



5 Minute Activity

Autonomy with Responsibility- Do Something and Support Failure

Read the following excerpt and value statements from *Leadership Philosophies of the Clovis Unified School District* (p. 23, 25, 26, and 27). Then, discuss one or more of the prompts below.

Do Something...

Doc would advise, when you don't know what to do, do something – at least you'll know what to do or what not to do next time! You never gain experience by just sitting there. No one is ever in danger when making forward progress; part of living is failing a little and succeeding a little.

- Be supportive through failure.
- You have the authority to solve problems at the appropriate level.
- Own your school or department like it is YOUR HOME.

Prompts:

Emerging Leaders (101): As I was preparing for today's discussion, I ran across this quote from Thomas J. Watson. Of course, I had no idea who he was, but I really liked the quote, "Recently, I was asked if I was going to fire an employee who made a mistake that cost the company \$600,000. No, I replied, I just spent \$600,000 training him. Why would I want somebody to hire his experience?" I thought it tied so well to Doc's saying, "*No one is ever in danger when making forward progress, part of living is failing a little and succeeding a little*". Everyone is going to make a mistake at some point in their career. And the employee who lost the company \$600,000 made a big one but his boss was supportive through failure. Think about a time when one of your employees made a mistake. With a small group discuss the mistake and how you supported your employee through the consequences. Or did you? Explain why and how you supported your employees or why you could not support them. In case you are wondering, I looked him up... Thomas J. Watson was the chairman and CEO of IBM.

Established Leaders (201): In the early days of the district each site, department, or division leader would meet personally with Doc to discuss the progress of the entity for which they were responsible. As the district has grown, we have adapted this practice to include listening tours, academic reviews, athletic reviews, and more. This is a leader's opportunity to take responsibility for the decisions they have made and to share the results of those decisions. As a leadership team, reflect on the decisions you have made to support student learning. Reflect on the success of those decisions. Should they continue to be implemented? Revised? Discarded? Explain your thinking.

Tenured Leaders (301): Often Clovis Unified is described as "the house that Doc built". Sometimes our families think we spend as much time at work as we do at home. Looking at the value, "Own your school or department like it is your home" list how these two places are similar. Share with others your interpretation of this value.