

High AIMS January Update

January 2025 Tom Burton & Dr. Mari Phillips

HAPPY NEW YEAR: As leaders, we will navigate new challenges and opportunities and drive progress in education with a focus on innovation and student success."



Message from Tom Burton, Executive Director

Welcome to Our High AIMS Community Newsletter!

Dear High AIMS Community,

Happy New Year! As we step into this new chapter together, I want to take a moment to express my sincere gratitude for each and every one of you. Your dedication, passion, and commitment to fostering excellence in education continue to inspire me. 2025 promises to be a year filled with exciting opportunities, new collaborations, and innovative leadership development. Great things are truly in store, and I am honored to be part of this incredible journey with you.



As we look ahead, I'd like to share some thoughts from a book that I recently read: *The 15 Commitments of Conscious Leadership* by Jim Dethmer, Diana Chapman, and Kaley Warner Klemp. This powerful resource encourages us to lead from a place of presence, responsibility, and authenticity. Its core idea is that by becoming more conscious leaders—aware of our thoughts, emotions, and actions—we can create cultures of trust, connection, and shared purpose.

Here are a few key takeaways from the book:

1. **Commitment to Responsibility** – Instead of blaming others or circumstances, conscious leaders take full responsibility for their lives and leadership.
2. **Commitment to Curiosity** – Remaining open, curious, and willing to learn fosters creativity and innovation.
3. **Commitment to Integrity** – Leading with alignment between words, values, and actions builds trust and credibility.
4. **Commitment to Appreciation** – Conscious leaders choose to see the positives in every situation and person, nurturing a culture of gratitude.

As we embark on the initiatives planned for this year—from our student leadership symposium to the middle level and high school leadership retreats—let's carry forward the spirit of conscious leadership. Let's stay curious, responsible, and deeply committed to our shared vision of empowering students and educators.

Together, we have the power to make 2025 a transformational year. Wishing you all a year of growth, connection, and success!

With gratitude,

Tom Burton
High AIMS Executive Director

Upcoming Middle-Level Symposium, February 6, 2025 - Reserve Your Spot Today and Register for the Event NOW.



The High Aims Middle Level Symposium—**Creating Magical Moments in the Middle**—is being held on February 6 at the Delta Hotel in Sharonville. Don't miss this opportunity to create magical moments in the middle! The symposium features exciting presentations, including sessions on

innovative teaching strategies, fostering student engagement, building positive school culture, classroom gamification, school wide advisory programs, and more. Reserve your spot today and be part of this transformative day! Registration deadline is Tuesday, January 21, 2025. [Register HERE for the event.](#)

Key reasons to attend the middle level symposium:

1. Targeted Professional Development designed to address specific middle school concerns.
2. Access presentations and workshops from leading researchers and educators in the field of middle level education.
3. Gain insights into common middle school challenges and developmental needs of middle school students, and bring fresh ideas back to your school.
4. Learn about emerging trends, technologies, and curriculum innovations.
5. Gain valuable knowledge and skills to advance your career in middle school education.

📍 **Location:** The Delta Hotel, Sharonville, Ohio

📅 **Date:** Thursday, February 6, 2025

🕒 **Registration:** 8:30 a.m.- 9:00 a.m.

🕒 **Event Time:** 9:00 a.m. - 3:00 p.m.

Lunch is included.

Cost Details:

- **Member Districts:** Free for up to 5 participants. Additional attendees are \$49.00 per person.
- **Nonmember Districts:** \$99.00 per person

**“ADMIRED LEADERS MAKE SURE
THE TEMPERATURE WITHIN THE
WORKPLACE IS SET ON SAFE AND
COMFORTABLE”**

~Kingsley Grant

Turning up the Warmth on Your Leadership Thermostat

"Leaders, when was the last time you made your staff feel genuinely welcomed and valued?

Remember, you are the thermostat." I happen to see this statement on Linked In and it caused me

to reflect on the importance of leaders to be the thermostat that sets the temperature for their team and to ensure the thermometer doesn't get too hot or too cold within the workplace. Examples of ways that leaders can set the temperature within the workplace are having a welcoming personality, being approachable, seeking input, being willing to listen, showing empathy, being respectful, etc. As leaders, your ability to set the tone and foster a culture of inclusion and appreciation directly impacts the morale and effectiveness of your teams.



Reflect on the last time you intentionally made your staff feel welcomed and valued. Did you express genuine gratitude for their contributions? Did you take time to celebrate their successes, both big and small? Consider how your daily interactions—whether through a thoughtful note, a verbal acknowledgment, or simply listening attentively—serve as a thermostat, setting the climate of positivity and belonging in your school or department. Remember, when staff feel seen and valued, they are more likely to bring their best selves to the important work they do every day. **How will you turn up the warmth on your leadership thermostat for 2025?**

Dr. Mari Phillips. Lead Cohort Director

Spotlight Resources

Podcast Spotlight: "Principal Center Radio"

Podcast Overview:

"Principal Center Radio" is a highly regarded podcast hosted by **Justin Baeder**, a recognized thought leader in educational leadership. This podcast provides actionable strategies, cutting-edge insights, and inspirational discussions tailored to school leaders looking to drive meaningful improvements in their schools. Each episode is practical and focused on strategies leaders can apply immediately.



Why Listen to "Principal Center Radio"?

- Your Go-to-Podcast for Educational Leadership.
- Expert interviews with renowned education leaders.
- Insights on instructional leadership and school improvement.
- Learn strategies to drive impactful change in your school.
- Can access in the car, on the treadmill, or anywhere you'd like to listen, e.g., Spotify, Apple Podcasts, or [PrincipalCenter.com](https://www.principalcenter.com).

Here are some episodes you might want to listen to:

1. [John Hattie - Ten Mindframes for Visible Learning: Teaching for Success.](#)
2. [Peter Marshall—Today's Teachers, Tomorrow's Leaders: A Guide to Identifying and Developing Future Administrators](#)
3. [Joshua Starr - Equity-Based Leadership. Leveraging Complexity to Transform School Systems](#)
4. [Barbara Blackburn - Rigor for Students with Special Needs](#)

Location Updates for Our Cohort Meetings!



Click [HERE](#) to see the **updated meeting locations for the remaining leadership cohort meetings**. Please mark your calendars and join us as we continue to collaborate, learn, and lead together:

Motivation Quotes to Inspire Resilience and Vision for 2025

- *"Leadership is not about being in charge. It is about taking care of those in your charge."* – Simon Sinek
- *"The best way to predict the future is to create it."* – Peter Drucker
- *"Success is the sum of small efforts repeated day in and day out."* – Robert Collier



High AIMS Team

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