Education
Elements

Principal Innovation: Virtual Session

Creating Conditions and Culture to Drive Innovation

—

March 2, 2020

Welcome to our virtual session

We commit to…
- Not talking at you (too much)
- Engaging you as collaborators
- Creating opportunities to share

Let's practice

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2

Check-in:

As a leader, innovation is kind of like…

(type a word or short phrase into the chat box)

3

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"Psychological safety is a belief that one will not be punished or humiliated for speaking up with ideas, questions, concerns, or mistakes."

-Amy Edmondson

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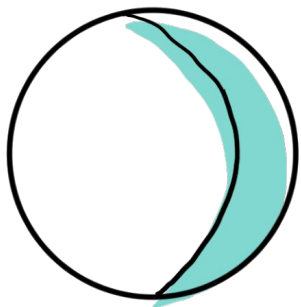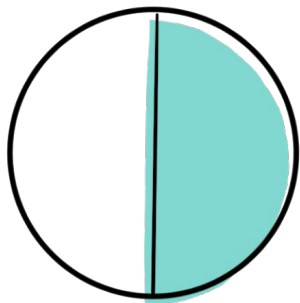www.edelements.com   @edelements

Elements of Building Knowledge

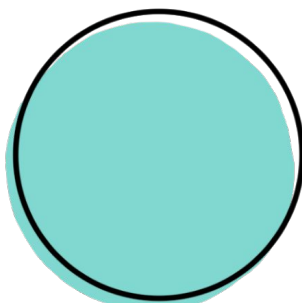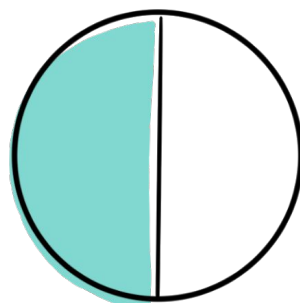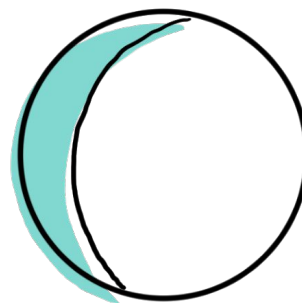| SPARK	EXPAND	PRACTICE	APPLY	DEBRIEF
Inspiration to illustrate why the habit needs to change	Resource or tool to build understanding of the habit	Activity to practice the habit in a safe environment	Plan for trying the habit in the real world	Reflection on trying the habit + future iterations

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Elements of Building Knowledge
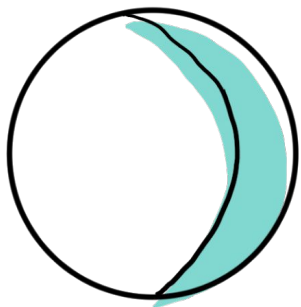
SPARK
Anthony Muhammad on school culture
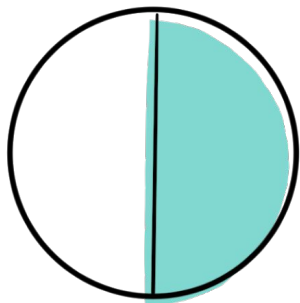
EXPAND
Overt and covert behaviors that influence culture
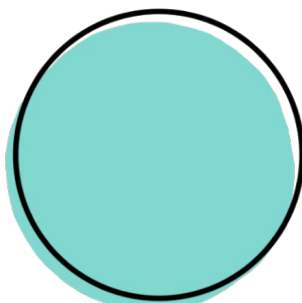
PRACTICE
Select a behavior to improve
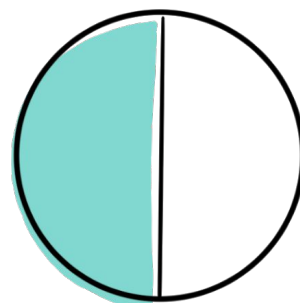
APPLY
Identify + schedule a first step to follow through
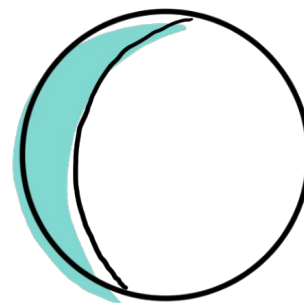
DEBRIEF
Addressing culture with your school team

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Spark: Anthony Muhammad on School Culture

Spark: Overt and Covert
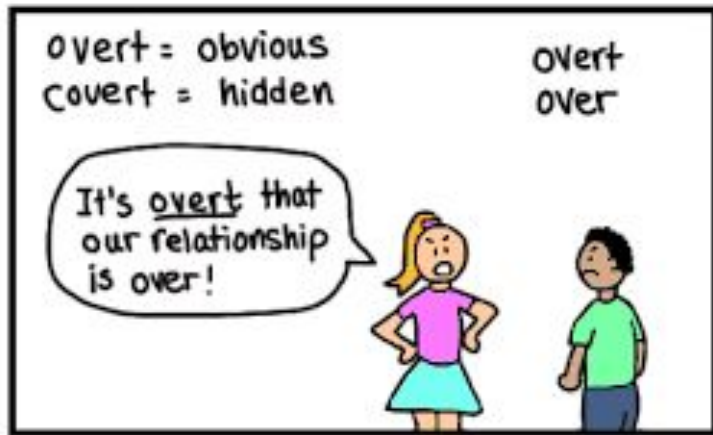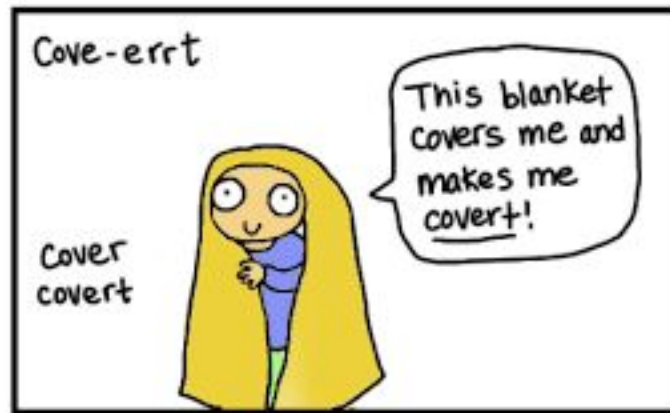
Image source

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Expand: School Examples

- What behaviors **<u>overtly</u>** impact your school's culture?
- What behaviors **<u>covertly</u>** impact your school's culture?

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Expand: School Examples

- ## What behaviors **overtly** impact your school's culture?
- ## What behaviors **covertly** impact your school's culture?

"It's a great day to be a Grizzly!"

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Expand: School Examples

- What behaviors overtly impact your school's culture?

- What behaviors **<u>covertly</u>** impact your school's culture?

Know Yourself

Understands how personal experiences, values, and strengths impact practices and interactions

Nurture Trust

Builds deep trust by creating space where people feel safe to share feedback and ask questions

Focus On Purpose

Inspires people with a clear why, theory of action, and stories of success

Cultivate Curiosity

Develops empathy and knowledge by asking questions, listening, and engaging with new ideas

Innovative School Leader Competencies

Show Appreciation

Celebrates people and ideas in a way that expresses authentic gratitude

Distribute Power

Designs systems that empower others to be decision makers and innovators

Decide Deliberately

Makes responsive decisions guided by priorities, purpose, and data from real experiences

Build Community

Curates inspiring, diverse, networked communities that support connection and collaboration

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Learners of today. Ready for tomorrow.

Why focus on nurturing trust?

Research by Center for Neuroeconomics Studies

Compared with people at low-trust companies, people at high-trust companies report: 74% less stress, 106% more energy at work, 50% higher productivity, 13% fewer sick days, 76% more engagement, 29% more satisfaction with their lives, 40% less burnout.

study from re:Work on successful Google teams

1 Psychological Safety
Team members feel safe to take risks and be vulnerable in front of each other.

2 Dependability
Team members get things done on time and meet Google's high bar for excellence.

3 Structure & Clarity
Team members have clear roles, plans, and goals.

4 Meaning
Work is personally important to team members.

5 Impact
Team members think their work matters and creates change.

re:Work

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"Healthy cultures attack problems differently. Toxic cultures explain their problems away."

- Anthony Muhammad

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Practice: Addressing Behaviors that Stifle Innovation

Goal: **Brainstorm strategies to improve a behavior that stifles innovation.**

1 Choose a behavior shared by you or a peer during the Expand section

2 Brainstorm 3 ways to innovate and improve the behavior in a way that builds trust

3 Share the behavior and improvement ideas with the group

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Practice: Behaviors to Nurture Trust

Focus Area	Previous Behavior	Innovative Behavior
Timesheets	Staff clocks in, paid to exact minute	Added 7 minute buffer, increased trust
Tardies	Bells told students when to move; many tardies	No bells, decreased tardies

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Practice

Goal: **Brainstorm strategies to improve a behavior that stifles innovation.**

1

Choose a behavior shared by you or a peer during the Expand section

Type into chat

2

Brainstorm 3 ways to innovate and improve the behavior in a way that builds trust

Reflect

3

Share the behavior and improvement ideas with the group

Type into chat

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Practice

Goal: **Brainstorm strategies to improve a behavior that stifles innovation.**

1

Choose a behavior shared by you or a peer during the Expand section

High Student Ratio

2

Split students into smaller groups,
Co-teach with another teacher
Incorporate older students as peer tutors.
Bringing in volunteers
Be aware of siblings
Blended learning approaches
Purposeful group work.
Passion projects.

3

Share the behavior and improvement ideas with the group

Type into chat

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Practice

Goal: **Brainstorm strategies to improve a behavior that stifles innovation.**

1

Choose a behavior shared by you or a peer during the Expand section

Siloed Thinking

2

Cross-content book groups.
Encourage peer collaboration with in-house learning walks
Structured planning time vertically,
Use every other staff meeting for cross-grade group discussion on how to address needs of school.
Teacher driven PD
Offer to cover a class while someone goes and watches another class to observe that teacher's strength (i.e. great classroom management).
Ghost walks
Staff meetings in different

3

Share the behavior and improvement ideas with the group

Type into chat

Practice

Goal: **Brainstorm strategies to improve a behavior that stifles innovation.**

1

Choose a behavior shared by you or a peer during the Expand section

Those kids can't...

2

What part of the task can that child do?
Those kids can...list what they are currently doing.
This is not something we do here.
What would it look like if they could do.
What could we do so they could do it.
They can't do it, yet.
Have teacher evaluate their own mindsets.
Look at what approaches they *do* respond to.

3

Share the behavior and improvement ideas with the group

Type into chat

Practice

Goal: **Brainstorm strategies to improve a behavior that stifles innovation.**

1

Choose a behavior shared by you or a peer during the Expand section

Lack of parent involvement

2

Redefine what parent involvement looks like.
Assume best intentions.
Food
Teachers texting 1 compliment to parents each week.
Featuring student work.
Mingle in the community
Go out to where they are.
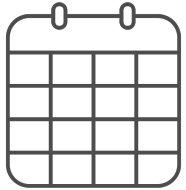Ask parents how they want to change the school.

3

Share the behavior and improvement ideas with the group

Type into chat

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Apply

1. Identify the first step you will take to address the toxic behavior. Schedule it.

2. Hold a time on your calendar to reflect on progress and adjust course. Calendar it.

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Debrief

What aspect of today's session was most useful to you?

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Upcoming Sessions

April 1, 2020: Building Innovative Structures within District + Board Constraints

April 28, 2020: Personalized Professional Development to Enable Innovation

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Additional Support

Leadership can be Lonely

The Mastermind helps.

jethrojones.com/mastermind

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a **facebook** group for you

LIFTEd

LEADERSHIP INSIGHTS FOR TRANSFORMING EDUCATION

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