



## Course 4: Scholé Group Leadership with Carolyn Baddorf

### Lesson 5: Review of Essentials on Scholé Group Leadership

#### Outline:

Principle #1: “Get the right people on the bus.” Jim Collins, *From Good to Great*

- It is important to know clearly what you are about and communicate it regularly to the membership.
- Communicate what you are about to new people.
- Having a clear mission and purpose has helped to stay more focused on what is most important.
- Have a gateway for people to find you.
  - Have a clear statement of faith, educational philosophy, and the process by which you become a member.
  - This is respectful and honoring to them.
  - This will also help the right people to find you.
  - This is also a legal protection for you.

Decide on your structural model.

- Will you be a co-op where everybody teaches?
- Will you be a co-op where everyone gives service hours?
- How will you divide up the work and make it fair?
- Get the right people on the bus...in the right seats.
  - Try to utilize people where their interests lie and where their gifts lie.
- Some Scholé Groups are directed by a single person and run as a business.
  - Teachers are hired.
  - Parents pay tuition.
  - Parents are executing the teacher’s work and assignment throughout the week.
  - Advantages:
    - You can have more selective standards for the teachers.
    - You can receive a broader group of families as students into your co-op.
    - This minimizes the number of people making decisions.

Create a clear process for becoming a member.

- If they are in agreement with the Statement of Faith, they can observe a day at the co-op.
- This helps a family to know if the co-op is the right fit for them.
- Finally, the family meets with leadership members and fills out an application.



- Accepted families reserve a spot with a deposit.

Principle #2: Cultivate an atmosphere of cooperation and humility in the journey of becoming better educators.

- Invite people to be willing to stretch themselves to get in front of a classroom; to risk being embarrassed and imperfect.
- Set the tone that we want to presume goodwill among each other. We want to encourage each other. We don't want to discourage one another, but we do want to be able to humbly be able to give and receive feedback.
  - We can do that when we trust each other. **In order to trust each other, we have to presume goodwill.**
- When we have trust (in terms of a functioning group) then we can face conflict together and deal with conflict.
- We work hard to place people in the right jobs. It takes a lot of effort from the leadership team and trust from the parents. This works with trust.
- Teachers observe one another throughout the year. Teachers can learn through modelling.
- The leadership team observes each teacher once during each semester. Feedback is aimed towards affirming what they are doing well and growing towards mastery and problem solving.
- Give thanks often. Support one another in prayer and in conversation.

Principle #3: The only constant is change.

- We should expect change and we should expect turnover.
- Try to be very gracious when people need to leave. Celebrate them and love them. Never make someone feel guilty or bad for this.

Principle #4: Work yourself out of a job.

- Find parents who are willing and skilled to move up as their children grow older.
- Be strategic about where you place these parents as helpers early on.
- Provide them access to ClassicalU courses or workshops where they can grow in their pedagogy.
- Move new people into leadership positions.
- It is a good idea to give moms a break from leadership positions or major roles during pregnancy. They need to be nurtured and nourished as much as possible.
- Always pair teachers with an established assistant so they have a built in substitute.
- Remind parents to be in the classrooms as much as possible for modelling and to know what is happening in the classroom.

Principle #5: Learn together.

- Read a book together and talk about it every year.



- Each member commits to watching a ClassicalU course and typing a summary of their takeaways to share with the group.
- Co-op pays for 2 months of membership to ClassicalU with tuition fees.

Principle #6: Celebrate together.

- We need to celebrate together.
- Gather at the end of the year to celebrate.
- Remember scholé moments.
- Revel in what the Lord had done over the past year.
- Bring new moms into the end of year celebration. This gives them a vision. We all need a vision.
- Two special programs with the children:
  - Christmas program
    - Bring in a local theater company to perform a play.
    - Swing dancing instruction
  - Spring program
    - Artwork
    - Science Fair projects
    - Put on a play
    - Songs, Poems recited
- Each Scholé Group is unique. Families can come together and find unique ways to celebrate life together and to learn together.