



## 5 Minute Activity

### Know Your Job, Do Your Job - Right Not Easy

One of our foundational values is **“Do it the right way, not the easy way.”** The excerpt from Leadership Philosophies of the Clovis Unified School District (p. 1) helps explain our time-tested principles. The video does an excellent job of telling how Doc put this into practice. After reading the excerpt and watching the video complete one of the prompts below.

#### **The Heart of Leadership**

Leaders in Clovis Unified are stewards of an organizational culture that puts students’ needs first, emphasizes teamwork and trust, and takes care of its people. Timeless and time-tested, these principles represent the tools needed not only to succeed as a leader in Clovis Unified, but also to excel.

#### **Video clip**

Former Superintendent Dr. Terry Bradley tells the story of a pivotal decision that led to the Board majority shifting away from support for Doc Buchanan. Following the decision described in Terry’s story, the new Governing Board majority voted to *not* renew Doc Buchanan’s contract, ending his 31-year career as the Clovis Unified Superintendent.

<https://vimeo.com/880680936/74b8aac479?share=copy>. The video is about 2 ½ minutes long.

#### **Discussion Prompts:**

*Emerging Leaders (101):* Reflect on your career to this point and pick one of the following to answer: 1) Has there been a time that you made a decision that you knew was the right one, but also one that would bring challenging times to you or your team? 2) Has there been a time in your career where you witnessed a leader NOT confront an issue/disagreement? For either response, how did you navigate the outcome?

*Established Leaders (201):* As a leader, what is the value of proactively confronting challenging issues? Think of one of your mentors, in addition to courage, what are other leadership qualities you have seen individuals use to navigate challenging conversations?

*Tenured Leaders (301):* Reflecting on the story you read or video you watched. Are there other times in the district’s history where you have witnessed leaders demonstrating courage to confront issues or disagreements? What factors must we intentionally develop in our district to encourage courageous leadership?