

School Principals Face More Scrutiny from the Public Than Ever Before.

Successfully navigating today's learning landscape means adopting a leadership framework that puts you in the driver's seat.

Dr. Toni Faddis applies more than 25 years of experience and research to her work helping school leaders excel in the tenuous world of school administration. Through her leadership seminars and individual consulting sessions, educators will advance their professional relationships and community standing by examining the components of ethical decision making and reflective leadership. They will learn how to recognize and respect the cultural values of the greater community surrounding their schools and understand how to identify appropriate context as it relates to the complex and diverse intricacies of decision-making throughout their administrative careers.

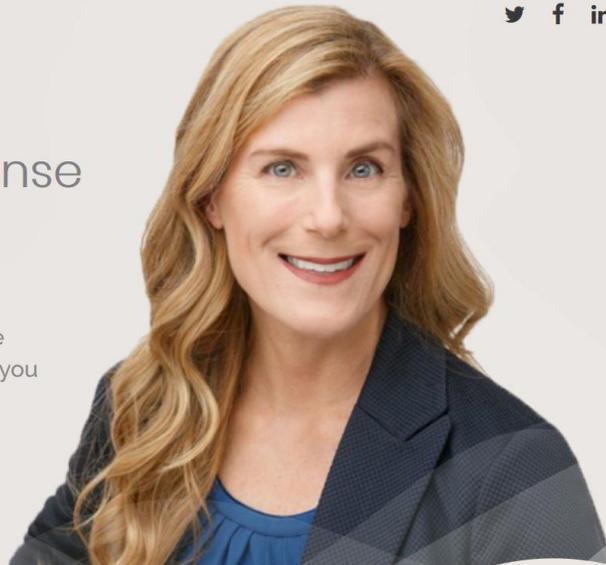
Toni Faddis

Standing on Principles



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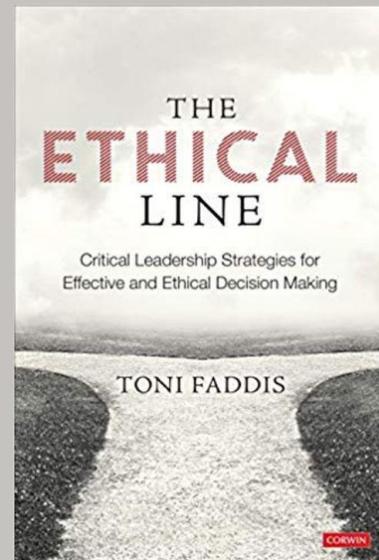
The Ethical Line: 10 Leadership Strategies for Effective Decision Making

Dr. Faddis' groundbreaking new book focuses on success strategies for the struggling public school. Applying 25 years of hands-on experience leading diverse border town public schools, she shares real-world scenarios and imparts methodologies to help school leaders learn to identify and respond to scenarios that affect the success of the school community as a whole.

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Buy The Book



Workshops/Consulting

“Your proficiency as an emotionally in-tune leader is critical to your school’s overall success.” ~ Dr. Toni Faddis

Is your school exhibiting signs of an unhealthy social climate? Are staff members afraid to freely share their thoughts and opinions on important school matters? Does favoritism dictate who has access to the principal's time? Are you a new principal struggling to balance student needs with community perception?

If you're nodding, it's time to enlist outside help.

Dr. Faddis' evidence-based programs are designed to help schools who are struggling with low morale and poor community engagement to turn the corner and become healthier, more productive learning environments.

Through her workshops and consulting sessions, you'll learn thoughtful strategies to help you improve interactions inside your school and throughout your community. You'll learn to foster collaboration between interested groups and develop reflective leadership qualities that help you reach a deeper understanding of yourself and the motivations of the people in your school community. Finally, you'll learn how to use your new, deeper understanding of the people around you to reach ethical, equitable decisions that benefit your students and improve the overall health of your school.

The theoretical foundation of Dr. Faddis' work is based on [Multiple Ethical Paradigms](#) by Joan Poliner Shapiro and Jacqueline A. Stepkovich. Using the four paradigms outlined in their book, Dr. Faddis helps her clients connect the ethics of justice, care, critique, and profession to situations that seem to occupy a grey area on the ethical spectrum. Her work is also influenced by Peter DeWitt, author of [Collaborative Leadership](#), and Dominique Smith, Nancy Frey, Ian Pumpian and Douglas Fisher, authors of [Building Equity](#).

What you'll learn in the one-day workshop:

- Ethical decision making
- Reflection
- Team building
- Developing/repairing school culture
- Interpersonal skills

What to expect from individual counseling sessions:

- Customized, one-on-one guidance
- Confidentiality
- Personal feedback

The success of Dr. Faddis' workshops led her to write the book [The Ethical Line: 10 Leadership Strategies for Effective Decision Making](#) (Corwin, July 2019). Jacqueline Stefkovich, J.D., Ed.D., and Professor Emerita of The Pennsylvania State University calls it "An innovative and thoughtful approach to addressing real-life ethical concerns of educational practitioners."

[Learn more about the book.](#)

What people are saying:

Dr. Faddis skillfully captures the very essence of what leaders at all levels of the organization must do to solve complex issues in which there are no easy solutions. In a time where integrity and ethical leadership is paramount when faced with solving tough issues, Dr. Faddis provides hope and proven strategies to keep leaders from crossing the ethical line. – David Lorden, Ed. D. Former District Superintendent

[button] **Book Your Consultation Now**

Upcoming Engagements:

- [Visible Learning – July 2019](#)
- [Leadership by Design – October 2019](#)
- [California State University Teaching and Learning Symposium – March 2019](#)
- [California Association of Professors of Educational Leadership Spring Conference – March, 2019](#)

If you have a general question or comment for Dr. Faddis, reach out for a [chat](#).

[Learn more about Dr. Faddis](#)



About

Toni Osborn Faddis, Ed.D.

Dr. Faddis draws on 25 years of expertise as a school teacher, principal, and district leader in the Southern California public school system. With a deep focus on ethical decision making, especially as it relates to the behaviors of public school teachers and leaders, she shares her knowledge and experience with school districts across the country through lectures, workshops, and one-on-one consulting.

Dr. Faddis is a faculty member of the Educational Leadership Department at San Diego State University and a certified Professional Learning Consultant with [Corwin](#). She completely redesigned—and now teaches—the final class of the Administrative Services Credential program at San Diego State University: a course focused on ethical leadership. The design of equitable practices and systems that advance student learning outcomes is a central theme. The course further explores the importance of nurturing a positive school culture and instills effective communication strategies.

She also mentors and supervises individual candidates as they move through the compulsory clinical experience component of the administrative credential program.

As a Fisher Frey Associate certified in Visible Learning for Literacy, Close Reading, Teacher Clarity, and Assessment Capable Learners, Dr. Faddis partners with school and district leaders on large and small scale school improvement efforts, principal leadership development, guided instruction, English Language development strategies, and the different phases of learning. She coordinates a \$1.4M Wallace Foundation *University Principal Preparation Initiative (UPPI)* grant to improve school leadership talent in the San Diego area.

Dr. Faddis is the author of the upcoming book **The Ethical Line: 10 Leadership Strategies for Effective Decision Making** (Corwin Press, July 2019).

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Book

“In today's diverse educational systems, leading through an ethical lens is more important than ever. In The Ethical Line, Dr. Faddis presents thoughtful, practical strategies for navigating the moral and ethical challenges educators face each day.” ~ Janice Cook, Ed.D. Former Superintendent

The Ethical Line:

10 Leadership Strategies for Effective Decision Making

Today's schools are fraught with bureaucratic challenges, ever-mounting task lists, and a never-ending sea of community members vying for the prompt attention of school leaders. Lying at the heart of it all is a plethora of social tensions, all perpetually on the verge of eruption.

Given the stresses that a typical school principal faces, it's almost understandable for leaders to throw the quickest solution at every problem so they can move on to the next issue at hand.

Unfortunately, this behavior can lead to catastrophic consequences for the individual leader, and for the school community as a whole.

In **The Ethical Line**, Dr. Faddis shares an innovative, 10-step approach to more effective leadership in today's complex and tenuous education system.

In chapter one, readers will explore their own mindset and acknowledge the motivations that drive them. They'll learn to identify and model their core values and become “curiously introspective” in a manner that identifies potential biases and blind spots that could lead to poor situational outcomes.

In chapter two, readers will learn to analyze their community's values and construct an inclusive school climate where all members feel valued and respected. Through discovery of the greater community's needs and desires, leaders will learn to unite both groups and focus everyone together on a collective vision.

Chapter 3 discusses adherence to ethical and legal parameters with a focus on the moral and legal consequences of the decisions leaders make. The chapter also asks readers to consider equitable outcomes, which may not necessarily be reflective of the accepted definition of “fair.”

Chapter 4 promotes an ethical school culture. It asks readers to “Walk the Talk” and teaches school leaders how to identify defining moments and use them as an opportunity to become strategic influencers.

Without an effective, informed decision-making skillset, leaders run the risk of stepping on dangerous social and legal landmines, or causing the deterioration of an otherwise healthy community. **The Ethical Line** is a must-have addition to every smart leader's administrative toolbelt.

[button] **Get Your Copy of The Ethical Line**