

ADVICE #1	ADVICE #2	DISCUSSION
Keep your focus on academic outcomes.	Focus on the whole child (social-emotional, extracurricular, wellbeing).	
Be visible in classrooms every day.	Don't micromanage teachers — trust them to do their work.	
Be transparent with staff and parents about everything.	Control the message — avoid overwhelming or alarming people.	
Make tough calls quickly and show strong leadership.	Build consensus — hear every voice before acting.	
Hold teachers and students accountable to high standards.	Be flexible and compassionate with unique circumstances.	

SCHOOL LEADERSHIP PARADOX DISCUSSION

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Be bold — innovate with new programs and technology.	Don't rock the boat — stick with proven methods.	
Put students first in every decision.	Support teachers first — they drive student success.	
Work tirelessly — be the hardest worker in the building.	Model balance and self-care so teachers don't burn out.	
Maintain strict rules and consistent consequences.	Use restorative practices and individualized responses.	
Be yourself and lead with your personality.	Adapt to the board, district, and community expectations.	