



**ACSI Early Education Leaders' Summit**  
**Created to Flourish: Strengths-Based Leadership**  
**September 30, 2022 • La Mirada, CA**  
**Biola University • Café Banquet Room**

- 8:00 AM Registration Opens
- 8:30 AM **Session 1: Strengths-Based Leadership**  
Community is key to living a full and faith-filled life. This session is focused on building connection and community in leadership that is foundational for building a strong and healthy climate and culture in our schools. We will utilize the core value index (CVI) as a tool for identifying, understanding and leveraging individual and team strengths in a school setting.
- 9:45 AM Engagement Activity
- 10:00 AM Break (Morning Snacks Provided)
- 10:15 AM **Session 2: Understanding the Core Value Index**  
Overview: Augustine wrote in Confession, in A.D. 400, "How can you draw close to God when you are far from your own self?" Self-awareness is intricately connected to our relationship with God and with others. To know and support others we must first understand ourselves - our leanings, values, motivations, and even conflict strategies. The Core Value Index (CVI) is a research-based tool filtered through a biblical lens that helps in identifying and defining how each individual finds fulfillment in their environment, especially in a work context.
- 11:00 AM Engagement Activity
- 11:15 AM **Session 3 - Using the Core Value Index as a Tool for Strengths Based Leadership**  
Each one of us is made in the image of God (Gen 1:27). Collectively we represent the body of Christ, "but all its many parts form one body" (1 Cor 12:12). God intentionally designed us with differences, but those differences are the strength of our teams. As working adults, we subconsciously gravitate towards the vocations and activities where we feel our contributions will have the most meaning and impact. As a leader, using strengths based leadership tools like the CVI from a biblical lens can support your staff in understanding themselves and others and can also support you in curating roles, teams, and environments that best match each individual team member's strengths. Strengths based leadership practices aid in cultivating a team environment with more positive work performance, and perceptions, and increased rapport and collaboration amongst staff members.
- 12:00 PM Buffet Lunch Provided
- 12:30 PM **Session 4: Remembering and Defining your "Why"**  
When our "why" is clear, it keeps us going. It keeps the joy coming, and it motivates us through even the most difficult of days. It also shapes our school and classroom culture. Our "why" reminds us that we want our school staff to experience joy, meaning and belonging at work. And most importantly, our



“why” reminds us that what we want our students to leave the classroom with is so much more than rote facts, math formulas, and writing conventions - we want our students to leave our classrooms with the gift of belonging, passion, and conviction.

1:00 PM Engagement Activity

1:30 PM **Session 5: Supporting Teachers in Defining their “Why”**

Teacher attrition rates are one of the most difficult challenges school leaders face today. Nearly one in four teachers said that they were likely to leave their jobs by the end of the 2020–2021 school year, compared with one in six teachers who were likely to leave, on average, prior to the pandemic (Rand, 2021). And yet, studies show that simple and cost-free practices like acknowledging hardships, identifying strengths in others, collaboration opportunities, and helping others define their own value and strengths are key to staff wellbeing, motivation, and retention.

2:15 PM Break

2:30 PM **Session 6: Bringing it All Together**

We will synthesize all that was learned today in team building. By providing a framework to each leader, they will be able to take learning and resources back to their school. Leaders will have time to plan and strategize the next steps for use and implementation.

2:45 PM Engagement Activity

3:30 PM Closing