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LEADERSHIP
ASSOCIATION

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Show

Episode #95

Giving People Grace Without Letting Students Down



Our Essential Question

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How can we give teachers grace and
show understanding without
violating our commitment to
students?

Two Big Ideas



1. Good enough is good enough
2. Professional ethics don't change just because we're in a pandemic

Hard Work Can't Fix This

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During a pandemic, we'll never be able to get the outcomes we want for students, no matter how hard teachers work.

Hard Work Can't Fix This

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Some high-conscientiousness people respond to uncertainty and less-than-ideal conditions by increasing their effort to unhealthy levels.

As leaders, we must intervene when we see this behavior, and we must be careful not to cause it.

Ep. 75—Pareto Satisficing

The Pareto Principle (80/20 rule)

Satisficing
(good enough is good enough)

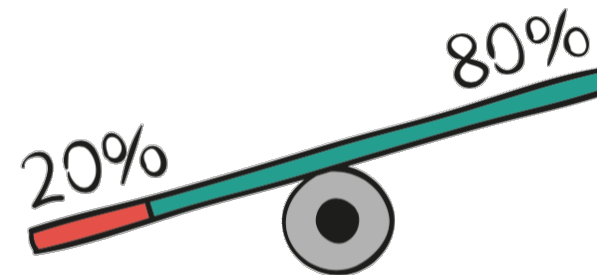
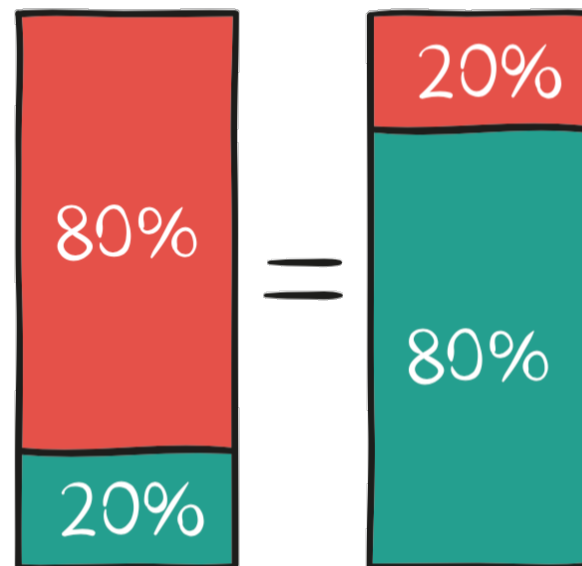
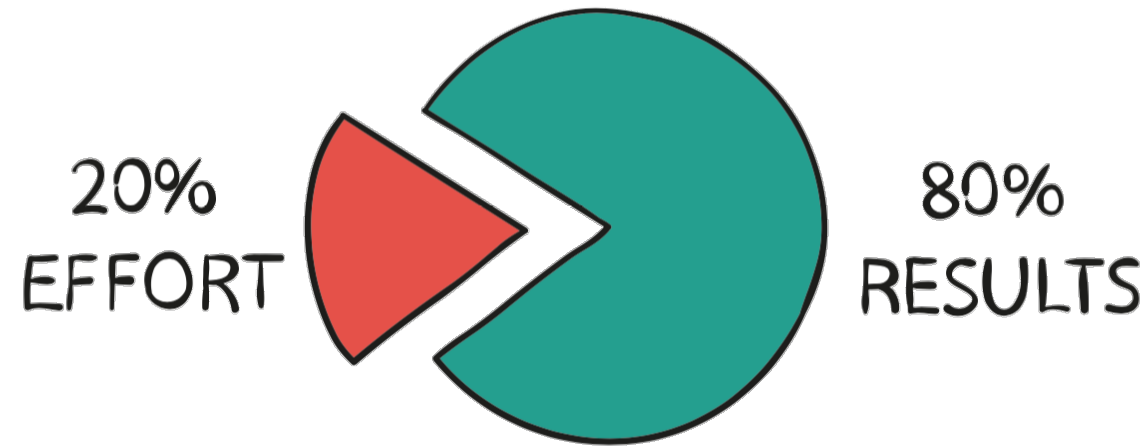
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Ep 75: The Pareto Principle

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Ep. 82—Preventing Teacher Burnout with Parkinson's Law

1. Set a quitting time for the day/week
2. Make a list of what needs to get done
3. Prioritize your list
4. Do the most important things first
5. Adjust your effort & re-prioritize
6. Stop when you're out of time

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“But We’re In A Pandemic!”

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“But We’re In A Pandemic!”

- Understand the stress that people are under
- Don’t be picky or petty
- Prioritize what will stick with people
- Uphold ethical standards

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From A Member

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“I want to be able to provide actionable feedback to teachers...I'm in a tough spot—new to the building last year, out second semester because of pandemic, and have given **too much grace** the first semester of this year. I know it will get tough before it gets easier, but I have got to do what is best for kids.”

On the one hand...

- People are under a great deal of stress already
- These aren't ideal conditions
- Pushing people harder won't necessarily improve learning for students

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On the other hand...

- Educators are (mostly) getting paid their normal salaries
- This investment is producing far less student learning per dollar (no matter what we do)
- When educators slack, it affects morale—and the reputation of the school & profession

Our Commitment to Students

- What standards can we hold ourselves to?
- What have we promised we'll do?
- What is reasonable given the conditions?
- What makes a difference for student learning?

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Giving People Grace

- Not expecting perfection
- Understanding challenges, e.g. lack of childcare
- Being flexible on timelines
- Encouraging people to prioritize—80/20 rule
- Asking for less, but better

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Give People Examples

OK in meetings:

- Missing due to power outage
- Nice top, comfy pants
- Turning webcam off to deal with children

Not OK in meetings:

- Skipping without explanation
- Being undressed
- Smoking/vaping/drinking during meeting (camera on or off)

