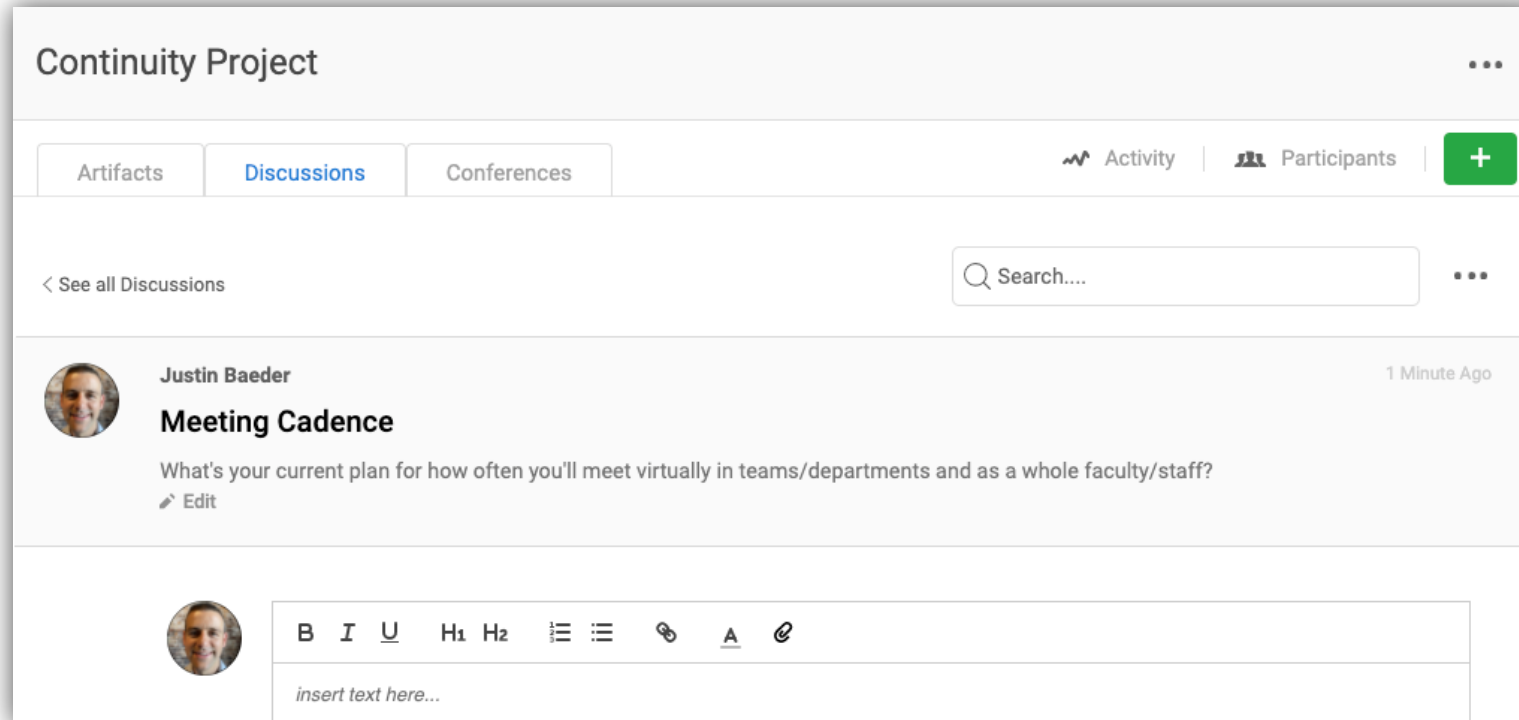
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Action Item: Post Your Meeting Cadence

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Sign Up

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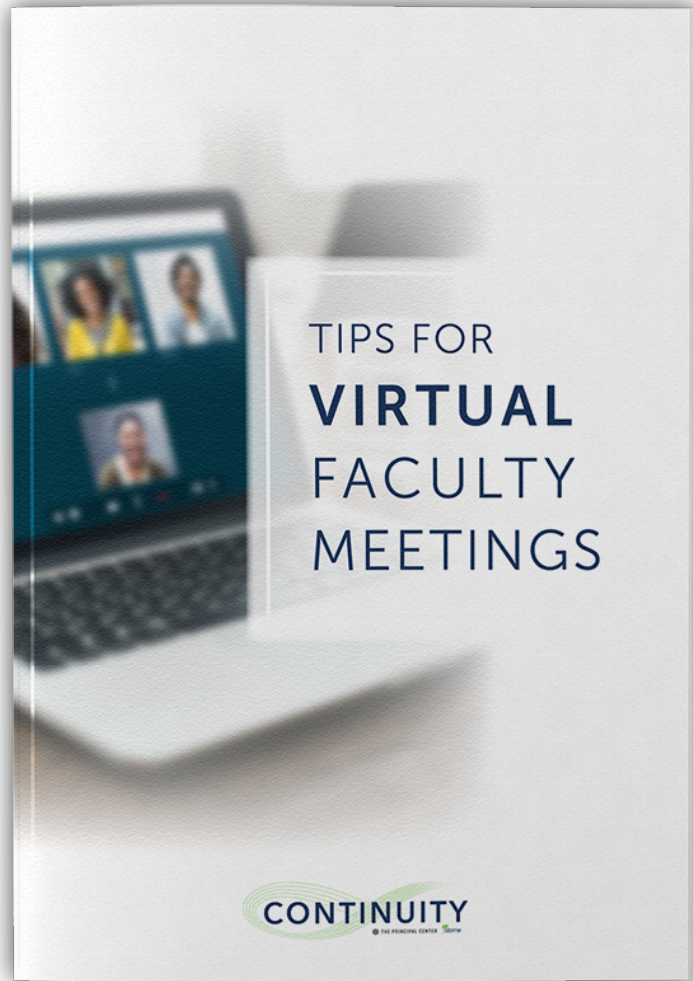
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Virtual Faculty Meetings



PrincipalCenter.com/faculty