

✕ SUPERVISOR SERIES: EMPOWERING THE LEADERS ✕
 OF TOMORROW
 DR. CHRISTY CHAPMAN, LSSP, BCBA, LBA
 DR. KASSI GREGORY, LSSP

HELLO!



I am Dr. Christy Chapman. I am the Director of Clinical Training for the Texas Tech University School Psychology program. I also teach in the applied behavior analysis program at TTU, & have over a decade of experience working in public education in various roles. I have served on the TASP executive board for 7 years & am the current President-Elect. Most importantly I am the parent of a young adult who has autism.

HELLO!



I am Dr. Kassi Gregory. I am an assistant professor of psychology at West Texas A&M University. I have been a school psychologist in public schools for over a decade and my research interests are understanding and preventing educator burnout and secondary traumatic stress by amplifying their voices in research. I currently serve on the TASP executive board as treasurer.

WHY ARE WE HERE TODAY?

TO EMPOWER YOU AS A LEADER!
If you are a school psychologist, you ARE a leader!

HOW CAN YOU EMBRACE THIS ROLE?
Sometimes It Takes Transformational Systems Change

TEXAS ASSOCIATION OF SCHOOL PSYCHOLOGISTS



TASP "OUTSTANDING DELIVERY OF PSYCHOLOGICAL SERVICES BY A SCHOOL DISTRICT" AWARD



WHAT DO YOU THINK MAKES A GOOD LEADER? A POOR LEADER?

GOOD LEADERS: POOR LEADERS:

??? ???



WHAT MAKES A GOOD LEADER?

GOOD LEADERS: POOR LEADERS:

- Listen
- Elevate Others
- Aren't Afraid to Grow Others
- Cheer for their Teams
- Team member's Biggest Successes
- Team member's Biggest Supporter
- Plan for the Future
- Humble
- Clearly Communicate Expectations

- Ignore Others Ideas
- Elevate Themselves
- Want to Keep Others "Beneath Them"
- Sabotage Others' Success
- Poor Communicators
- Only See What's Right in Front of Them
- Self-Serving
- Backhanded Compliments
- Vague Expectations



1 LEADERS LISTEN

What does that REALLY mean?



“ The next best thing to being wise oneself is to live in a circle of those who are.”

-C.S. Lewis





GREAT LEADERS GROW OTHER LEADERS

- Think Critically
- Protect the Culture of the Team/Organization
- Be a Flexible Thinker
- Be Willing to Grow and Evolve



“ As a leader, you have an incredible opportunity to change someone’s life every single day. Leadership is never about tearing people down, it’s all about helping people become the very best version of themselves.

-Leadership First



* WHAT IMPACT CAN A POOR LEADER HAVE?

- + Sets an Overall Tone of Mistrust & Fear
- + Destroys Morale
- + Steals Employees' Joy
- + Causes Employees to Hate Going to Work
- + Drives Good Employees Away



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“ The loudest BOOs will always come from the cheapest seats. People who invest the least in you will have the most to say about you.



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2 LEADERS BUILD RELATIONSHIPS
Employees are PEOPLE First!



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"LEADERSHIP IS NOT ABOUT TITLES, POSITIONS, OR WORK HOURS. IT'S ABOUT RELATIONSHIPS."
-JIM KOUZES



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LEADERS STAND UP FOR WHAT'S RIGHT

- For the Team
- For Students
- For Families



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3 LEADERS ARE COLLABORATIVE & ARE GOOD COMMUNICATORS

A Leader is Nothing on His or Her Own!



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4 LEADERS ARE ACCOUNTABLE
They Take Responsibility & Ownership for the Positive AND the Negative

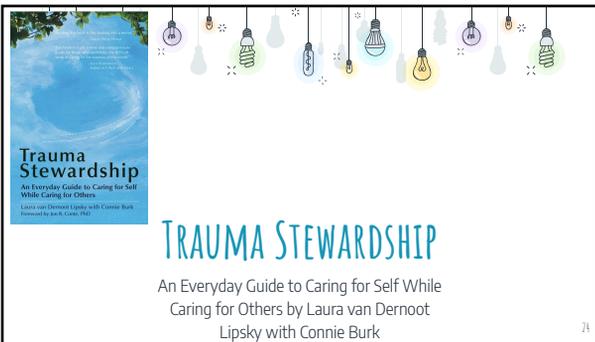


“ If you hang out with chickens, you’re going to cluck and if you hang out with eagles, you’re going to fly.
-Dr. Steve Maraboli



5 LEADERS GIVE THEMSELVES GRACE
They Recognize That They Need Help Sometimes, & Model Healthy Boundaries





Trauma Stewardship
An Everyday Guide to Caring for Self While Caring for Others
Laura van Dernoot Lipsky with Connie Burk
Foreword by Jack Kornfield, PhD

TRAUMA STEWARDSHIP

An Everyday Guide to Caring for Self While Caring for Others by Laura van Dernoot Lipsky with Connie Burk

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ACTIVITY

✦ Take a few minutes to think about how this job, past experiences, etc. have possibly impacted you in ways you may not have realized.



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6 LEADERS CREATE A POSITIVE CULTURE

✦ People don't enjoy being surrounded by negativity!



“ Culture is how employees’ hearts and stomachs feel about Monday morning on Sunday night.

-Bill Marklein





Adobe Stock



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LEADERS PERSEVERE IN THE FACE OF ADVERSITY

Some of the Best Leaders Might be
Unexpected





Why is this Important?



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“You’re not made in a crisis – you’re revealed. When you squeeze an orange – you get orange juice. When a human-being gets squeezed – you get what’s inside –positive or negative.”

-Jack Kinder



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HOW DO YOU LEAD PEOPLE THROUGH *SUSTAINED DIFFICULT TIMES?

- ✦ Define Reality for People
- ✦ Remind them of the Big Picture
- ✦ Help them Develop a Plan
- ✦ Help them Make Good Choices
- ✦ Value and Promote Teamwork
- ✦ Give them Hope



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* LEADERS EXPECT PRESSURE & ARE PREPARED TO FACE IT DAILY



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8 LEADERS ARE CHANGE AGENTS Effective Leaders Make Things Happen



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* SAVE THE CHEERLEADER, SAVE THE WORLD

- * Hard conversations
- * Program evaluation
- * Failing Forward



9 LEADERS ARE SERVANTS

The Only Worthy Motivation for Leadership is a Desire to Serve Others & to Be Humble



“ A team is not just people who work at the same time in the same place. A real team is a group of very different individuals who enjoy working together to help their organization achieve its goals and purpose.

-Leadership First



10 LEADERS PLAN FOR THE FUTURE
Forward-Thinking Sets Your Team up for Long Term Success



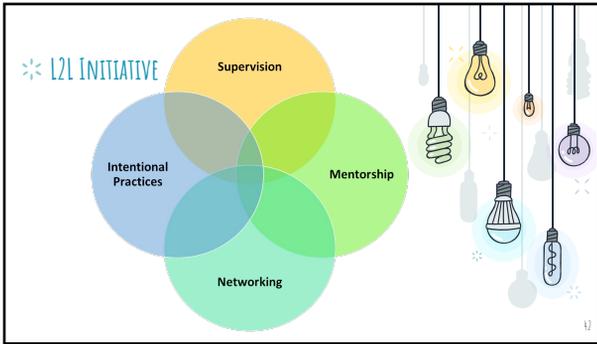
LEADERS YOU ADMIRE - ACTIVITY

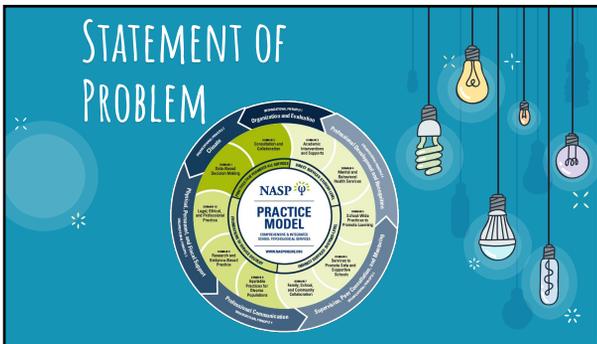
- Think back on the leaders in your life.
 - Who inspires you?
 - Who impacts you?
 - Who challenges you?

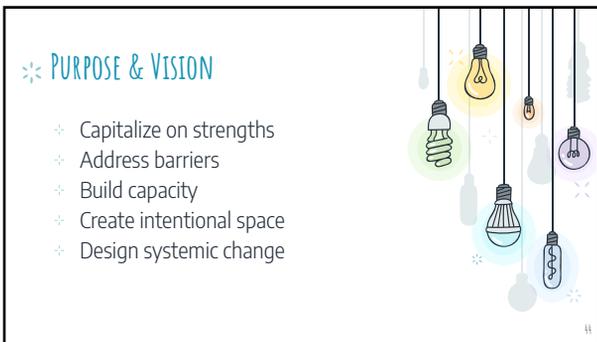


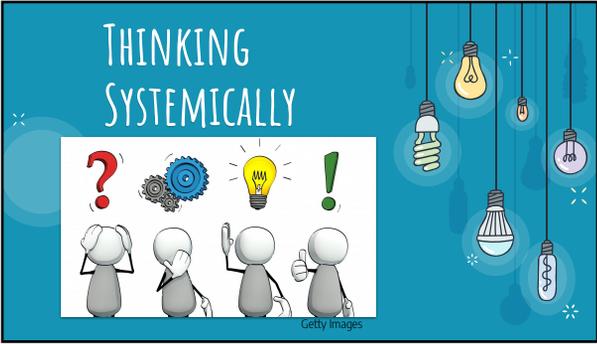
LEARNERS TO LEADERS INITIATIVE

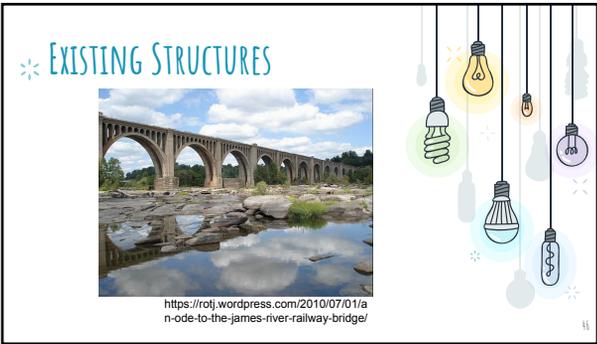














* INTENTIONALITY

- + Application Process
- + Sustainable Practices
- + Objective Resources
- + SMART Goals
- + Transparency



* LEARNER TO LEADER INITIATIVE IMPACT



<https://www.leru.org/publications/productive-interactions-societal-impact-of-academic-research-in-the-knowledge-society>



“ People don't resist change. They resist being changed.

-Peter Senge



* BENEFITS-LEARNER

- ✦ Build leadership skills
- ✦ Create meaningful relationships
- ✦ Open doors to opportunities
- ✦ Network with leaders
- ✦ Practice learned skills
- ✦ Thrive in leadership



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* BENEFITS-LEADER

- ✦ Build leadership skills
- ✦ Foster lifelong learning
- ✦ Create lasting impact
- ✦ Strengthen professional networks
- ✦ Gain a fresh perspective
- ✦ Thrive in leadership



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* BENEFITS-SYSTEMS

- ✦ Cultivating future leadership
- ✦ Instilling organizational values
- ✦ Expanding your impact
- ✦ Strengthening and challenging current leaders
- ✦ Fostering innovative practices



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RESOURCES FOR CHANGE

"People don't resist change. They resist being changed"

-Peter Senge

A collection of five lightbulbs hanging from thin black lines. One bulb is lit and yellow, while the others are unlit and white. The bulbs have different internal designs: a standard incandescent, a compact fluorescent, a standard incandescent, and a CFL. Small white asterisks are scattered around the bulbs.

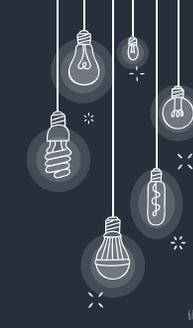
LEARNERS TO LEADERS
IMPLEMENTATION PLAN

A collection of five lightbulbs hanging from thin black lines. One bulb is lit and yellow, while the others are unlit and white. The bulbs have different internal designs: a standard incandescent, a compact fluorescent, a standard incandescent, and a CFL. Small white asterisks are scattered around the bulbs.

THANKS!

Questions?

Email us at:
christy.chapman@ttu.edu
kgregory@wtamu.edu

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