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The Cost of Poor Leadership in Public Education: Leadership Impacts and Results

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**The Cost of Poor Leadership in Public Education: Leadership
Impacts and Results**
Beth Mary Bierwirth
MS in Leadership
Spring 2017

The purpose of this review is to develop leadership strategies to address the cost of poor leadership issues in a small rural school



Granite State College

This presentation will discuss

- ❖ School Leadership
- ❖ Leadership Practice
- ❖ School Culture
- ❖ Learning Environment
- ❖ Leadership Strategies
- ❖ Panorama Survey

The Importance of this Topic

According to the Bureau of Labor Statistics, it is estimated that more than 40 percent of the Principals in our domestic public schools will leave their jobs over the next several years

Research Literature Review Confirms that:

- ❖ Today's public schools need leaders who have the capacity to practice effective management skills and strategies
- ❖ School leaders need to have the capacity to read a school culture, strengthen it, and change or shape it for new direction as needed
- ❖ Top leaders are described as:
 - 1) Humble and Professional
 - 2) Support others to be their successor
 - 3) Driven to produce results
 - 4) Resemble a plow horse rather than a show horse



The Research Shows....

The Panorama Surveys conducted at a rural New Hampshire school in 2016 provides data that supports the need for effective leadership

What Leadership Needs to Work on:

- ❖ Communication
- ❖ Honesty
- ❖ Trust
- ❖ Coaching
- ❖ Respectfulness
- ❖ Creating Wins Versus Chaos
- ❖ Be Transparent
- ❖ Follow thru on commitments
- ❖ Engage for success

The Path forward –

Leadership Style Contributes to:

- ❖ Effective dissemination of resources
- ❖ High Staff Morale
- ❖ High Employee Productivity
- ❖ Decreased Absenteeism
- ❖ Lower Turnover
- ❖ Increased Staff Participation and Involvement
- ❖ Increase Student Success