Mistakes I’ve Made at Work:

Tales from a New (millennial) Director

Christine Clarahan MS, SNS, RDN
Affiliation or Financial Disclosure

• Christine Clarahan
  • Nothing to disclose
Why I Am Doing This
Additional Background

School City of Hammond (SCH)

• Northwest Indiana (about 30 miles from downtown Chicago)

• 22 schools (starting in August 2019 it will be 19)

• 13,239 students enrolled in SY 2019

• CEP District Wide (as of SY 2019)
  • CEP at all elementary schools since SY 2015

• 155 department employees
  • 7 of those had worked for the department longer than I had been alive
“Elder Millennial”

The generations defined

<table>
<thead>
<tr>
<th>Year</th>
<th>Generation</th>
<th>Age Range</th>
</tr>
</thead>
<tbody>
<tr>
<td>1920</td>
<td>Silent</td>
<td>74-91</td>
</tr>
<tr>
<td>1940</td>
<td>Boomers</td>
<td>55-73</td>
</tr>
<tr>
<td>1965</td>
<td>Generation X</td>
<td>39-54</td>
</tr>
<tr>
<td>1981</td>
<td>Millennials</td>
<td>23-38</td>
</tr>
<tr>
<td>1997</td>
<td>Generation Z</td>
<td>7-22*</td>
</tr>
</tbody>
</table>

*No chronological endpoint has been set for this group. For this analysis, Generation Z is defined as those ages 7 to 22 in 2019.

PEW RESEARCH CENTER

December 23, 1984
Mistake:

Not owning up to my mistakes
/ making excuses
Mistake:

Word choice matters
Mistake:
Interrupting / not keeping my mouth shut
Mistake:
Not asking for help when you need it
(FOIA & other fun legal things)
Mistake:
Not acknowledging the stress of school shootings / violence
Mistake: Too much change at once (especially technology changes)
Mistake: a stitch in time...
Mistake: Reading \((and\ \text{replying\ to})\)
the comments
This is a goddamn health hazard!! School of hammond are messed up i swear its a fkin joke dont do, this among many other things !!! And you ahold off

Joe Maint 🌱 That's all they give them wtf were is the nutrition in that what a joke all the tax dollars that go to them that's the best they can do

Like · Reply · 5d

Sue Ewing Gargano Joe Maint you have no idea . Sounds like you're a very ungrateful person.

Like · Reply · 4d

Joe Maint 🌱 Sue Ewing Gargano ungrateful no apauleld at the junk there serving yes there no nutrition in it what happened to no child left behind feed the poor junk so they die off nice

Like · Reply · 4d
On Eve of Tight Election, Hammond School Corp Sends Out Mailers

November 1, 2018-Hammond residents received a mailer today from the School City of Hammond which prominently featured the names of 3 school board candidates who face off in a contested election on Tuesday. Tuesday’s election has become hotly contested as challengers Tiffany Ross, Mary Ellen Slazyk, Carlotta Blake-King and Manuel Candelaria, Jr have all been working hard to unseat current Board members. Ironically, the lack of communication and transparency are a key issue in the race.

Meanwhile the Lake County Board of Elections and Voter Registration has refused to hear a campaign violation complaint from last year’s referendum. In August, Hammond Republican Party Chair Charlie Kallas filed a request for investigation alleging that “information that has been either provided or open to public record indicates taxpayer funds and resources were used in advocating for the school referendum.”

In addition to the allegations regarding campaign finance violations, Hammond resident Paul Buck recently circulated a petition calling for a federal investigation into "ghost payrolling, nepotism and other activities which he alleged may be unlawful by the long-time board members. We hope to have an update on that tomorrow.

The mailing includes articles by Heather Faskis, who was recently promoted and is related to Board Member Deborah White as well as Christine Clarahan who has been a frequent critic of opponents of the current Board on social media. The mailer also announces the “Strategic Planning” process but the Board has still refused to provide names of the individuals on the secret committee or their stated mission despite requests to do so. According to the taxpayer funded mailing, “a committee of educators, parents, board members and community leaders has been asked to participate and develop a strategic (sic) plan. The goal is to look at how to develop a plan that most effectively utilized (sic) School City of Hammond data resources.”
DO WHAT YOU LOVE AND YOU’LL NEVER WORK A DAY IN YOUR LIFE WORK SUPER FUCKING HARD ALL THE TIME WITH NO SEPARATION OR ANY BOUNDARIES AND ALSO TAKE EVERYTHING EXTREMELY PERSONALLY

@adamjk
THE MAN IN THE ARENA

“IT IS NOT THE CRITIC WHO COUNTS; NOT THE MAN WHO POINTS OUT HOW THE STRONG MAN STUMBLES, OR WHERE THE DOER OF DEEDS COULD HAVE DONE THEM BETTER. THE CREDIT BELONGS TO THE MAN WHO IS ACTUALLY IN THE ARENA, WHOSE FACE IS MARRED BY DUST AND SWEAT AND BLOOD; WHO STRIVES VALIANTLY; WHO ERRS, WHO COMES SHORT AGAIN AND AGAIN, BECAUSE THERE IS NO EFFORT WITHOUT ERROR AND SHORTCOMING; BUT WHO DOES ACTUALLY STRIVE TO DO THE DEEDS; WHO KNOWS GREAT ENTHUSIASMS, THE GREAT DEVOTIONS; WHO SPENDS HIMSELF IN A WORTHY CAUSE; WHO AT THE BEST KNOWS IN THE END THE TRIUMPH OF HIGH ACHIEVEMENT, AND WHO AT THE WORST, IF HE FAILS, AT LEAST FAILS WHILE DARING GREATLY, SO THAT HIS PLACE SHALL NEVER BE WITH THOSE COLD AND TIMID SOULS WHO NEITHER KNOW VICTORY NOR DEFEAT.”

Theodore Roosevelt
Mistake:

Trying to be something or someone that you are not
Mistake?

Pick your battles
Tip:
Let the crazy out slowly
Tip:

Be your own – and everybody else’s – cheerleader
Tip:

Know why you are in this
You (Director)

School District
Tip:

Apologize when you are wrong

this is NOT weakness
Tip:
You need to be okay with being disliked

When we stop caring about what people think, we lose our capacity for connection. When we become defined by what people think, we lose our willingness to be vulnerable.

Our job is to figure out whose opinions really matter and ignore the cheap seats.

Brene Brown
Tip:
Find yourself a mentor
Tip:

Speak in a way that people understand
My Favorite Analogy
My Favorite Leadership Resources

Brené Brown

- [www.brenebrown.com](http://www.brenebrown.com)
- Dare to Lead (book)
  - Comes with (free!) reading guide and support materials

Simon Sinek

- [www.simonsinek.com](http://www.simonsinek.com)
- Leaders Eat Last (book)
- Check out anything on Simon’s on YouTube
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