Project Summary

Shalom Christian Academy is an independent school in south central Pennsylvania. On campus, there are 350 K–12 students. An additional 150 preschool students are served at several off campus locations.

As the new administer in an established school, it is important to develop my leadership skills so that I can effectively guide the school in a changing culture. The existing administrative team is seasoned and works well together. This project enabled me to utilize the existing strengths of our school as I evaluated and cultivated my abilities. Blending those will facilitate growth for our faculty, students and school.

Project Results

Developed skills to more effectively lead people.
• Learned to clearly communicate my expectations.
• Intentionally began to teach and mentor rather than fix the problem.

Intentionally reflected and evaluated my personal style, including the way I manage my time.
• Learned to purposefully reflect on actions, successes and mistakes.
• Learned to ask, “Is this my job?”
• Learned to schedule tasks rather than wait for a “good” time.

The administrative team completed a self-evaluation.
• Individual personal strengths and weaknesses were assessed.
• The team’s strengths and weakness were assessed.
• The team evaluated the dynamics of our work together.

What I Have Learned

• Leadership is an evolving process.
• Skills must be continually honed and evaluated.
• Leaders need peers and mentors in order to be effective and keep growing.
• People generally are seeking and appreciate guidance so that their tasks can be accomplished well.
• Honesty and authenticity are important in order for teams to be effective.

Leadership and learning are indispensable to each other.
~John Fitzgerald Kennedy