Leading Improved Team Learning with BEST: Accelerating Progress with Leadership & Innovation

by Dr. Casey Reason
Conflict & The Challenge of Change: Review & Renewal
The Law of Diffusion
Carrots & Sticks
Leading in Pursuit of Accelerated Progress & Innovation
In Pursuit of Deep Change

Questions are the answer!
Inquiry & Questions

• Questions create a collective pursuit.
• How you ask the question matters.
• Incurious organizations don’t solve big problems.
• ALL schools are asking and answering questions ALL the time.
Bad Questions

1. Overly general, faultfinding questions.
   What’s wrong with our principal?

2. Uninspiring, status quo questions.
   How can we slow down our five year pattern of gradually getting worse?
Bad Questions

3. Derailment, inflammatory questions.

4. Pass the blame questions.

What’s being done about the fact our elementary teachers don’t know how to teach math?
Bad Questions

5. Unasked questions!

For the last five years about 400 students enter 8th grade. Why are there under 200 students walking at graduation each year?
Good Questions

1. Ownership oriented “we” questions.

What can we do to help parents feel welcome at school and to help them help us?

2. Courageous and motivating questions.

Can we cut our dropout and suspension rates in half in three years? What would that mean for the kids we save?
If we implement our new RTI/Preventing Early Learning Failure program in all elementary buildings in the fall of 2015, could we begin to see improvement in test scores and reduction in special education identification by mid 2016?
Identify three (3) highly impactful questions that must be asked and answered more often in your school.

Articulate briefly why these questions are most essential to the progress of your school.

Identify how these questions might be strategically and consistently introduced.
Leading for Acceleration: Breaking Down Paradigms and Conditioning the System to Outperform Old Standards
Mental Models

Schools

Assessment
Identify some disempowering mental models in your school that are having an impact on your school culture.
Leadership
1. Leadership impact is an active force, not a position.

2. Leadership impact can inspire quality learning and innovation.

3. Good or bad, leadership impact is always exerted.
Learning
Learning
Learning Power
1. Today learning is everywhere and is happening ALL the time.

2. Learning power inspires profound innovation and improves the leadership impact.

3. Good or bad, learning power is always exerted.
Change
Change Innovation
Innovation

1. Innovation occurs when teachers apply new learning by taking new and decisive action in the classroom with their students.

2. Those leading the innovation must BE the innovation.

3. Good or bad, change happens. Innovation requires leadership and learning.
Organizational Culture
Connected Culture

1. Engagement is the mental state wherein individual or collective learning is taking place.

2. Good or bad, school culture is ALWAYS being developed.

3. A culture of connection and collaboration can lead, learn, and innovate together.
Teacher Leadership
Teacher Leadership
Teacher Leadership

- Leadership Impact
- Learning Power
- Innovation
- Connected Culture
What strategic steps could you take as a leader to infuse more leadership, learning, innovation, and connected culture?
Mechanics of Vision

- History
- Emotion
- Mental Models
- Current Context

Actions flow between these components.
I've always done poorly in math.
I’ve always done poorly in math

The math is new and very challenging

Mechanics of Vision

History

Mental Models

Emotion

Current Context
I’ve always done poorly in math. The math is new and very challenging. You either have a math mind or you don’t.
I’ve always done poorly in math.

The math is new and very challenging.

Challenge the “natural math mind” assumption.
Mechanics of Vision

History

Emotion

Current Context

Mental Models

The math is new and very challenging

Small success!! Celebrated. Noticed!!

Challenge the "natural math mind" assumption
Keys to Success

• Identify the most prevailing mental models

• Challenge disempowering mental models and reconstruct

• Challenge history with small levels of success

• Continue to be honest about the current learning context.
Leading Creative Open Source Innovation
The Choice

What you are forced to do…

What you know needs to be done…
The Choice

What you are forced to do…

Visit every teacher, every day.

What you know needs to be done…
The Choice

What you are forced to do...
Visit every teacher, every day.

What you know needs to be done...
Read one journal article a week – one book a month.
The Choice

What you are forced to do…
- New teacher evaluation instrument
- End of course assessments
- Common core curriculum

What you know needs to be done…
- Meet weekly with students for input on the school culture.
- Read one journal article a week – one book a month.
- Visit every teacher, every day.
The Choice

What you are forced to do...

- Common core curriculum
- End of course assessments
- New teacher evaluation instrument

What you know needs to be done...

- Read one journal article a week—one book a month.
- Visit every teacher, every day.
- Meet weekly with students for input on the school culture.
The Leadership Dashboard

• If vision and goals drive strategy... the Leadership Dashboard is YOUR vision.

• Allows you to identify the 6-9 leadership focal points you will ALWAYS maintain on your dashboard.

• Allows you to maintain a focus even when change forces reshape the change landscape.
The Leadership Dashboard

• Allows you to minimize blind spots and keep both a global focus WITH specifics.

• Allows you to maintain a great elevator speech in each of the most important focal points in your building.
The Leadership Dashboard

For each of the dashboard elements the principals must:

- **Know the latest trends and maintain an expertise that’s scholarly, current, and researched based.**

- **Know the practical realities of implementation in each area, recognizing current pitfalls, challenges and emerging opportunities.**
The Leadership Dashboard

For each of the dashboard elements the principals must:

- Know where their school stands in these areas
- Be tuned into the steps that are being taken to keep growing at all times in each area.
Wearable Technology
Technophiles & Technophobes

**Technophiles**
People who are enthusiastic about new technology

**Technophobes**
People who avoid, dislike, or fear new technology

(Ebrahim et al. 2009)
Innovation

"Innovation has nothing to do with how many R&D dollars you have. When Apple came up with the Mac, IBM was spending at least 100 times more on R&D. It's not about money. It's about the people you have, how you're led, and how much you get it."

-Steve Jobs
Innovation... and how much you get it.
Johnson & Johnson®

A community of 7,000 innovative engineers

©iStockphoto.com/jmcreation
Johnson & Johnson®

70-90,000 outside innovators providing input.
What is **INNOVATION**?

A new idea, device, or method

The act or process of introducing new ideas, devices, or methods
What is INNOVATION?

The most important innovations in school occur when a teacher learns something new and successfully applies that new knowledge in the sacred exchange between teacher and student.
Enhancing the Learning with E-Acceleration

Openness:

The philosophy of enhancing individual and team learning by utilizing technology to challenge old paradigms, reach out beyond local boundaries, and transform how teams think, learn and innovate.
Openness and How it Transforms

• From convenience to creativity
• The emergence of wisdom from the field
• Speed and openness to experts
Open Source:

Open source strategies reach beyond the team or school level. In larger districts, a team may elect to apply open source approaches to other buildings in their district. More commonly, however, the scope of open source strategies would be either regional/state or national/international.
Strategy: Establish a Personal Learning Network (PLN)

Personal learning networks are informal networks of people who interact for an indeterminate amount of time regarding some specific topic of interest (Bonk, 2011: Digenti, 1999).
Sharon Davison: Twitter

I teach kindergarten. I'm so excited about using social media as a way to connect with my students, their families and the world. Tweeting in kindergarten, wow!

@vermontkkids123
© Joined February 2012

Tweet to Sharon E. Davison

157 Photos and videos

Katie Gordon @MrsGordonsClass · Dec 21
@vermontkkids123, @SD_Eagles collected over 442 items and donated them to our local food pantry! Thx for the challenge! #DecaturProud

NobleHour @NobleHour · Dec 21
RT @vermontkkids123: @joshuasheart My students will be so excited to see how an act of kindness can spread and make a difference. Thank you!

Jeanne Wright @teachjwright · Dec 19
@vermontkkids123 @joshuasheart @wrightsrippers wow my kids really enjoyed helping!
Sharon Davison: Facebook

DO YOU KNOW SHARON?

To see what she shares with friends, send her a friend request.

PHOTOS

Please join Troy Rivera and I on February 5th, 7-8 PM, EST as we chat about how you are engaging families and communities with their child’s learning and education! Use #familyconnect to tag your tweets! #grateful for other Dream Team members! London Moore Lisa Bass Rachel Gershon Rourke Kevin M. Martin @AAFTP

Thanks for sharing this with others who may want to share their voice! Through sharing we inspire each other’s thinking!

Twitter Chat: How Are You Engaging The Families You Work With?

Join the conversation on Twitter! Use #familyconnect to tag all your “tweets!” Show how you are engaging families with their school experience and for how families engage!

Who Are We?
A New Year Full of Hope
Posted on January 1, 2015 | 1 comments

Today begins a new year, a new start, new opportunities and possibilities for the future. I have been thinking a lot about the importance of being resilient and having hope. I am looking forward to all of the new learning that awaits and is going to happen through my willingness to be transparent, share and ask questions.

I think about the importance of how we all need to have hope, hope for our students and the world. Through our daily interactions with parents and students my message will be clear, a message of hope. So when a student has challenges, I will be persistent and vigilant in the belief that their is hope, hope to learn and grow through a variety of authentic and meaningful learning experiences that support my students ideas and interests. I feel that when we are successful, we develop confidence and the ability to believe in ourselves.

This can be contagious in Kindergarten! This is where passion develops and an excitement to take risks and try new things that interest us appears. Having hope and belief that things can change is an essential component to moving forward.
How Teachers are Connecting Today

http://Learnzillion.com/  Provides brief you-tube style videos of master teachers presenting key concepts and skills in mathematics and language arts. It also includes resources and “coaches commentary” videos that explore how the lesson was presented.

http://betterlesson.com/  Provides over 5000 lessons for the Common Core created by 130 master teachers. The site includes downloadable resources for each lesson.

https://www.khanacademy.org/  The Khan Academy was created to provide students with access to self-directed learning. It provides over 6000 video tutorials lessons in mathematics, science, history, and other subjects. The site also features free resources and assessments.

https://www.teachingchannel.org/  The Teaching Channel offer videos of lessons and related materials in most subject areas and grade levels.
How Teachers are Connecting Today


http://mathflix.luc.edu/ Sponsored by Loyola University and the Chicago Gear Up Alliance, this site offers over 1000 video lessons of four to seven minutes each, organized by NCTM mathematics standards.

http://www.readwritethink.org/ Sponsored by the National Council of Teachers of English, this site offers lessons, web resources, student materials, and literacy engagement for K-12 language arts.

https://mynea360.force.com NEA EdCommunities is a place where teachers, parents, school support professionals, and community members share ideas and resources to improve student success. It is free and open to all.
THANK YOU!

Casey Reason, Ph.D.
President & CEO
Casey Reason Companies
P: 877.771.7954
F: 480.619.5030

info@caseyreason.com
www.caseyreason.com
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