



# THE MAKING OF A LEADER



## SPOTLIGHT



**JENNIFER WOODS**  
Principal,  
Medill Elementary  
Lancaster City Schools



**JAKE CAMPBELL**  
Principal,  
Tallmadge Elementary  
Lancaster City Schools

### ALIGNMENT, PREPARATION, RELEVANCY, AND ACCESSIBILITY

Lancaster City Schools’ principals, Jennifer Woods and Jake Campbell, are using OLAC tools and resources to lead and learn together with staff. The two have found the resources to be helpful in creating a common understanding and language around structures and procedures, and in increasing staff members’ confidence to lead together.



## HOW I'M USING OLAC TOOLS?

### Jennifer Woods | Principal, Medill Elementary

I was introduced to OLAC tools during my first year as a principal when I attended the December 2013 OLAC Action Forum. I wanted to become more familiar with the 5-Step Process, so I dove right in and used the resources for my own professional learning. I became even more invested in the resources along with my Ohio Leadership for Inclusion, Implementation, & Instructional Improvement (OLI4) cohort last fall. At that point, I focused on bringing the resources, tools, and research back to share with my staff.

One of the ways I have been able to strengthen professional development is to be able to customize it for my teachers. With the pre-assessment tool, I am able to assess areas of strength and opportunity for my staff, and then provide specific recommendations for OLAC modules. I also love that lead teachers can access the same pre-assessment and strengthen their teacher leadership skills to help support the changes happening in our building. It is tremendously helpful to have videos and resources readily available when you're helping staff with teacher-based teams (TBTs).

### Jake Campbell | Principal, Tallmadge Elementary

When I became a principal, we had staff together from all of the elementary schools in our district. The timing was perfect to use the resources to help us create alignment and cohesiveness with our team. The OLAC tools helped strengthen our TBTs, and create a building-level team (BLT) that could serve every grade level. OLAC gave us a platform to learn and strengthen our time together.

OLAC resources have become the go-to professional development toolkit that we use, especially because you can tailor the resources to what you need. Having resources readily available has helped us focus our grade-level TBTs. Using these resources keeps us organized, prepared, and aligned.



## MY FAVORITE OLAC TOOLS

### Jennifer Woods

I use all of the OLAC tools. We've shared many case studies to affirm with our staff that what we're doing is real work with real results. Educators are busy, but it's very easy to get online and do a module and start and stop if you need to. The resources are user-friendly and manageable to get through.

### Jake Campbell

For my teachers, it's all about the combination of resources. There are videos, webinars, handouts and, assessments. There are also many research-based elements to reference that help with the understanding of why we're doing what we're doing. The resources and information on OLAC's website are relevant with what's happening in education.



## OLAC'S IMPACT

### Jennifer Woods

These resources and tools have helped me create a common understanding and language with my staff. We are much better aligned in our structures and procedures, and that has given us the freedom to think outside the box in order to meet our students' needs. Our teachers are not afraid to have discussions with one another because we are working toward our shared goals together.

### Jake Campbell

In order for us to be good leaders, it's our job to learn along with the staff we're leading. OLAC tools provide us with the resources and professional development that gives us the confidence to facilitate meaningful TBTs and BLTs. Every TBT, BLT, or staff meeting, we participate in is a positive experience that is supported by a thoughtful agenda and discussion.

**Your turn! We're excited to showcase voices from the field stories through our blog, e-newsletters, and social media. If you have experienced results using OLAC tools and would like to be featured, please contact Jim Gay at [jimgay@basa-ohio.org](mailto:jimgay@basa-ohio.org).**