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| Dear PA Principals Association Member, *Happy 2024!*Many school leaders just hit the ground running and barely took note of the turning of the calendar on January 1.But this year I got a bad case of COVID and was forced to slow down. I can attest to the power of reflection during this time. It really can be a game-changer.﻿I have a few resources for you if you want to make changes to yourself in 2024. There’s nothing like a new year to begin anew! Check out the resources below.*Sending you light, love, and learning for the new year—*﻿Feel free to reach out with questions or feedback and I’ll be back in February.**Jenn** |

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***Immunity to Change***If you want to make any changes to yourself – especially your leadership skills or style – where should you start? The New Year’s Resolution really doesn’t work. We just passed Quitter’s Day – that’s the second Friday in January and it’s (allegedly) when the vast majority of people give up on their New Year’s Resolutions. Yup, just 12 days into January.I recently read an amazing book with a whole different approach to changing yourself. And I do believe that a key part of making changes to your school involves changing YOURSELF. But this type of change can be hard.You probably have ideas about changes you want to make in your leadership style that would deeply benefit your school. Maybe you micromanage too much and want to develop a more distributive leadership style. Or you don’t listen as well as you should. Perhaps it has dawned on you that you’re not giving the type of honest, critical feedback that your staff needs to improve because you’re trying to keep the peace. Have you tried to make these changes but struggled to do so?If so, you’re not alone. Real deep change – that is, adaptive change – is hard. In ***Immunity to Change***, Robert Kegan and Lisa Lahey designed an approach to help you more effectively make changes in yourself. Their approach, rooted in in psychology and adult development, helps you more deeply understand the dynamic that is preventing you from changing – that is, your immunity to change.Take a look at my 2-pager which includes my version of their Immunity to Change Map – a tool you can use for yourself to see what’s blocking your own efforts to change and how to make real change now. Click here for my 2-pager: [**Better Than a New Year’s Resolution – How to Create Real Change in Yourself**](https://linkprotect.cudasvc.com/url?a=https%3a%2f%2fgo.vbt.email%2fr%2f7tWO%2f%3f__vbtrk%3dMTkyMDA4Ojc4ODc3MDcwOm5ld3NsZXR0ZXI%26_uax%3dMTkyMDA4Ojc4ODc3MDcw%26ct&c=E,1,yW7713jacZvXJdVeOG7d27fKoIfnjwnRxLRDM7vYxzkQ43A1cT8fBEevBRv-9DEKfRAWm2c2dZcuUhXiInDMh06VhQx4-Gp8U_DQVb2uOZU,&typo=1) |

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The other thing I am hearing a lot from school leaders is that the culture in their schools is starting to erode. Educators are arriving late to school, skipping meetings, or just not putting their best selves forward. With so much stress and change, the norms of civility are being dropped.Incivility can seem small now, but it will snowball. Sharone Bar-David wrote a useful book with concrete suggestions for addressing incivility called ***Trust Your Canary: Every Leader’s Guide to Taming Workplace Incivility***.I translated her ideas about spotting and combating incivility into ideas we can use in schools. January is a month with shorter readings — here is my short [**2-page BookBit of *Trust Your Canary***](https://linkprotect.cudasvc.com/url?a=https%3a%2f%2fgo.vbt.email%2fr%2f7tWP%2f%3f__vbtrk%3dMTkyMDA4Ojc4ODc3MDcwOm5ld3NsZXR0ZXI%26_uax%3dMTkyMDA4Ojc4ODc3MDcw%26ct&c=E,1,s1m9fLcxpfLdR-FrFp4aD-E2qxUwoCc-BSqKJ1dqzHIzX6HqQXRAwwO7xOE7Jz5jI5t1cFHGCq6GK_puWHJPe78JpylgWykmpYUSN36uZPb68woxfQ,,&typo=1)for you with concrete strategies you can try tomorrow.I also had a podcast discussion with my co-host, Mike Doughty, about the ideas in the book if you prefer your learning on the go: [**PODCAST — Listen to Your Inner Canary**](https://linkprotect.cudasvc.com/url?a=https%3a%2f%2fgo.vbt.email%2fr%2f7tWQ%2f%3f__vbtrk%3dMTkyMDA4Ojc4ODc3MDcwOm5ld3NsZXR0ZXI%26_uax%3dMTkyMDA4Ojc4ODc3MDcw%26ct&c=E,1,nJaw85Ua2aP3txSC47pRiiMjwmcPQr5-UEgNCH_q-aUf1yLSw-TUUWhsEcBNsDu3O-M0cdopR2io0w6JjNazIfuERxVnFgjIElWr11bx33lUNlzfCrFXBLC4&typo=1)Want a quick idea for your next Leadership Team meeting? – Share copies of this ***BookBit***, do a “live read” (everyone reads silently) and then brainstorm ideas for addressing incivility in your school. |

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| ***Want books to help you get ORGANIZED and PRODUCTIVE in the new year?***One more resource to start the year off right – the new year is a perfect time to get **ORGANIZED** and **PRODUCTIVE**. But where to start?On the [**Must-Reads page of my website**](https://linkprotect.cudasvc.com/url?a=https%3a%2f%2fgo.vbt.email%2fr%2f7tWR%2f%3f__vbtrk%3dMTkyMDA4Ojc4ODc3MDcwOm5ld3NsZXR0ZXI%26_uax%3dMTkyMDA4Ojc4ODc3MDcw%26ct&c=E,1,dJhXYxhqObgeLg-81jDZQsM-vNEZfRqQZcH-i2EQkuNk1oxIQxohxneuORMK7NLcY742-Avd3c0MP9uxWHVR7euD2cmZV-x0Gc5PdCJ-hRXMNq2iEeX53hBBhWvY&typo=1), I suggest 4 book summaries you can start with. Listen to an overview of these 4 books in my **Mini-sode podcast** (meaning it's short), and then dive into the ones you think will most help you in 2024: [**Mini-sode PODCAST: *Being Organization and Productive***](https://linkprotect.cudasvc.com/url?a=https%3a%2f%2fgo.vbt.email%2fr%2f7tWS%2f%3f__vbtrk%3dMTkyMDA4Ojc4ODc3MDcwOm5ld3NsZXR0ZXI%26_uax%3dMTkyMDA4Ojc4ODc3MDcw%26ct&c=E,1,h40OVGMPeDHoRQ7zqzMUqHOy7pNSSyUGd0bLDedfJIhxLwKtOLY2fGyqureghI_g6fRoNQnG_4Q7EvvAw5QRLbgXl-OfrDNWDX4U2BWiYBxxGemE5FG7CXotL24i&typo=1) *–* [***Atomic Habits***](https://linkprotect.cudasvc.com/url?a=https%3a%2f%2fgo.vbt.email%2fr%2f7tWT%2f%3f__vbtrk%3dMTkyMDA4Ojc4ODc3MDcwOm5ld3NsZXR0ZXI%26_uax%3dMTkyMDA4Ojc4ODc3MDcw%26ct&c=E,1,upNzhAw5XKZe5fCAFx8FbIute3vaIlXmaNXHh60MOY0CKH1NLJtMC8TXulT_CRn-0oJACuYVBzKjx5yMEVfUVMsXA1R27zhUqQZDLocpXTQ2&typo=1)**,** [***The Power of Habit***](https://linkprotect.cudasvc.com/url?a=https%3a%2f%2fgo.vbt.email%2fr%2f7tWU%2f%3f__vbtrk%3dMTkyMDA4Ojc4ODc3MDcwOm5ld3NsZXR0ZXI%26_uax%3dMTkyMDA4Ojc4ODc3MDcw%26ct&c=E,1,x8uK4nrrbxH8iQn1VytT6NcmH3MSsWCEHql9ZqXhb7S1Y7kpOt5qA4O1JcSoVIuN-oqQXfAiut2IDhTbvsdh7BTBZK8dYGC2UnTCKpafcGQdr3Q2u1IH6rc,&typo=1)**,** [***Getting Things Done***](https://linkprotect.cudasvc.com/url?a=https%3a%2f%2fgo.vbt.email%2fr%2f7tWV%2f%3f__vbtrk%3dMTkyMDA4Ojc4ODc3MDcwOm5ld3NsZXR0ZXI%26_uax%3dMTkyMDA4Ojc4ODc3MDcw%26ct&c=E,1,1qNugxeD8j0wXxn3_uGocBJEPvrGhX8P32Qkadi0FL3hcO8Yk1hFGk9oqvr7aN9X_XAS9AVxHqVN7iPoPjooiLO2E0FD80D6G1XgLG6eiIiByoThXxxgjO8l&typo=1) and [***The Together Leader***](https://linkprotect.cudasvc.com/url?a=https%3a%2f%2fgo.vbt.email%2fr%2f7tWW%2f%3f__vbtrk%3dMTkyMDA4Ojc4ODc3MDcwOm5ld3NsZXR0ZXI%26_uax%3dMTkyMDA4Ojc4ODc3MDcw%26ct&c=E,1,WNJSpGYNAVlyLCLEWikv2sdlNv0Xclgfo26KPLh8ZPlOL-TWDh6Of0xsgxSqU8ArhWKN_bDxhy46s-IN6KBDJ_LgMJ0f8U0U62wuPDeKD7IC3SRq-HFPkQ,,&typo=1) |

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***Did you miss last month's book summary?***If you want to strengthen your leadership team (or Cabinet or ILT or whatever you call it), I absolutely loved Patrick Lencioni's, ***The Advantage: Why Organizational Health Trumps Everything Else in Business,***as a resource.Click here for a full summary of [***The Advantage***](https://linkprotect.cudasvc.com/url?a=https%3a%2f%2fgo.vbt.email%2fr%2f7tWX%2f%3f__vbtrk%3dMTkyMDA4Ojc4ODc3MDcwOm5ld3NsZXR0ZXI%26_uax%3dMTkyMDA4Ojc4ODc3MDcw%26ct&c=E,1,Cd-m_rhT4JfiQFh9vwaGC59iwAfbWmjM4vAHdOpLjXGJMDEcnOptazNcB3OMuW28xUeb7J8RF3TpoV7NFJOTPIBsi5soRWWmMkJdNEKRUAS35g,,&typo=1) |

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