



MISTAKES CHARTER  
SCHOOL LEADERS SHOULD  
AVOID!

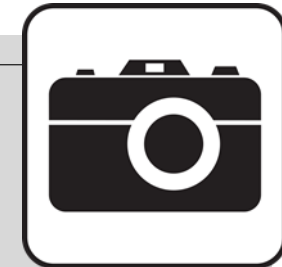
**Dr. Toneka M. Green**

22nd Annual SC Charter Schools  
Conference

# About Me...

- Owner/Ed. Consultant at 4Green Educational Consulting
- 18 Years in Education (Senior-level Admin., School Leader, Instructional Leader, Instructional Coach, Interventionist, Classroom Teacher)
- Experience in Traditional Public Schools and Charters
- Proven Record of Student Achievement and Teacher Growth
- 4 Children: Son in the Military, Daughter at USC/Civil Engineering, Middle School Son, and 4th Grade Daughter





**#SCCSC22**  
**#LeadershipMatters**  
**#MyCharterSC**  
**#WeArePublicSchools**  
**#ChartersWork**  
**#CharterABetterSC**



What leaders do we have in the room?

Please stand, if you have:

- 1-5 years as a school leader.
- 5-10 years as a school leader.
- 10 or more years as a school leader.

# Learning Objective

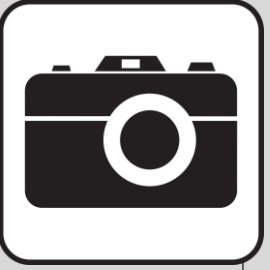
At the end of this session, you will:

- Identify mistakes that charter school leaders should avoid making.
- Create one or two *SMART* Goals that will help you avoid or improve one or more of the commonly made mistakes of charter school leaders.

# Let's Reflect:

**Close your eyes for 1 minute and reflect on a mistake or poor decision that you made as a school leader this school year or last school year and what occurred due to that poor decision.**

You do not have to share, but you are welcome to share with the group if you would like (omitting any confidential and identifying information).



# Mistakes to Avoid...

- Not keeping with the charter
- Not being an instructional leader
- Not intentionally developing staff (including the school leader)
- Not conducting evaluations (all staff and the school leader)
- Not setting high expectations for self and others
- Displaying nepotism instead of hiring the best person for the job (HR, operations, financial head, academic leaders, etc.)
- Showing favoritism or spending more leisure time with certain staff members
- Showing favoritism to certain families (not following policies and procedures equitably)
- Assuming that everything that traditional public schools do is ineffective and does not have a place in charter schools
- Not using data to make decisions
- Not creating a safe place for vital conversations about diversity, equity, and inclusion to occur







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# GOAL SETTING

**S**pecific

**M**easurable

**A**chievable

**R**ealistic

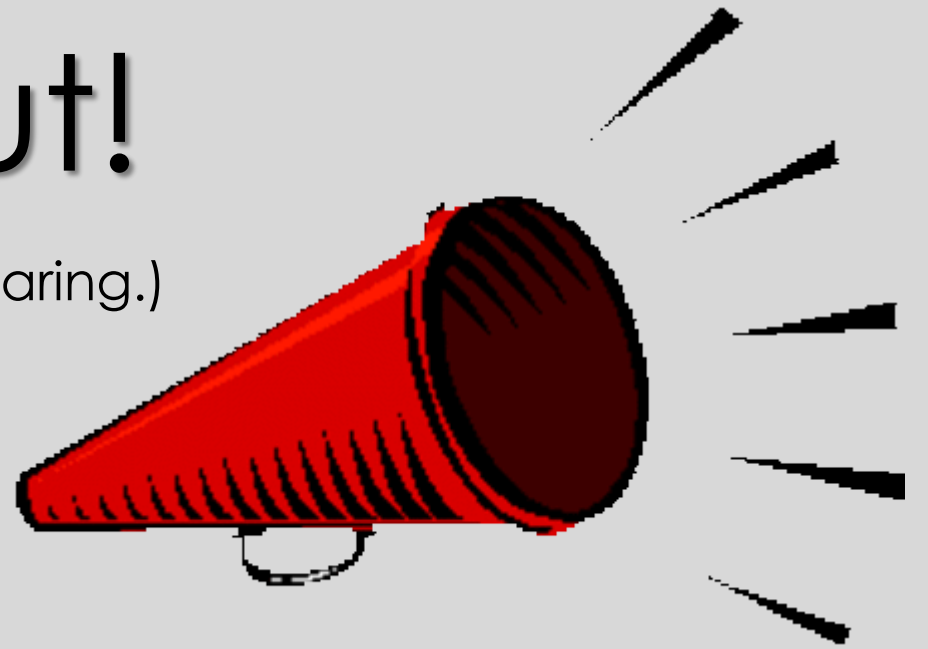
**T**imely

## Action Step

- Choose 1 or 2 mistakes that you have or are currently making.
- Create 1 or 2 SMART goals designed to improve or correct that mistake(s).

# Share out!

(If you are comfortable sharing.)





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THANK YOU!