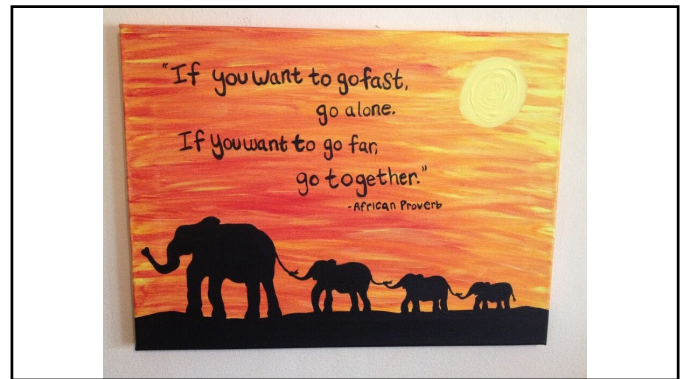## Slide 1

WOODWARD ACADEMY
ESTABLISHED 1900

School Transformation From the Inside Out
Connie White – Director of Learning Design & Innovation
@cwhitetech

Slide 2

"If you want to go fast, go alone. If you want to go far, go together."
-African Proverb

Slide 3

WOODWARD ACADEMY
ESTABLISHED 1900

Collaborative Leadership

Curriculum | Professional Development | Innovation

Slide 4

Essential Growth Initiative Examples

LEARNING POLICY INSTITUTE **Restarting and Reinventing School**
Linda Darling-Hammond & Team

- Assess what students need
- Ensure supports for social and emotional learning
- Redesign schools for stronger relationships
- Emphasize authentic, culturally responsive learning
- Provide expanded learning time
- Prepare educators for reinventing school

Slide 5

School Innovation Teams

Guiding Question :
What steps should we take as a team to implement 21st Century school reform?

Initiative Update:
US, MS, LS, PS, WN

Example Initiatives:
- Internal School Conferences
- Instructional Rounds
- PLC's

Professional Learning Communities at Woodward North

Slide 6

Teacher/Student Relationship

Must Haves
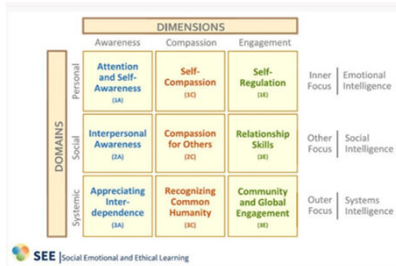- Trust
- Respect
- Honesty
- Communication

Ron Ritchhart – Harvard's Project Zero

1. Hello and Goodbye
2. WMYST?
3. Tell me what you are doing?
4. Here's where we are going with this
5. Here is the thinking you will need to do
6. Let's Debrief
7. I've noticed
8. We
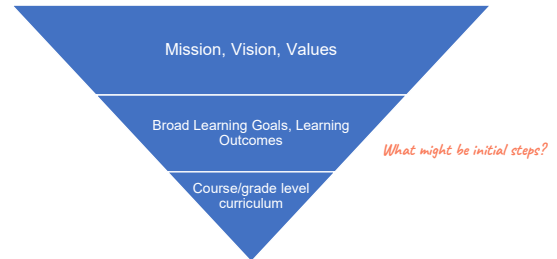9. I'm sorry
10. Wow
11. Bonus: Say Nothing

- Conference July 2017

1

Connections with People & Ideas
(relationships)

https://seelearning.emory.edu/

Create curriculum focused on
INNOVATIVE THINKING

Mission, Vision, Values

Broad Learning Goals, Learning Outcomes

What might be initial steps?

Course/grade level curriculum

Task #1

How we can harness what we have learned to transform what has not been working for children and for our society to create a more equitable and empowering future?
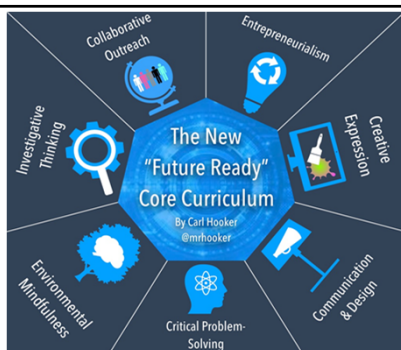

- Divide into groups of 4-5.
- Brainstorm ideas that are relevant for your school.
- Write your ideas on the large notepad.

Ethical Dilemmas in Science & Technology
Capstone *Real-World Applications*

- Project Nightingale: Privacy Implications and HIPPA Violations
- Medical Ethics in Research & Practice
- The Paradox of Ethical Artificial Intelligence
- The Truth of Food Fraud - GMO's
- The Ethical Dilemma of Mass Data Collection on the Population
- Covid-19: Privacy Vs Public Interests
- Environmental Ethics

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https://www.techlearning.com/tl-advisor-blog/12259

VISION	BUY-IN	SKILLS	INCENTIVES	RESOURCES	ACTION PLAN	ASSESSMENT	CHANGE
	BUY-IN	SKILLS	INCENTIVES	RESOURCES	ACTION PLAN	ASSESSMENT	CONFUSION
VISION		SKILLS	INCENTIVES	RESOURCES	ACTION PLAN	ASSESSMENT	RESISTANCE
VISION	BUY-IN		INCENTIVES	RESOURCES	ACTION PLAN	ASSESSMENT	ANXIETY
VISION	BUY-IN	SKILLS		RESOURCES	ACTION PLAN	ASSESSMENT	PASSIVITY
VISION	BUY-IN	SKILLS	INCENTIVES		ACTION PLAN	ASSESSMENT	FRUSTRATION
VISION	BUY-IN	SKILLS	INCENTIVES	RESOURCES		ASSESSMENT	FALSE STARTS
VISION	BUY-IN	SKILLS	INCENTIVES	RESOURCES	ACTION PLAN		ATROPHY

Adapted from Knoster, T., Villa, R., & Thousand, J. (2000). A framework for thinking about systems change; Lippitt, M. (1987). The Managing Complex Change Model. Enterprise Management.

Slide 1

Vertical Planning Conversations Across Grade Levels: March 14th

| Social Studies | Math | Language Arts | Science | World Language | Physical Education | Performing Arts | Virtual Arts | Library & Tech |

Traveling Grades: 3rd to LS Library, 6th to Middle School, 8th to Upper School
- General Areas: Math, Language Arts, Science, Social Studies
- Enrichment Areas: World Language, Physical Education, Performing Arts, Virtual Arts, Library & Technology/STEAM

	Primary School/WN	Lower School/WN	Middle School	Upper School
			8:15 - 10:00	
Block #1		Grades 5 & 6 Social Studies - LS Room 310 Math - LS Room 315 Language Arts - LS Room		
	Science - Grades 3-6 + WN - WN Room 211 WN Science Zoom Link			

	Primary School/WN	Lower School/WN	Middle School	Upper School
			10:15-12:00	
Block #2	Grades 3 & 4 Social Studies - LS Room 205 Math LS Room 208 Language Arts LS Room 207		Grades 6 & 7 Social Studies MS Room 215 SS Zoom link Math MS Room 323 Math Zoom link Language Arts MS Room 115 LA zoom link	Grades 8 to 9 Social Studies US Room 128 Math US F 272 Language Arts US W315 LA
	Grades 1 & 2 Language Arts - Main Collab Math - Back Collab Social Studies -			Grades 10 & 11 Social Studies US Room 132 Math US F370

Slide 2

Magical Feedback

I'm giving you these comments because I have very high expectations and I know that you can reach them.

Three Cues
1. You are part of this group
2. This group is special; we have high standards here.
3. I believe you can reach those standards.

(Coyle, 2018)

Slide 3

Faculty HotSpot

Faculty Growth — Home · Building Relationships · Teacher Recertification · Building Relationships with Pa... · Tool

Welcome to Woodward Academy's "**Faculty Hotspot**". Ongoing faculty growth is essential as we seek to create exceptional academic opportunities.

Student Assessment | Building Relationships | Curriculum | Tools & Resources

Please review the additional resources for many of our school-wide initiatives.

Slide 4

Leader Vulnerability - Feedback

Laszlo Bock, former head of People Analytics at Google, recommends that leaders ask their people three questions:
- What is one thing that I currently do that you'd like me to continue to do?
- What is one thing that I don't currently do frequently enough that you think I should do more often?
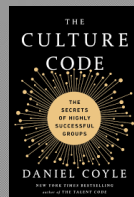- What can I do to make you more effective?

"The key is to ask not for five or ten things but just one," Bock says. "That way it's easier for people to answer."

(Coyle, 2018)

Slide 5

Key Points

The list of skills to create a great culture.
1. Build safety
2. Share vulnerability
3. Establish purpose

THE CULTURE CODE — THE SECRETS OF HIGHLY SUCCESSFUL GROUPS — DANIEL COYLE

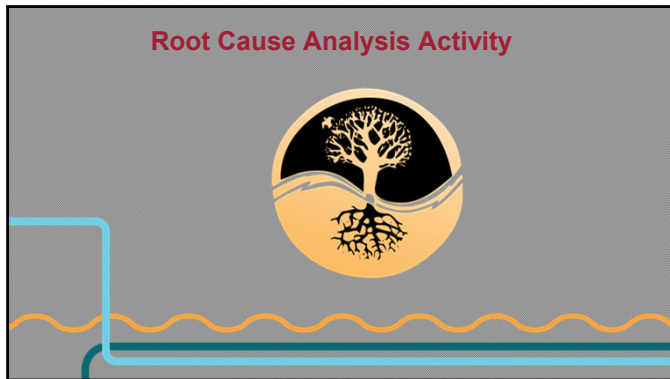(Coyle, 2018)

Slide 6

Task # 2

We have talked about suggestions for working with teams.

- Two stars or ideas that you really liked.
- A wish or something you would like to learn more about.

In your group, share two stars and a wish with each other.

Root Cause Analysis Activity

Task # 3

Each table will select one idea shared earlier.

1. Write the idea in the form of a problem
2. Create a Driving Question
3. Identify a Symptom
4. Go through the 5 Whys?

Why?
Why?
Why?
Why?
Why?

- Determining the root cause when addressing problems

Select one Idea

Write your idea in the form of a question?

Think about the biggest problem that you would like to solve or see changed at your school.

- What did we learn?
- What changes should remain?
- What should we stop?

Approaching Planning:

"An iterative approach: Embrace the principles of improvement science required to evaluate, course correct, document, and scale new approaches that can help power up schools over time."
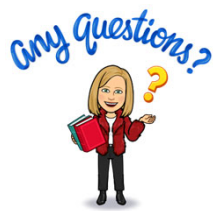
~Beyond Reopening Schools- Emily Vegas & Rebecca Winthrop – Brookings Institute

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5 Whys

Problem:		
Symptom 1:	Symptom 2:	Symptom 3:
Why?	Why?	Why?
Why?	Why?	Why?
Why?	Why?	Why?
Why?	Why?	Why?
Why?	Why?	Why?

-

Exit Card – Think about an area of need or a take away that you would like to implement. Please write your idea on the index card.

EXIT

Connie.white@woodward.edu

Resources:

- Zakaria, F. (2021). *Ten lessons for a post-pandemic world*. Penguin Books.
- *Restart and reinvention*. Restarting and Reinventing School. (n.d.). Retrieved June 27, 2022, from https://restart-reinvent.learningpolicyinstitute.org/
- Coyle, D. (2017). *Culture code: The hidden language of highly successful groups*. Bantam.
- Ritchhart, R. (n.d.). STLinATL 2017. Woodward Academy, College Park.
- *Home*. SEE Learning. (n.d.). Retrieved July 6, 2022, from https://seelearning.emory.edu/
- Hooker, C. (2017, August 25). *It's time for a new core curriculum*. TechLearningMagazine. Retrieved July 6, 2022, from https://www.techlearning.com/tl-advisor-blog/12259
- Graphic adapted from Knoster, T., Villa, R., & Thousand, J. (2000) A framework for thinking about systems change; Lippitt, M. (1987). The Managing Complex Change Model. Enterprise Management
- *Five Whys Tool for Root Cause Analysis*. (n.d.). Retrieved from https://www.cms.gov/medicare/provider-enrollment-and-certification/qapi/downloads/fivewhys.pdf
- Vegas, E., & Winthrop, R. (2022, March 9). *Beyond reopening schools: How education can emerge stronger than before covid-19*. Brookings. Retrieved 2022, from https://www.brookings.edu/research/beyond-reopening-schools-how-education-can-emerge-stronger-than-before-covid-19/