

Lighthouse Team

At A Glance

Hello Parents and Guardians,

This month "Leader in Me" focuses on Habit #4: Think Win Win. Think Win Win is not about being nice or giving in. It is a mindset that focuses on a character based code for human interaction and collaboration.

Stephen Covey tells us that Win-Win sees life as a cooperative arena, not a competitive one. Win-Win is a frame of mind and heart that constantly seeks mutual benefit in all human interactions. Win-Win means agreements or solutions are mutually beneficial and satisfying to all parties.

The teachers and students of PBA will work on developing a Win Win attitude by learning to resolve conflict with integrity, maturity and a mindset of abundance instead of scarcity. They will practice expressing their ideas by finding their voice and considering the ideas of others by seeking first to understand and then to be understood.

Remember to ask your students to stop and think how to use the 7 Habits to resolve a conflict.

Sincerely,

PBA Lighthouse Team

More "Leader in Me" information can be found on our website...

Editor

Hello!

I'm Donna Moore, the editor of the Charter Chatter. We want to know what you think! If you have something you'd like to submit, write us a note. The content will be approved by the school. We do reserve the right to edit your material for appropriate content and to fit the space available.

- 01/10 Students Return
- 01/11 Friday Early Release Day
- 01/16 PBA Gr 4-8 Spelling Bee, 6 pm
- 01/17 Family Book Club @ Trad, 3pm
- 01/18 Friday Early Release Day
- 01/19 Family Book Club @ Trad, 10am
- 01/21 Martin Luther King Jr Birthday – Holiday For All
- 01/22 Tuesday Tea @ Trad, 8am
- 01/25 NUT Day
- 01/25 Friday Early Release Day
- 01/31 Parent Workshop – Conscious Discipline @ Imm campus, 6 pm

UPCOMING

- 02/01 Friday Early Release Day
- 02/08 Friday Early Release Day
- 02/14 Family Book Club @ Trad, 3pm
- 02/15 Teacher Workday – Student Holiday
- 02/16 Family Book Club @ Trad, 10am
- 02/18 President's Day – Holiday For All

PBA Leadership

Administration

- ◆ Madhu Longani – Dir. & Principal, Elem
- ◆ Paul Eichelkraut – Principal, Middle
- ◆ Marilyn Kinsel – Dir. of Operations
- ◆ Daniel Scott – ESE, Elem
- ◆ Kim Gary – ESE, Middle
- ◆ Katlyn Penny – ESOL
- ◆ Nina Orellana – Title I, MTSS

Board of Directors

- ◆ Jennifer Wolf – President
- ◆ Allison Cunningham – Parent Liaison
- ◆ Brendan Purcell – Board Member
- ◆ Margaret Serwin – Board Member
- ◆ Vacant – Board Member

Meetings: as posted

Questions?

- ◆ Busing – Amanda Thibaudeau
- ◆ Curriculum – Marilyn Kinsel
- ◆ Student Reading Assist – Ms. Gilchrist
- ◆ Events – Front Desk
- ◆ Field Trips – Your student's teacher

Mission

Palm Bay Academy makes the choice to forge leaders every day within ourselves and our students, standing together as the lighthouse of the community.

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Reminders

- Follow us on Facebook and Instagram!
- Palm Bay Academy is transitioning to a single uniform school!



January

Leader in Me

First Things First

Reminders

- ◆ Make sure to follow us on our social channels...
 - On Facebook @PalmBayAcademy, link <https://www.facebook.com/PalmBayAcademy/>.
 - On Instagram search for @palmbay.academy
- ◆ Palm Bay Academy is transitioning to a single uniform school! The single uniform of PBA will be a heather gray polo with the PBA logo (tucked in), navy blue bottoms with a belt if there are belt loops, plain gray or navy socks/tights, plain athletic shoes (no bright colors, insignia, or branding)

Focus Article

Excerpts from:

1. <https://www.mindtools.com/CommSkill/NegotiationSkills.htm>
2. <https://www.psychologytoday.com/us/blog/happiness-purpose/201407/happiness-others-practice-win-win>

Everyone Can Win: There is always more than one solution

Many of us have grown up believing that in order to win, others must lose. This constantly leads us into trying to classify people and establish some kind of a hierarchy. Instead of finding true solutions, we engage in ego battles and trying to be better than the next guy.

This idea is driven by the belief that life is like a pie. If I get a bigger piece you get a smaller piece. This way of thinking causes many health issues like stress, depression and anxiety. In fact, there is always more pie. You may have to acquire the ingredients and make the pie, but pie does not cease to exist because you have eaten the last slice. In other words, there is always a Win Win solution. It may just be that the existing components of the issue need to be explored more fully, different or additional components may need to be sought out, and those components may need to be put together in a new way to create a Win Win solution.

The main thing to consider when working toward a Win Win solution is communication, specifically how we communicate. You can not mutually resolve anything without positive, productive, and peaceful communication.

Marshall Rosenberg (Founder and Director of Educational Services for the [Center for Nonviolent Communication](#) an international peacemaking organization) believed that the word “communication” or “the imparting or exchanging of information” was misleading. What we want is a successful exchange of information. To have this we must realize that the manner in which someone “communicates” is a mindset that a person has before they begin communicating with others. If the mindset is driven by negativity and scarcity, the communication will be driven by that mindset and most likely not be a successful communication. If the mindset is positive, productive and peaceful, the communication will be the same and much more likely to have a successful outcome for all involved,

Win-Win negotiation can enable both parties in a discussion to feel that they have come to a satisfactory solution, and that neither is the “loser.” It’s particularly useful when you have an ongoing relationship with the other party you wish to remain on good terms with. A Win Win mindset requires some patience and patience.

A positive, productive, peaceful communication mindset requires you to...

Separate People From Problems - Avoid identifying the other person or party as your "opponent." Be sure to focus on the issue at hand, and try to ignore personality differences.

Focus On Interests Not Positions - People are seldom "difficult" just for the sake of it, and almost always there are real and valid differences sitting behind conflicting positions. The way that each person sees the issue may be influenced by many factors, such as their values, beliefs, status, responsibilities, and cultural background.

Be Alert - Rather than avoiding the differences or disagreements you may have in your relationships, acknowledge them. Be clear that, if ignored, they can fester and deprive you of the full pleasures these relationships can bring. Be aware that these disagreements provide a wonderful opportunity to deepen your bond with others so long as you handle the differences in a respectful win-win way.

Remove Upset - It is very difficult for two people to cooperate when one or both harbor hurt or resentment. How willing are you to patiently listen when you feel anger or resentment? To make a win-win resolution possible, you need to overcome hurt and anger and approach the communication with calm. Examine and acknowledge your emotions. Ask yourself why you feel the way you do. Perhaps a previous bad experience in a negotiation be affecting your behavior in this one?

Adopt a Win-Win Attitude - This means that you make a commitment to find a resolution to your disagreements that works for both of you. You genuinely adopt the position that you will not agree to a solution where you win but your companion loses. You also make sure to commit to not agree to a solution where the other person wins and you lose. You commit to only agree to a solution in which both of you win and neither of you loses.

Listen Purposefully (active listening) - You already know what is a win for you. You also need to know what is a win for the other person. How can you find a win-win without knowing the other person's win as well as your own? To get this information, you need to purposely listen. This requires you to listen without judgment or censorship, and with caring and respect. That is, you discover this information; you are equipped to find a win-win resolution to your disagreement.

Use Synergistic Brainstorming - Without emotional contamination, with the win-win mindset, and fully understanding what is a win for both of you, you are now primed to find a workable solution to your disagreement. Let the ideas fly, brainstorming solutions until you find one that satisfies both of you. Be patient, though, because this can take some time and effort.

Changing your mindset can be a challenging venture, but by practicing these processes and determining to have a win-win mindset not only will your conflicts and negotiations be resolved in a less stressful manner, you will find that better solutions are usually found and you will also draw closer to these people in the process.

Featured Interest

LIM Award Ceremony

We will be holding our Leader in Me Award Ceremonies this month. Family members will be sent invitations to the events ahead of time so plans can be made to attend We are recognizing our student's leadership merit for...

Academic Excellence – Goes to the student with the most improvement or the student that demonstrates studious behavior every day.

Leader in Me - Goes to the student that exemplifies the 7 Habits every day; tries hard to lead by example and keep a positive attitude no matter what is going on around them.

Teacher's Choice – This is a specialized award for exemplary and /or consistently amazing modeling of Leader in Me principles.

LIM Focus

Think Win Win / Franklin Covey

"In the long run, if it isn't a win for both of us, we both lose. That's why win-win is the only real alternative in interdependent realities."

DR. STEPHEN R. COVEY

Having realized how much power we actually have over our own lives (Habit 1: Be proactive), considering then what we truly wish to achieve throughout our lifetime (Habit 2: Begin with the end in mind), and then taking action (Habit 3: Putting first things first), we now come to a point where interacting with other proactive, mission focused and organized people will exponentially increase effectiveness.

The different mindsets are...

- **Win/Lose:** the Win/Lose mentality is dysfunctional, often overly competitive and requires the use of power, position, possessions or personality to get one's way, i.e. your boss uses his authority to impose a potentially stressful deadline on you.
- **Lose/Win** people prefer to keep the peace by giving in or giving up rather than disturbing the relationship. In the long run a build-up of resentment can easily lead to an eventual breakdown of the relationship.
- **Lose/Lose** is the philosophy of highly dependent people, and results from the encounter of two Win/Lose individuals. Covey illustrates this case by a divorce in which the husband is ordered by the judge to sell his assets and turn over half of the earnings to his ex-wife. In compliance, he sells his car, worth \$10,000, for \$50 and gives \$25 to his ex-wife.
- **Win/Win or No Deal** is the case where, if a mutually beneficial situation can't be reached, then both parties "agree to disagree" and both walk away with no hard feelings. This is a typically realistic option at the beginning of a relationship or enterprise.

Habit #4 is all about the Win Win mindset - Work effectively with others to achieve optimal results.

Think win-win isn't about being nice, nor is it a quick-fix technique. It is a character-based code for human interaction and collaboration.

Most of us learn to base our self-worth on comparisons and competition. We think about succeeding in terms of someone else failing--that is, if I win, you lose; or if you win, I lose. Life becomes a zero-sum game. There is only so much pie to go around, and if you get a big piece, there is less for me; it's not fair, and I'm going to make sure you don't get anymore. We all play the game, but how much fun is it really?

"In the long run, if it isn't a win for both of us, we both lose. That's why win-win is the only real alternative in interdependent realities."

DR. STEPHEN R. COVEY

Win-win sees life as a cooperative arena, not a competitive one. Win-win is a frame of mind and heart that constantly seeks mutual benefit in all human interactions. Win-win means agreements or solutions are mutually beneficial and satisfying. We both get to eat the pie, and it tastes pretty darn good!

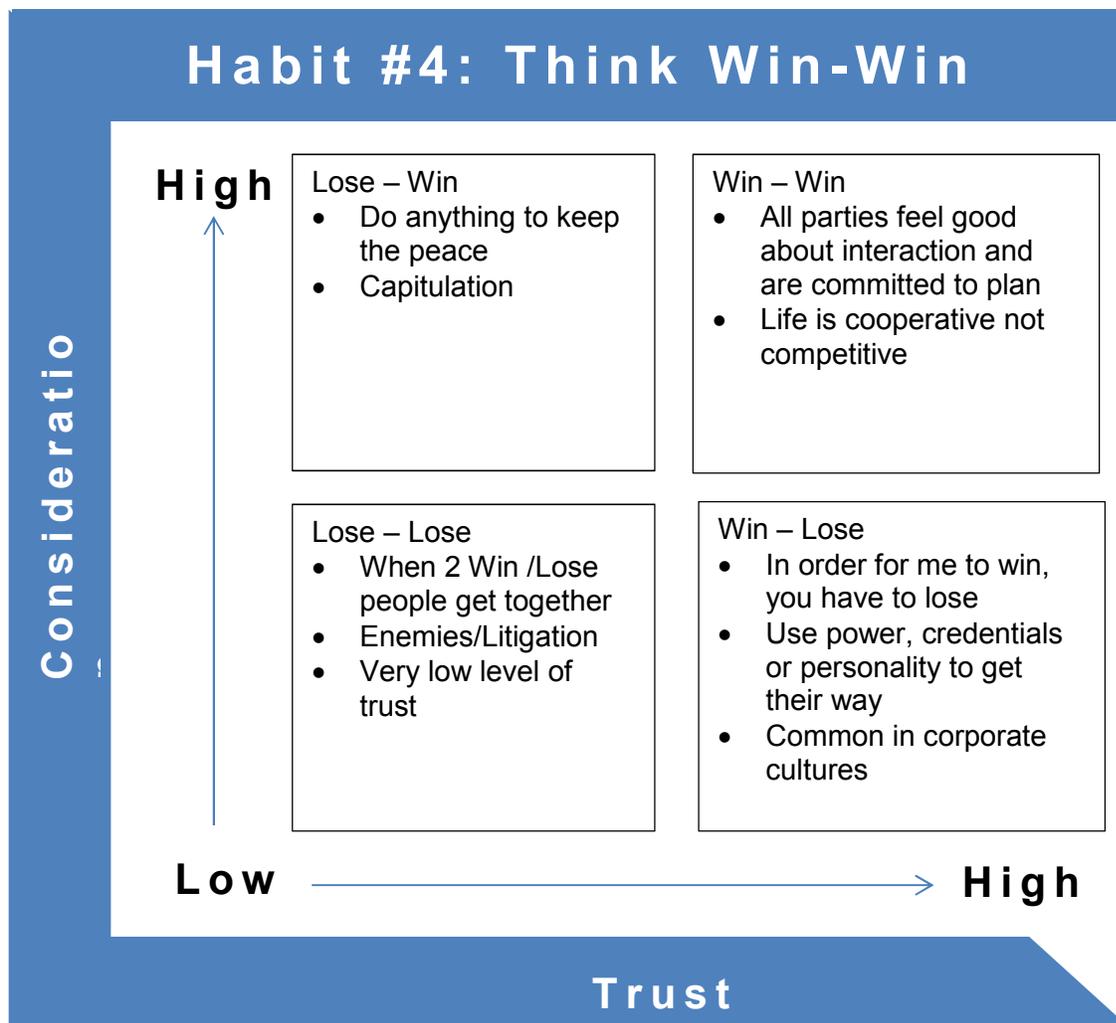
A person or organization that approaches conflicts with a win-win attitude possesses three vital character traits:

1. Integrity: sticking with your true feelings, values, and commitments
2. Maturity: expressing your ideas and feelings with courage and consideration for the ideas and feelings of others
3. Abundance Mentality: believing there is plenty for everyone

Why Win-Win?

Many people think in terms of either/or; either you're nice or you're tough. Win-win requires that you be both. It is a balancing act between courage and consideration.

To go for win-win, you not only have to be empathic, but you also have to be confident. You not only have to be considerate and sensitive, you also have to be brave. To do that--to achieve that balance between courage and consideration--is the essence of real maturity and is fundamental to win-win.



Recognition

Sunshine Recognition – Students Exemplifying Leadership Principles

The following students were selected as being the best in their classrooms at exemplifying the following leadership principles:

Good Citizen

Rowen Ahedo (K)
Simon Viana (K)
Kanimpa Moore (K)
Bonnie Long (1)
Alayna Criswell (1)
Triston Lewis (1)
McKenzie Miller (2)
Noah Rezendes (2)
Tyler Gadson (3)
Andrew Vassell (3)
Tiasia Randall (3)
Winnie Yang (4)
Kyra Macon (4)
Armani Powell (4)
Zy'niya Thompson (5)
De'Cornell Burks (5)
Americah Burton (5)

Synergize

Ryan Moore (K)
Torian Filer (K)
Za'Kari Lockhart (K)
Josiah Scott (1)
Cylee Bubb (1)
Lester Filer (1)
Isabella Edwards (2)
Tyler Kemeling (2)
Aiden Ramroop (3)
Gabriel Batista (3)
Jordan Ferguson (3)
Jerriah Love-Smith (4)
Tank White (4)
Natalie Stephens (4)
Darius James (5)
Sophia Vazquez (5)
Shanyla Osby (5)

Generosity

Savannah McClellon (K)
Elijah Taylor (K)
Riley Paxton (K)
Feyden Conserve (1)
Jakai Llates (1)
Tayla Donahou (1)
Eli Fowler (2)
Elijah Delva (2)
Woolrich Visaint (3)
Alexis Criswell (3)
Noire Tolbert (3)
Ka'Myah Henry (4)
Trinity Sheilds (4)
Lyric Cole (4)
Kim Frieburger (5)
De'Cornell Burks (5)
Gianni Gonzalez (5)

Sharpen Saw

Brianna Thomas (K)
Major Taylor (K)
Nevaeh Nelson (K)
Zoe Washington (1)
Nadia Tolbert (1)
Zariyah Swinton (1)
Parese Perry (2)
Antonio Craig (2)
Alyssa Lavender (3)
Joshua Hudson (3)
Henry Guzman (3)
Sebastian Burns (4)
Annie Wu (4)
Jaquez Small (4)
Josiah Arthur (5)
Sophia Vazquez (5)
Americah Burton (5)

Panther Pride

Nadahlea Edumadu (K)
Elijah Conserve (K)
Kanimpa Moore (K)
Jermaine Council (1)
Alayna Criswell (1)
Sydney Melson (1)
Jonathan Jordan (2)
Noah Rezendes (2)
Ayanna Mullings (3)
Christiana Gowins (3)
Larry Sullivan (3)
Heyden Meagher (4)
Mikayla Allyne (4)
Natalie Stephens (4)
De'Andre Burks (5)
De'Cornell Burks (5)
Aaliyah Ryan (5)

Social Media

Make sure to follow us on our social channel...

On Facebook

@PalmBayAcademy

Link <https://www.facebook.com/PalmBayAcademy/>.

On Instagram

search for @palmbay.academy

Pasta for Pennies

Our Pasta for Pennies fundraiser starts Feb 1 and ends Feb 28th. Last year we raised \$1,421.27. That put us in the top 3 places for Brevard County. This year our goal is to raise over \$1,500.00. Be sure to look for information coming home at the end of the month! The classroom raising the most will win an Olive Garden pasta party.

