

SCHOOL IMPROVEMENT THROUGH INNOVATIVE SOLUTIONS

BUILDING BRIDGES 2011

MIKE RINGEN, SUPT.

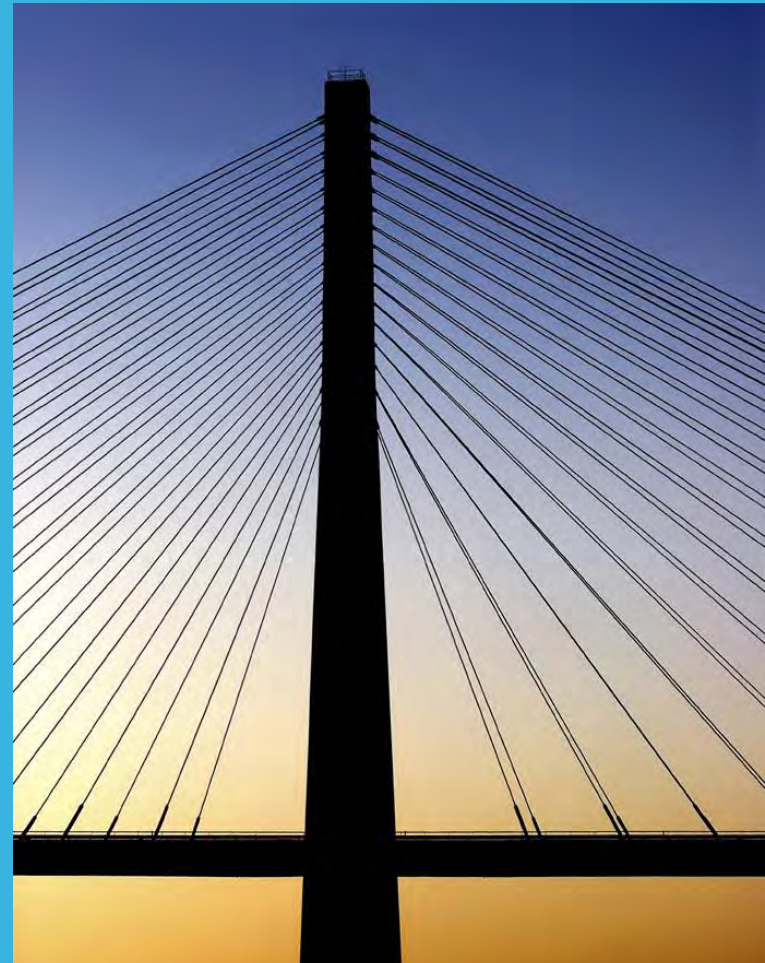
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THINGS ARE NOT ALWAYS AS THEY SEEM:



CAN YOU READ THIS? I COULD BELIEVE THAT I COULD
AUGUST USDNATNRD WHAT I WAS READING. THE
PHONOLOGICAL POWER OF THE HUMAN MIND, ACCORDING TO A
RESEARCH AT CAMBRIDGE UNIVERSITY, IT DOESN'T MATTER
IN WHAT ORDER THE LETTERS IN A WORD ARE, THE ONLY
IMPORTANT THING IS THAT THE FIRST AND LAST LETTER BE IN
THE RIGHT PLACE. THE REST CAN BE A TOTAL MESS AND YOU
CAN STILL READ IT WITHOUT A PROBLEM. THIS IS BECAUSE THE
HUMAN MIND DOES NOT READ EVERY LETTER BY ITSELF, BUT
THE WORD AS A WHOLE. AMAZING HUH? YEAH AND I ALWAYS
THOUGHT SPELLING WAS IMPORTANT!



THINGS ARE NOT ALWAYS AS THEY SEEM:

Copy Paper

Community Luncheons

Parent Complaints

Support Staff Leadership Teams

Grading Guidelines

Administrative Team Goal



FIVE IMPORTANT THINGS

Changing The Culture

Collaborating About the Right Things

Being Accountable

Having A Collective Commitment

Empowering Staff



Cultural Shifts

1. Fundamental Purpose
2. Use of Assessments
3. Response to Interventions
4. Work of Staff
5. Focus
6. School Culture
7. Professional Development



COLLABORATION

1. **Create Meaningful Teams**
2. **Make Time**
3. **Develop Widespread Leadership**
4. **Make Decisions Based on Data**
5. **Provide Essential Tools**
6. **Assess Progress of the Teams**
7. **Lead By Example**
8. **Provide Cross-Team Collaboration**
9. **Expand the Knowledge Available to Teams**
10. **Celebrate Teams**



ACCOUNTABILITY

Who

What

When

How

Why

Negotiable and Non-Negotiable



COLLECTIVE COMMITMENT

1.Build Consensus

2.Passion

3.Functional and Successful Teams



EMPOWERING STAFF

- 1. Increased Staff Involvement in the Decision-Making Process**
- 2. Increased Flexibility by Administration**
- 3. Increased Accountability from Staff**



THE METAPHOR GAME

Time to think about teams that you work on.

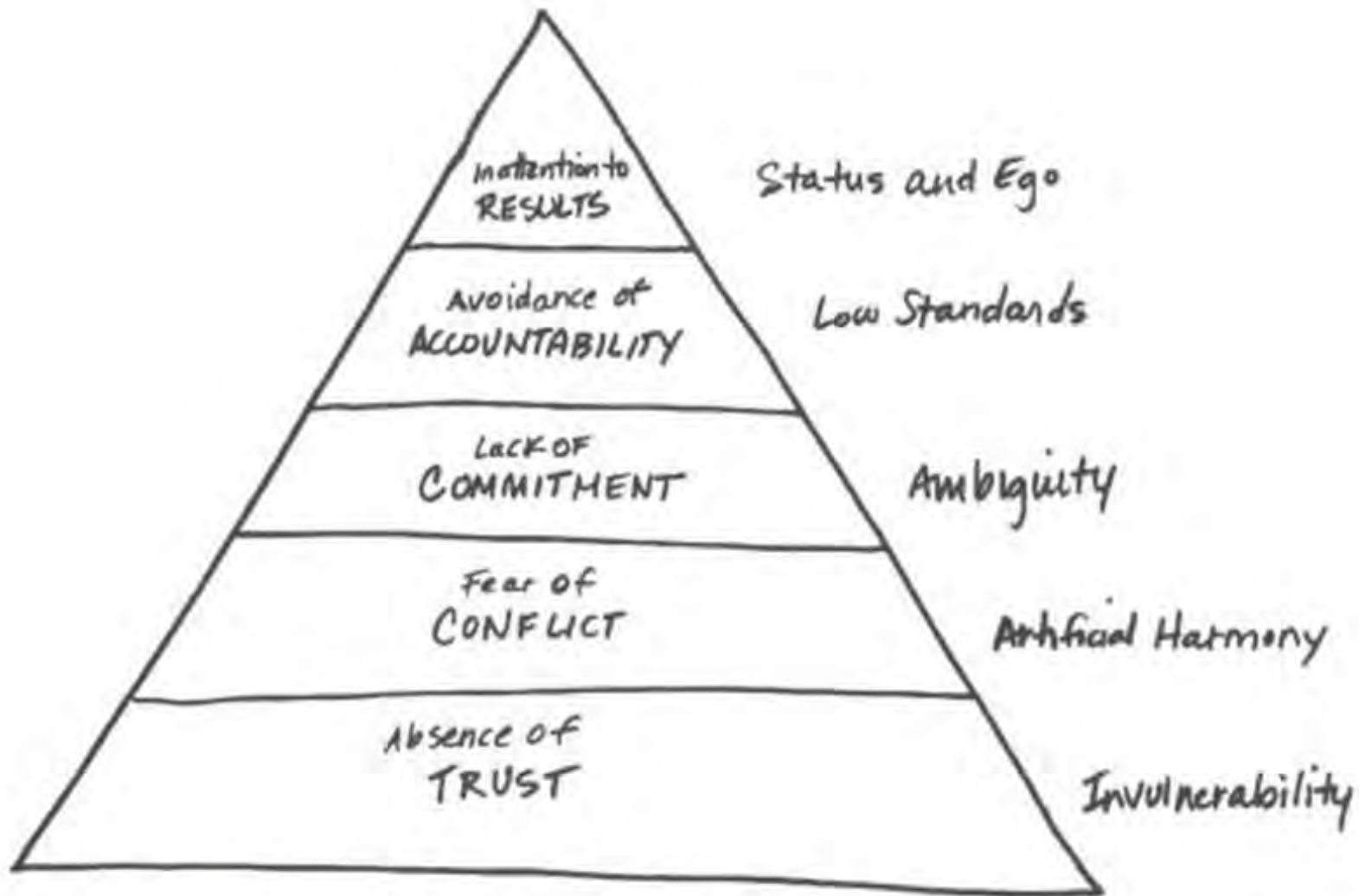
How is one of the teams you are on like a.....



If A Team is Going to Work, Everyone Must Be On The Same Page

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Team Assessment



FROM *FIVE DYSFUNCTIONS OF A TEAM* BY LENCIONI, PAGES 192-193

Use the following scale to indicate how each statement applies to your team. It is important to evaluate the statement honestly and without over-thinking your answers. Please number your page 1 – 15 and then get ready to jot down a score for each one.

3 – usually

2 – sometimes

1 – rarely

- 1. Team members are passionate and unguarded in their discussion of issues.**
- 2. Team members call out one another's deficiencies or unproductive behaviors**
- 3. Team members know what their peers are working on and how they contribute to the collective good of the team.**



4. Team members quickly and genuinely apologize to one another when they say or do something inappropriate or possibly damaging to the team.
5. Team members willingly make sacrifices (such as budget, turf, head count) in their departments or areas of expertise for the good of the team.
6. Team members openly admit their weaknesses and mistakes.
7. Team meetings are compelling, and not boring.
8. Team members leave meetings confident that their peers are completely committed to the decisions that were agreed on, even if there was initial disagreement.
9. Morale is significantly affected by the failure to achieve team goals.
10. During team meetings, the most important – and difficult – issues are put on the table to be resolved,
11. Team members are deeply concerned about the prospect of letting down their peers.



12. Team members know about one another's personal lives and are comfortable discussing them.

13. Team members end discussions with clear and specific resolutions and calls to action.

14. Team members challenge one another about their plans and approaches.

15. Team members are slow to seek credit for their own contributions, but quick to point out the contributions of others.



Questions 4, 6, and 12 deal with Dysfunction 1 – Absence of Trust

Questions 1, 7, and 10 deal with Dysfunction 2 - Fear of Conflict

Questions 3, 8, and 13 deal with Dysfunction 3 - Lack of Commitment

Questions 2, 11, and 14 deal with Dysfunction 4 - Avoidance of Accountability

Questions 5, 9, and 15 deal with Dysfunction 5 - Inattention to Results

A score of 8 or 9 in each area indicates that this particular dysfunction is not a problem for your team.

A score of 6 or 7 indicates that it could be a problem.

A score of 3 to 5 is probably an indication that the dysfunction needs to be addressed.

Regardless of your scores, it is important to keep in mind that every team needs constant work, because without it, even the best ones deviate toward dysfunction.





**A Team Without A Cause
is A Team Without
Passion.**



DEVELOPING THE SPIRIT OF INNOVATION IN YOUR COMMUNITY



**Whether it is for your
PLC, your
Chamber of
Commerce, your
Board, or your
students, consider
a Creativity Boot
Camp!**



HOW TO DIY

Pitch it as a fun “Boot Camp” style experience
Invite community members, teachers, volunteers, Board members --- whoever you want to include in the experience

Use 10 chapters of Ten Faces of Innovation as text
Plan one activity for each session

Have some FUN!



PROFESSIONAL ADVANCEMENT WITH CREATIVE PROBLEM SOLVING

**You want to hire people who can think creatively
and solve problems.**

**The key to your advancement is your ability to
work with groups of people to come up with
creative solutions to sticky problems.**

You want to be fireproof!



How do you improve a toy truck?



A photograph of several Post-it notes in various colors (green, yellow, blue, purple) and two boxes of Post-it notes. The boxes are pink and yellow, with the Post-it logo visible. The notes are scattered around the boxes.

BRAINSTORMING

Go for quantity – try 100

NO JUDGMENT

not good or bad....

Zany ideas are fine

Involve everyone

**Use Post-its – call it out
and stick it on**

Duplicates are ok

**WANT A
PATTERN?**

Resource Focus

**Try the paper iPad... from
New and Improved.com**

- 1. Identify a goal/wish**
- 2. Gather data**
- 3. Clarify the challenge**
- 4. Generate ideas**
- 5. Select and strength
solutions**
- 6. Plan for action**

**NOTE – WE WILL PRACTICE
IN A FEW MINUTES!**



ASKING THE RIGHT QUESTIONS IN THE RIGHT WAYS

PRACTICE USING SOME VERY
USEFUL QUESTION STEMS TO GET
PEOPLE TO THINK!

HOW DO(ES).....

HOW MIGHT WE

IN WHAT WAYS MIGHT WE

WHAT MIGHT BE ALL THE

PRACTICE TIME!

PRACTICE USING SOME VERY
USEFUL QUESTION STEMS TO GET
PEOPLE TO THINK!
HOW DO(ES).....
HOW MIGHT WE
IN WHAT WAYS MIGHT WE
WHAT MIGHT BE ALL THE

KARAOKE KQUESTIONS



Practice using some very useful question stems to get people to think!

How do(es).....

How might we

In what ways might we

What might be all the



Example: American Gothic by Grant Wood

How do I make them smile?

How might we better convey the woman's use of tools and labor?

In what ways might we bring more pleasure to their difficult lives?

What might be all the wonderful things that their children and grandchildren will accomplish if they can just make it through this difficult harvest?

There are NO RIGHT OR WRONG QUESTIONS OR ANSWERS! This is just to practice asking open-ended questions with a multitude of possible answers.



How do(es)...

How might we ...

In what ways
might we

What might be all
the

Marcus Forrell

How do(es)...
How might we ...
In what ways might we
What might be all the



WHAT TO WEAR WHEN THERE ARE CHORES TO DO.



How do(es)...

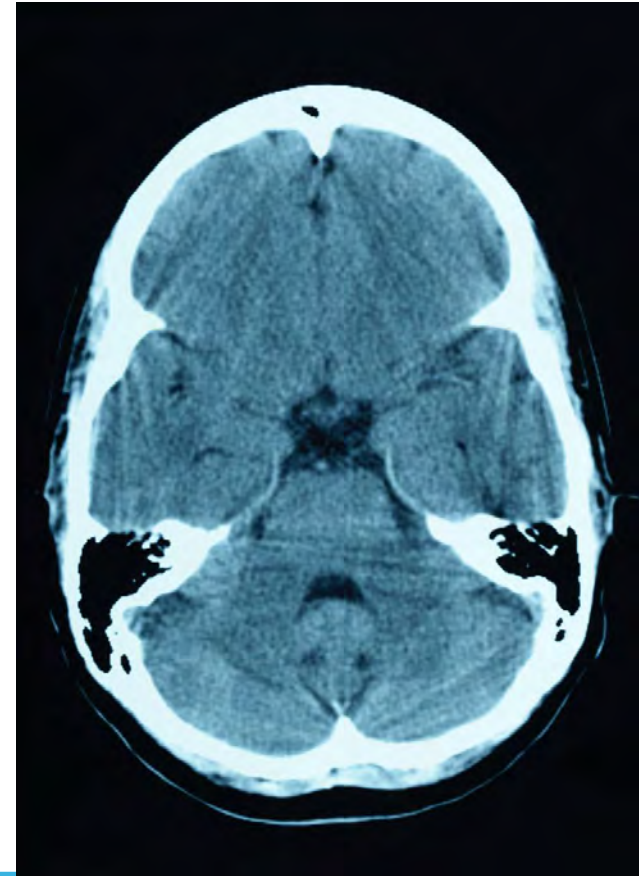
How might we ...

In what ways might we

What might be all the

**In an era of reduced
funding.....**

**Thinking
Doesn't Cost
Anything**



As soon as the reality of problems are reintroduced to a situation, people revert back to the behaviors that put them in the difficult situation in the first place.

I like to play golf and I am trying a new grip and set up, but when I get up on that first tee box.....!







A photograph of several Post-it notes in various colors (green, yellow, blue, purple) and two boxes of Post-it notes. The background of the slide is a blue and orange geometric design.

BRAINSTORMING

Go for quantity – try 100

NO JUDGMENT

not good or bad....

Zany ideas are fine

Involve everyone

**Use Post-its – call it out
and stick it on**

Duplicates are ok

Let's practice ---

A small image in the top left corner shows a stack of colorful Post-it notes (green, yellow, blue, purple) and two boxes of Post-it notes. The background of the slide is divided into three diagonal sections: light blue, medium blue, and orange.

BRAINSTORMING

**In what ways might we
tell our story about
what students need
to the decision-
makers?**

Perspectives





THE PERSPECTIVES ACTIVITY – FOR YOUR CLASS OR YOUR COMMITTEE

Stuck in a thinking rut? Use different perspectives to look at the situation from new viewpoints, and generate dozens of unique, new options.



HOW TO USE PERSPECTIVES

1. Thinking about your overall goal, make a list of 8 or 10 different people, groups, or stakeholders that might be involved in the situation, OR people unrelated to the challenge (Brad Pitt)
2. From the list, pick one perspective to start with.
3. From that perspective, what other options come to mind?
4. Record your options, pick a new perspective, and repeat.



When to use perspectives:

To find fresh perspectives to challenges;

To break out of your own mind-set;

To consider all stake-holders in a situation.

Now let's see if we have any additional ideas for our brainstorming session.

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Charles Duell, Director of the US Patent Office, 1899:

“Everything that can be invented has been invented”.

Harry Warner, Warner Brothers Pictures, 1927: *“Who in the world wants to hear actors talk”.*

Grover Cleveland, President of the United States, 1905: *Sensible and responsible women do not want to vote”.*

What does this process look like?

**We will do a practice session here using the
“how to tell our story” scenario**

Designate a facilitator.

Warm up!

***Allow undisturbed time with a group of people
committed to working together to reach a
solution***

***Start with “easy” problems to develop your
skills as a group***

Identify your goal or wish

Review it and make sure it is the right one.

Generate challenge questions.

Pick the one question you will focus on.

Brainstorm on ideas to solve this

***Find the pluses, opportunities, and issues of
the solution you pick***

Select and strengthen the solutions

Create your plan





***Identify your goal
or wish***

***Review it and
make sure it is
the right one.***

***Generate
challenge
questions.***

***Pick the one
question you will
focus on.***

***Brainstorm on
ideas to solve
this***



***Go for quantity
No judgment
Wild ideas are fine
Everyone
participates***





***Find the pluses,
opportunities,
and issues of
the solution
you pick***

***Select and
strengthen the
solutions***

Create your plan



**We can help you
facilitate this
process until you
are comfortable
doing it on your
own.**

**See
Fliteleaders.com
for details**

RESOURCES FOR THE IPHONE/IPAD

Whack Pack - \$1.99 – fresh ideas every time you “whack” it

Boost Your Creativity by Inventium – generates “impossible problems” to ponder and share \$0.99

iThoughts – a mind-mapping program \$7.99

Whiteboards that allow sharing – several out there



BOOKS AND TEACHING AIDS

***Five Dysfunctions of a Team* by Lencioni**

***More Lightning, Less Thunder: How to Energize Innovation Teams*
by Eckert and Vehar**

***Ten Faces of Innovation* by Kelley**

***Outliers* by Malcolm Gladwell**

***Teaching Outside the Box* – LouAnne Johnson**

***You've Got To Reach Them to Teach Them* - Schreck**

***iPad Creative Process Worksheets* by New and Improved – a paper product**

***Tool Cards* from New and Improved
Transformers by Mary Kim Schreck**



INTERNET RESOURCES

FliteLeaders.com

Webspiration – new tool from Inspiration

Creative Education Foundation

Newandimproved.com

www.creativeeducationfoundation.org

Bubbl.us online mind maps!

What are your favorites?



**KEEP THE QUESTIONS OPEN-ENDED.
EMPLOYERS WANT CREATIVE EMPLOYEES!
(IBM STUDY)**

**EMPLOYERS WANT EMPLOYEES WHO CAN THINK!
THINK ABOUT HOW WE CAN BEST PREPARE THESE
FUTURE CITIZENS, WORKERS, AND LEADERS.**

**DOWNLOAD THIS PRESENTATION AT
FLITELEADERS.COM**

What are you thankful for that
you have?
What are you thankful that you
do NOT have?
What might be some things
you are willing to work to
change?

