

# SCHOOL TAKES A LOT



# POWER OF LEADERSHIP

Examine four models of change/  
organizational development

Connect elements of the  
models as potential  
change agents in education

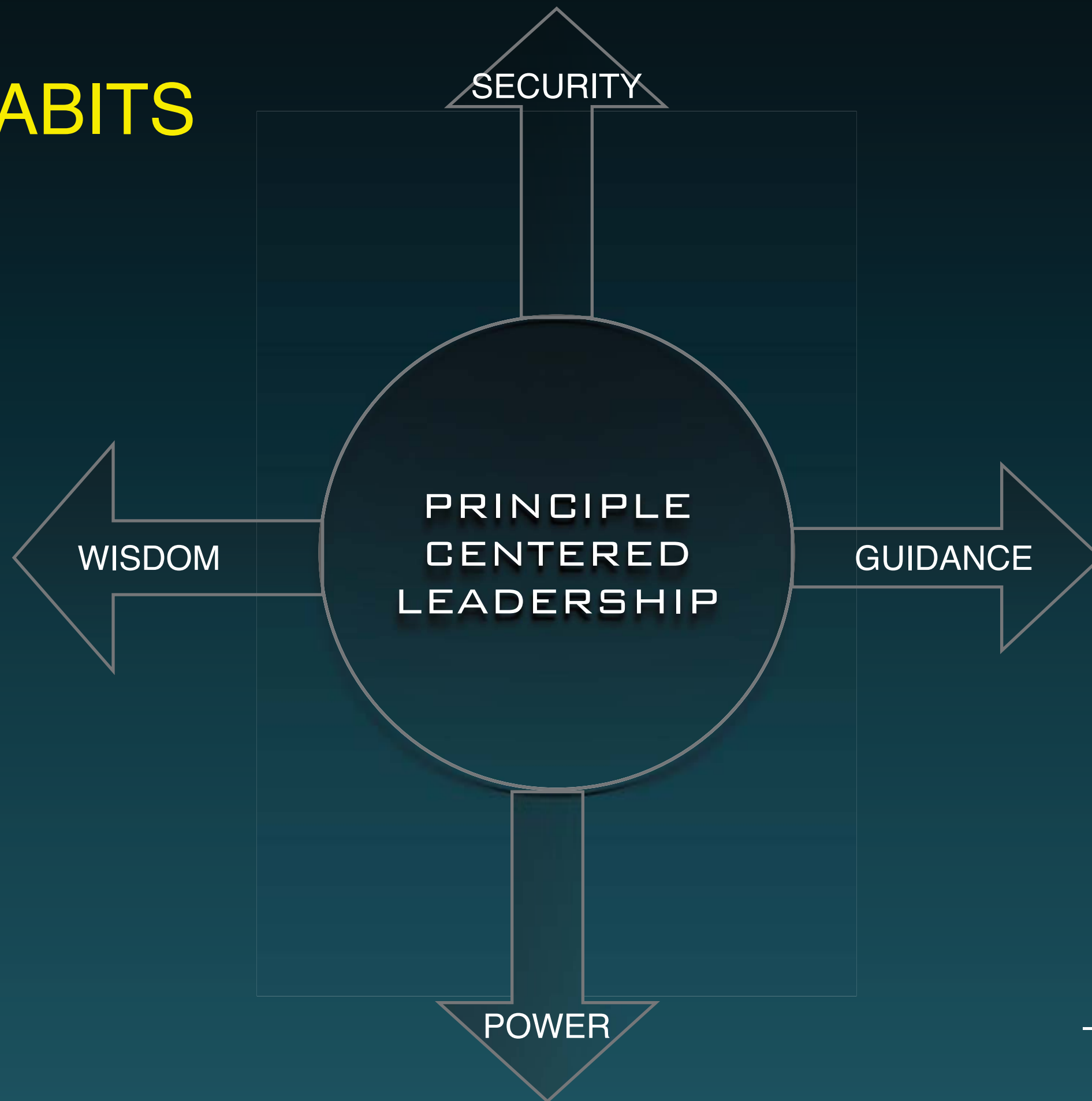
Consider visioning as a  
change strategy

Consider storytelling as a  
tool to promote change

Imagine the possibilities



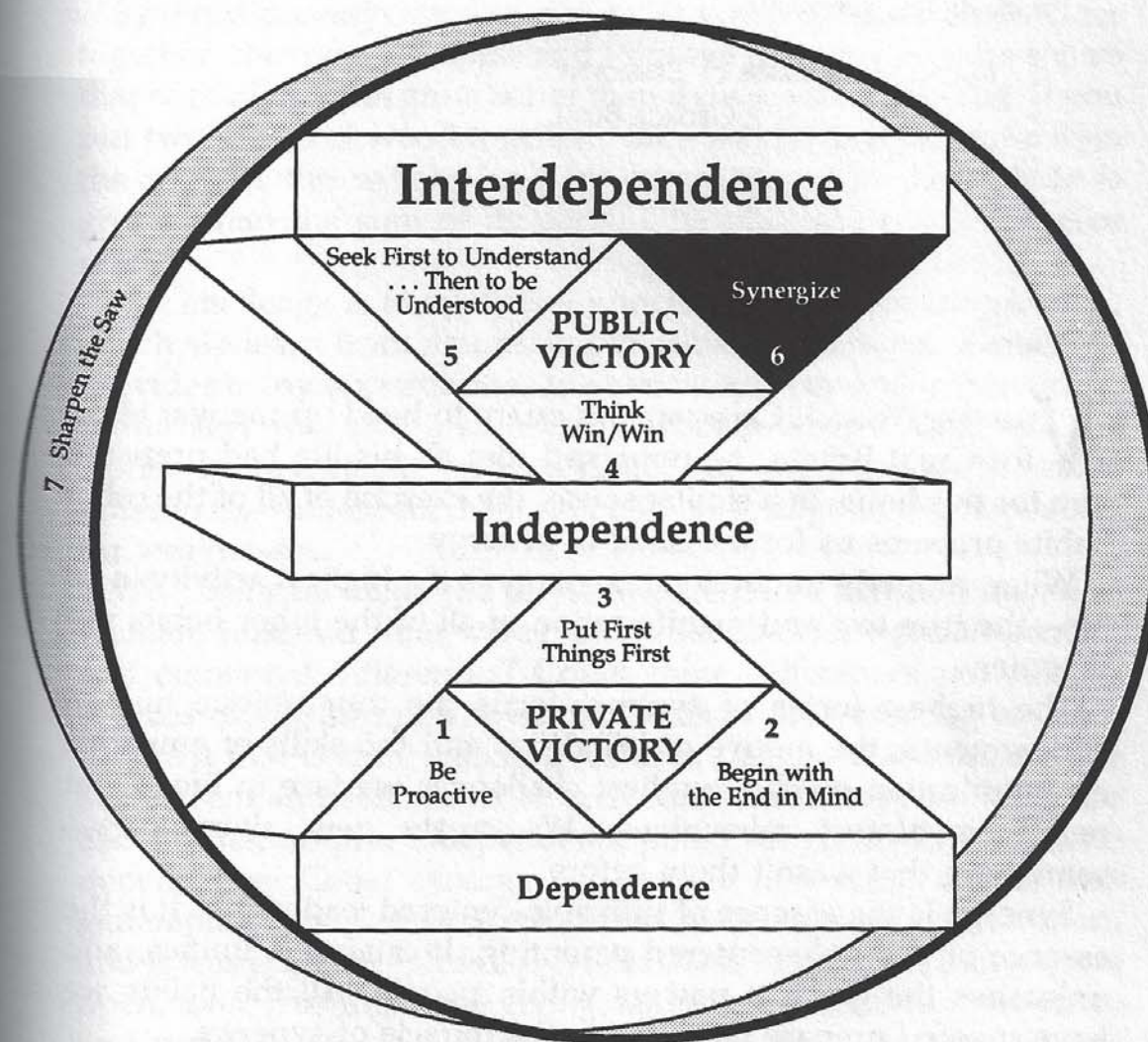
# 7 HABITS



—Covey

## HABIT 6 SYNERGIZE

### Principles of Creative Cooperation



—Covey

# Influencer: Leading Change

1. Focus and measure

Clear about results you are trying to achieve and zealous about measuring it

2. Find vital behaviors

Focus on high-leverage behaviors that drive results

3. Engage all six sources of influence

- Personal motivation
- Personal ability
- Social motivation
- Social ability
- Structural motivation
- Structural ability

“Fish discover water last”

p. 250



Peter Senge, MIT

## The Fifth Discipline: The Art and Practice of the Learning Organization

1. Systems Thinking
  - see the big picture
2. Personal Mastery
  - committed to lifelong learning
3. Mental Models
  - self-reflection on deeply held beliefs
4. Building Shared Vision
  - fosters a commitment to the long term
5. Team Learning
  - organizations can not learn if team members don't come together and learn



DilbertCartoonist@gmail.com

# Concerns Based Adoption Model (CBAM)

STAGE OF CONCERN	EXPRESSION OF CONCERN
6. REFOCUSING	HOW CAN I ADAPT THIS TO “MAKE IT MY OWN?”
5. COLLABORATION	HOW CAN I RELATE WHAT I AM DOING TO WHAT OTHERS ARE DOING?
4. CONSEQUENCE	HOW CAN I REFINE IT TO HAVE MORE IMPACT?
3. MANAGEMENT	I DONT’ KNOW IF I CAN GET ALL OF THIS DONE.
2. PERSONAL	HOW WILL USING IT AFFECT ME?
1. INFORMATIONAL	I WOULD LIKE TO KNOW MORE.
0. AWARENESS	I AM NOT CONCERNED AT ALL. I’VE NEVER HEARD OF THAT.

# ESSENTIAL QUESTIONS

- What are the 21st Century competencies necessary to be successful in a technologically driven global economy and diverse world culture?
- How do we know if our students are learning and developing necessary skills?
- What educational best practices are essential to promote effective student and staff growth?
- What policies, partnerships, and administrative practices are key to supporting student success?

- What are the 21st Century competencies necessary to be successful in a technologically driven global economy and diverse world culture?

# TODAY'S MODEL?

What are the fundamental assumptions  
driving educational policy?

# Assumption #1

We must cultivate skills and knowledge that are not available at a cheaper price in other countries or that cannot be rendered useless by machines.

# Assumption #2

Creativity, interpreted as both ability and passion to make new things and adapt to new situations, is essential.

# Assumption #3

New skills and knowledge are needed for living in the global world and the virtual world.

# Assumption #4

Cognitive skills such as problem solving and critical thinking are more important than memorization of knowledge.

# Assumption #5

Emotional intelligence - the ability and capacity to understand and manage emotions of self and others - is important.



—Yong Zhao  
Catching Up or Leading the Way

# WAITING FOR SUPERMAN



THERE IS NO ONE COMING WITH  
ENOUGH POWER TO SAVE US



# Centralized Prescriptive Paradigm Reform Schools



## PIPELINE MODEL

- > Common Core Standards = Desirable Skills
- > Standardized Tests (ACT / PISA / TIMMS / NAEP)
- > Data Systems Measure Achievement
- > Extrinsic Punishment / Rewards





Extrinsic  
rewards  
and  
punishment

How old is this woman?



PARADIGM SHIFT  
a change in  
basic assumptions

# Living miDream



# Educational Values

## Reformers

- Control
- Centralized authority
- Hierarchical
- Conformity to predetermined expectations
- Standardization and uniformity
- Academic performance
- Market oriented perspective - institutional approach

## Innovators

- Freedom & independence
- Decentralized power & shared responsibility
- Democratic
- Liberation from political, social, & economic constraints
- Personal development
- Human perspective - personalized (cognitive, psychomotor, social emotional)

Angela Engel, United4Kids

# STANDARDIZATION



# INNOVATION

DATA HAS BECOME  
A FOUR LETTER WORD

“FAILURE IS NOT A OPTION”  
HAS LIMITED OUR  
OPPORTUNITIES FOR MASTERY

CENTRALIZED CURRICULUM  
HAS BECOME DISTORTED  
TO LIMIT INNOVATION AND  
CREATED A DISENGAGED  
LEARNING COMMUNITY

THE POWER OF  
CONNECTIVITY THROUGH  
TECHNOLOGY HAS  
ALLOWED US TO BE MORE  
DISCONNECTED THAN  
EVER

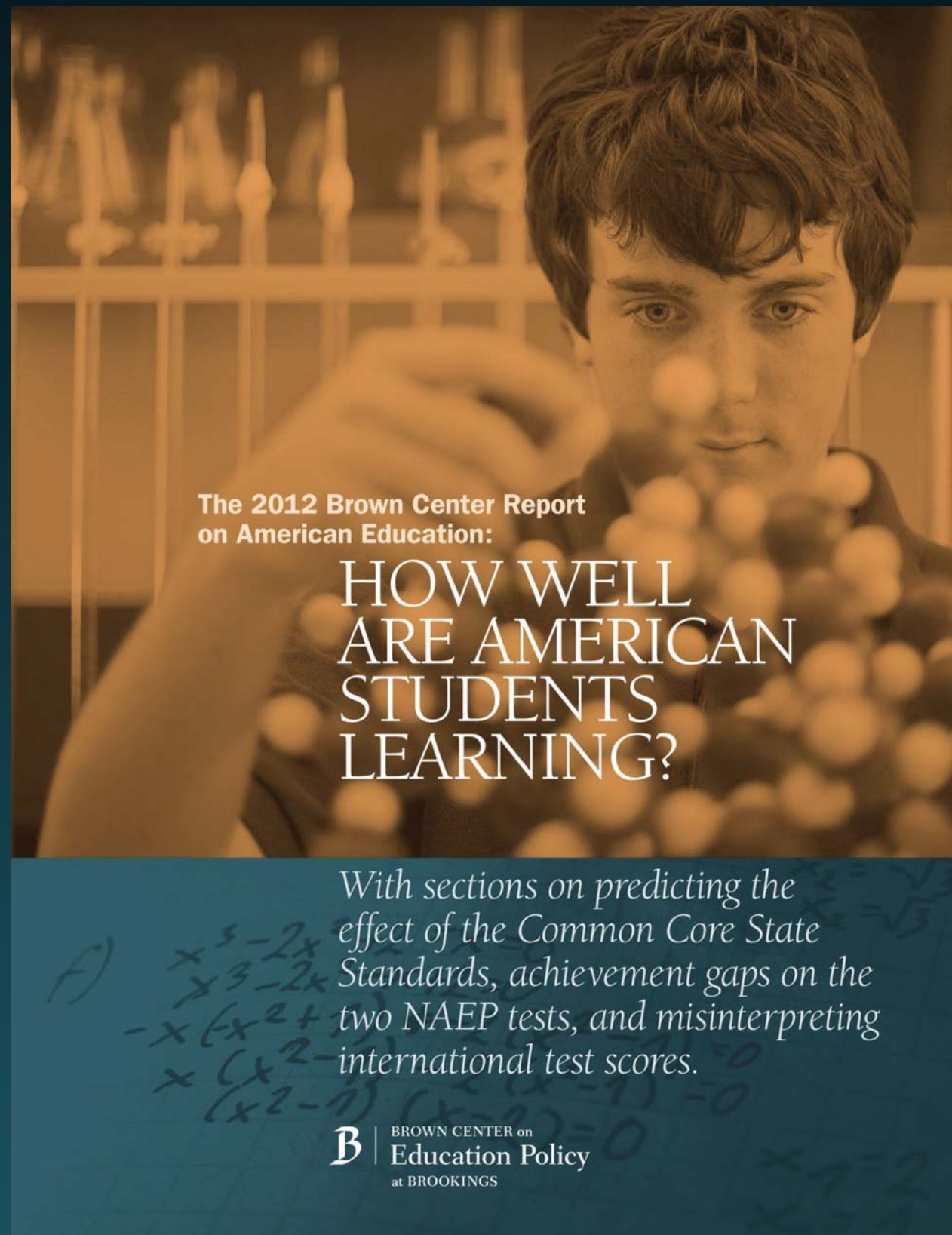
FINDING YOUR “ELEMENT,”  
THE POINT WHERE TALENT &  
PASSION INTERSECT, CAN  
TRANSFORM YOUR PERSONAL  
JOURNEY

SELF-REFLECTION AND  
LEARNING FROM MISTAKES IS A  
VALUABLE SKILL

IN TODAY’S INNOVATION DRIVEN  
WORLD (ECONOMICALLY AND  
SOCIALY), NURTURING  
CREATIVITY AND DIVERGENT  
THINKING IS ESSENTIAL

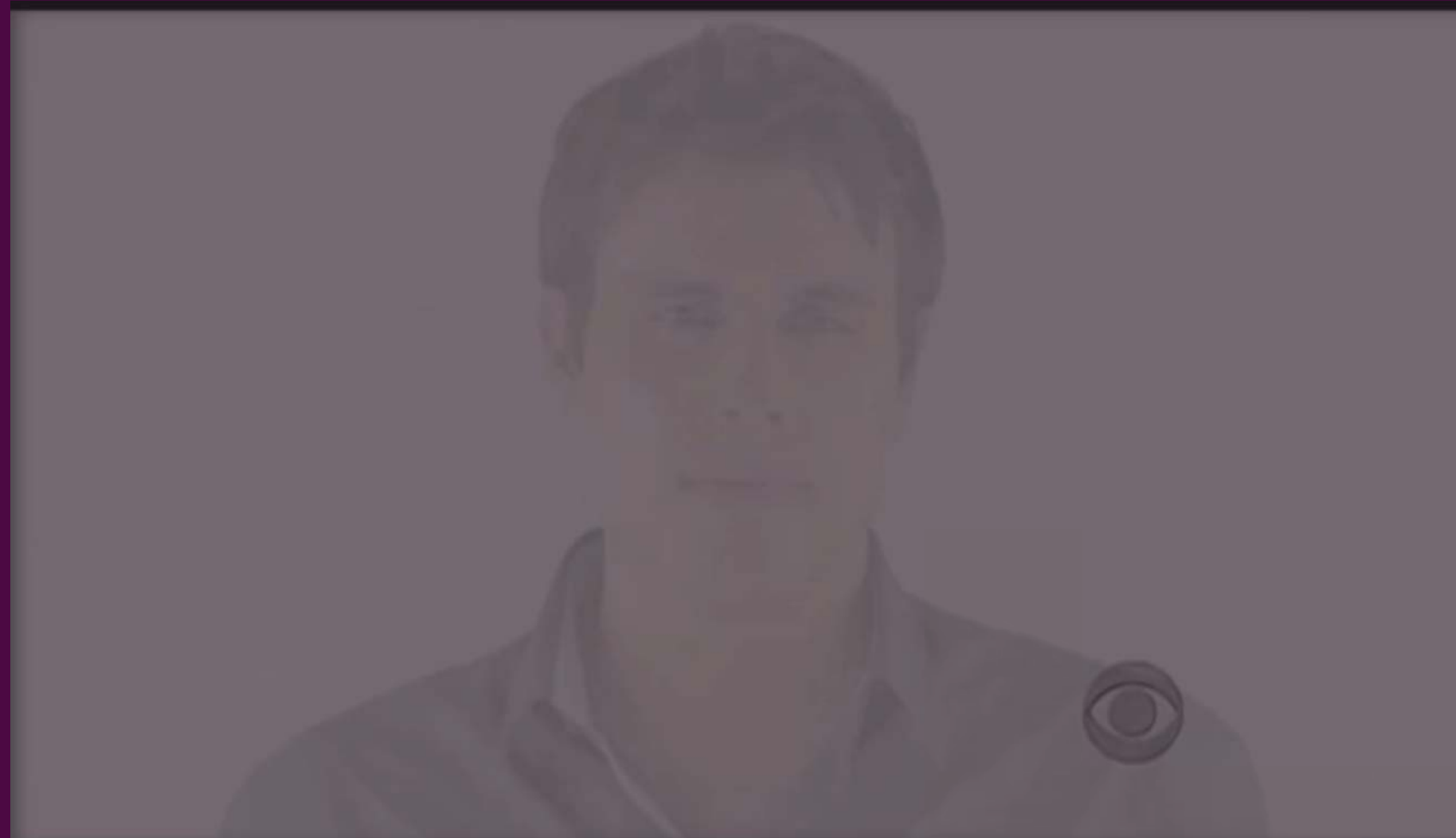
COLLABORATION AND  
COMMUNICATION ARE ESSENTIAL  
TO SOLVING TODAY’S PROBLEMS  
THROUGH INNOVATIVE AND  
CREATIVE SOLUTIONS

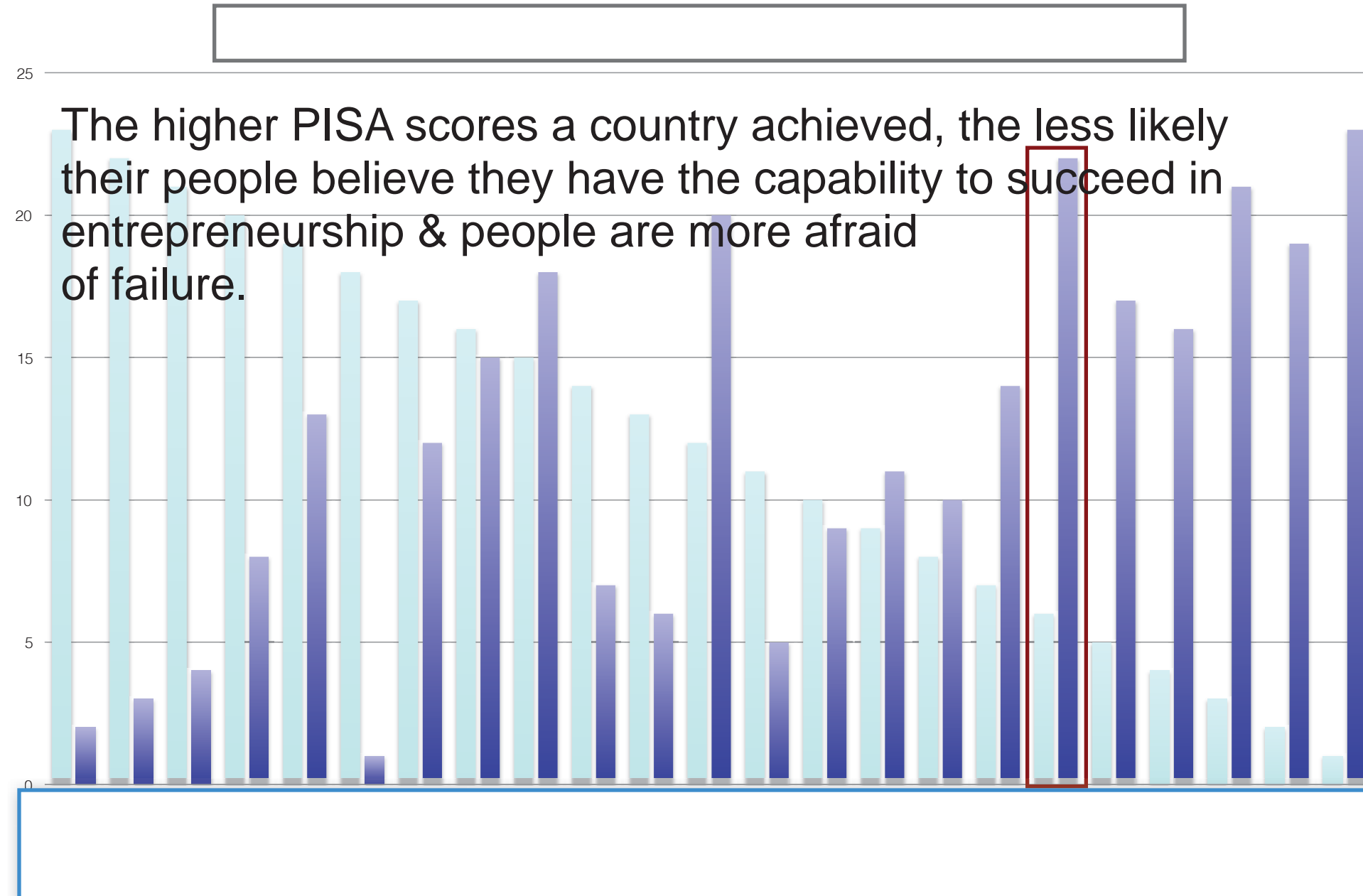
# Common Core



“Despite all the money and effort devoted to developing the Common Core State Standards--not to mention the simmering controversy over their adoption in several states--the study foresees little to no impact on student learning.”

# Belief vs Facts

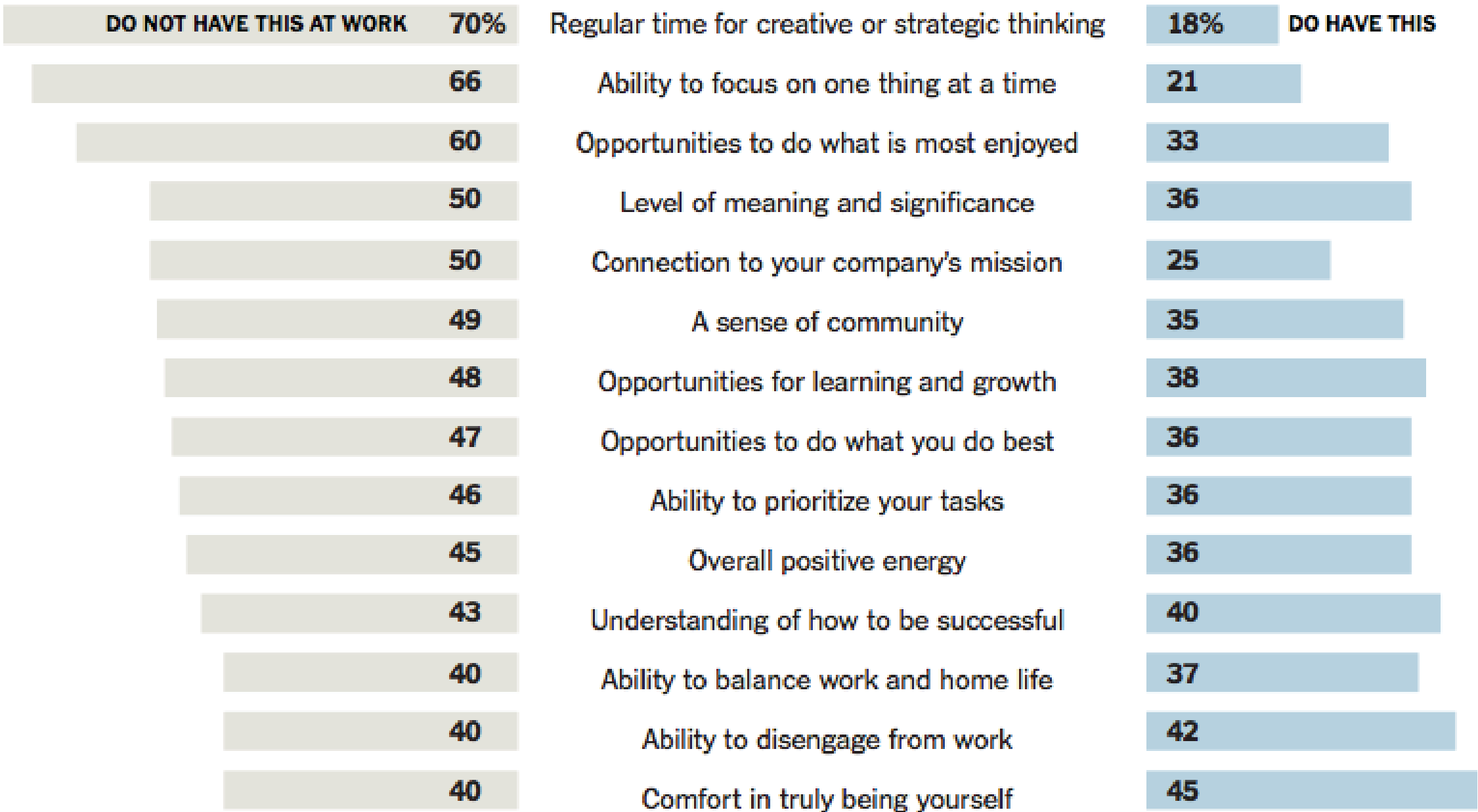




Inverse relationship between standardized test scores and entrepreneurial capacity

# White-Collar Salt Mine

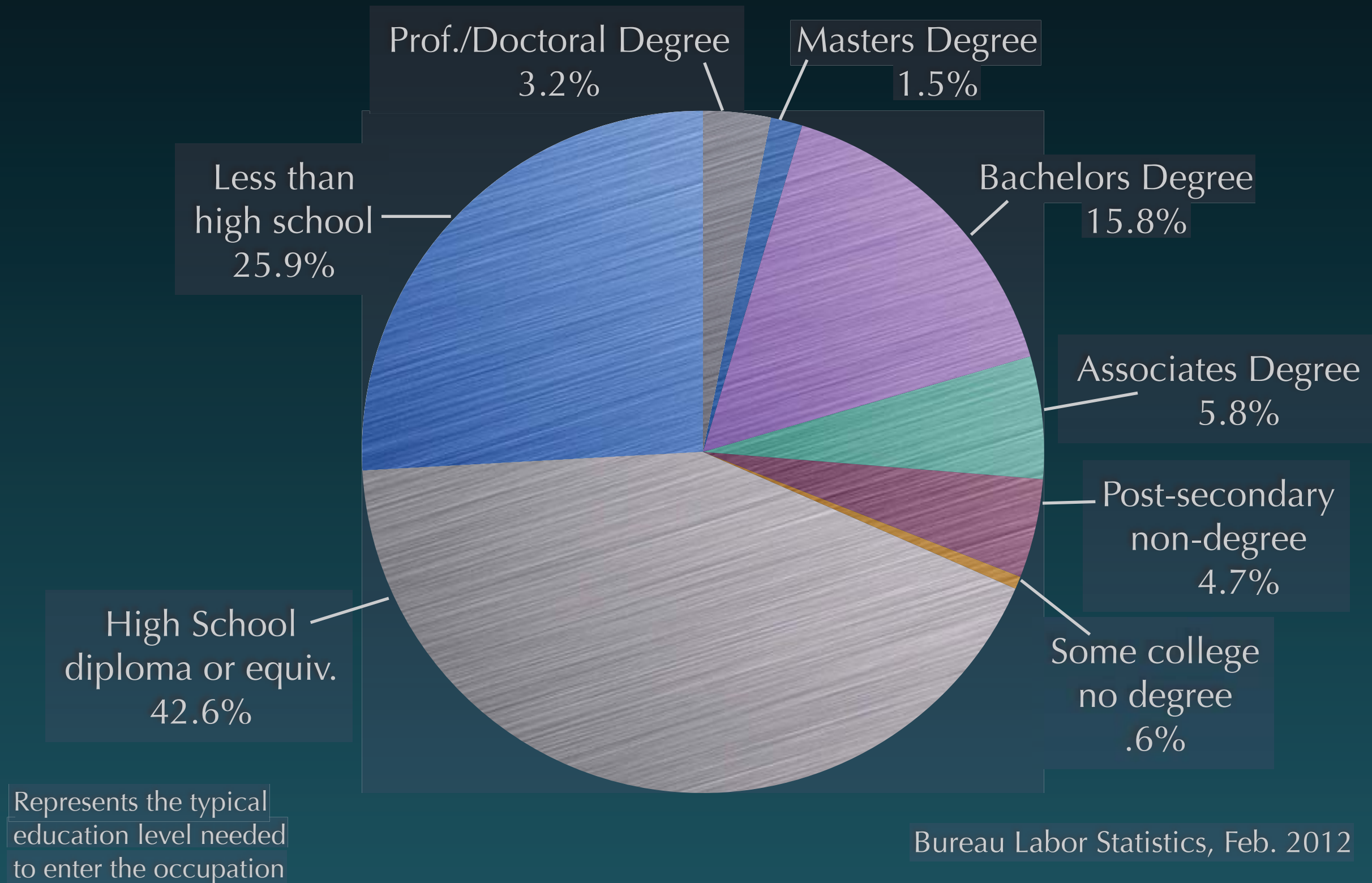
A 2013 survey of 12,115 workers worldwide found that many lacked a fulfilling workplace.



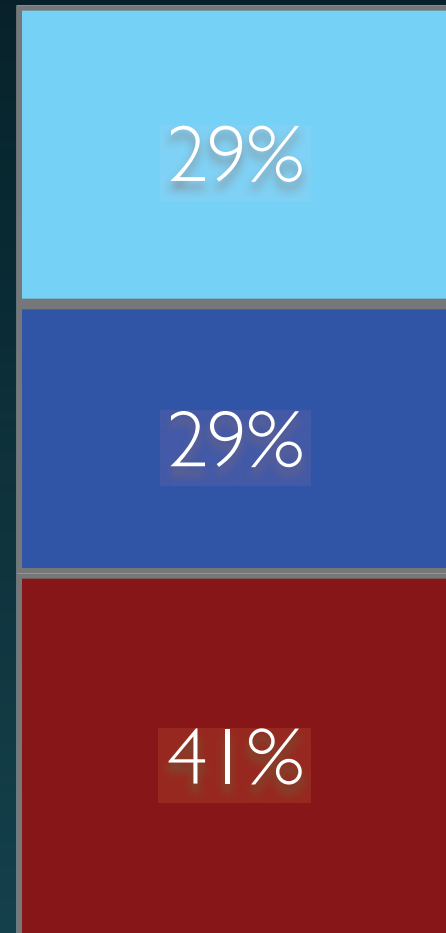
Source: The Energy Project

94 percent of those surveyed were in white-collar jobs; 6 percent were in blue-collar jobs.

# Employment by Education 2020

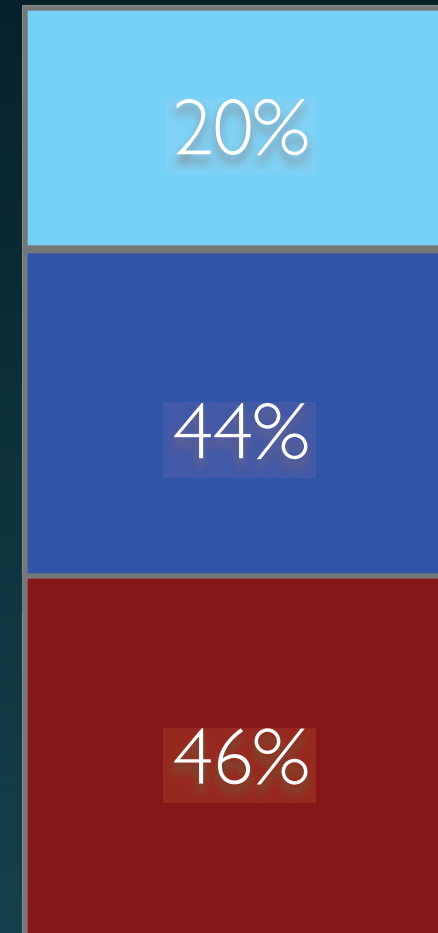


## Labor Supply



Reclaiming the American Dream  
Community Colleges and the  
Nation's Future

## Labor Demand



Federico Zaragoza  
Vice Chancellor  
Alamo Colleges



A photograph of a sandy beach with waves crashing on the shore. Numerous footprints are visible in the sand, leading from the foreground towards the water. The text is overlaid on the image.

# Pathways

For each individual there is a moment of discovery - finding a pathway to discover our passion and an understanding of who we are.

An aerial photograph of a city grid, likely New York City, showing a series of rectangular blocks. The blocks are a mix of green (parks) and grey (buildings). In the upper right, a globe sits on a rooftop, casting a shadow. The sky is a clear, pale blue.

Talent

Action

Purpose

WHAT CAN WE DO TO  
HELP OUR STUDENTS  
FIND THEIR ELEMENT?

*“The point at which  
natural talent meets  
personal passion”*

SIR KEN ROBINSON



# Exploring Opportunities



Different interests,  
aptitudes, and abilities  
are celebrated  
and developed

REFLECTING

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Authentic  
Entrepreneurial

Collaborative  
Problem Solving

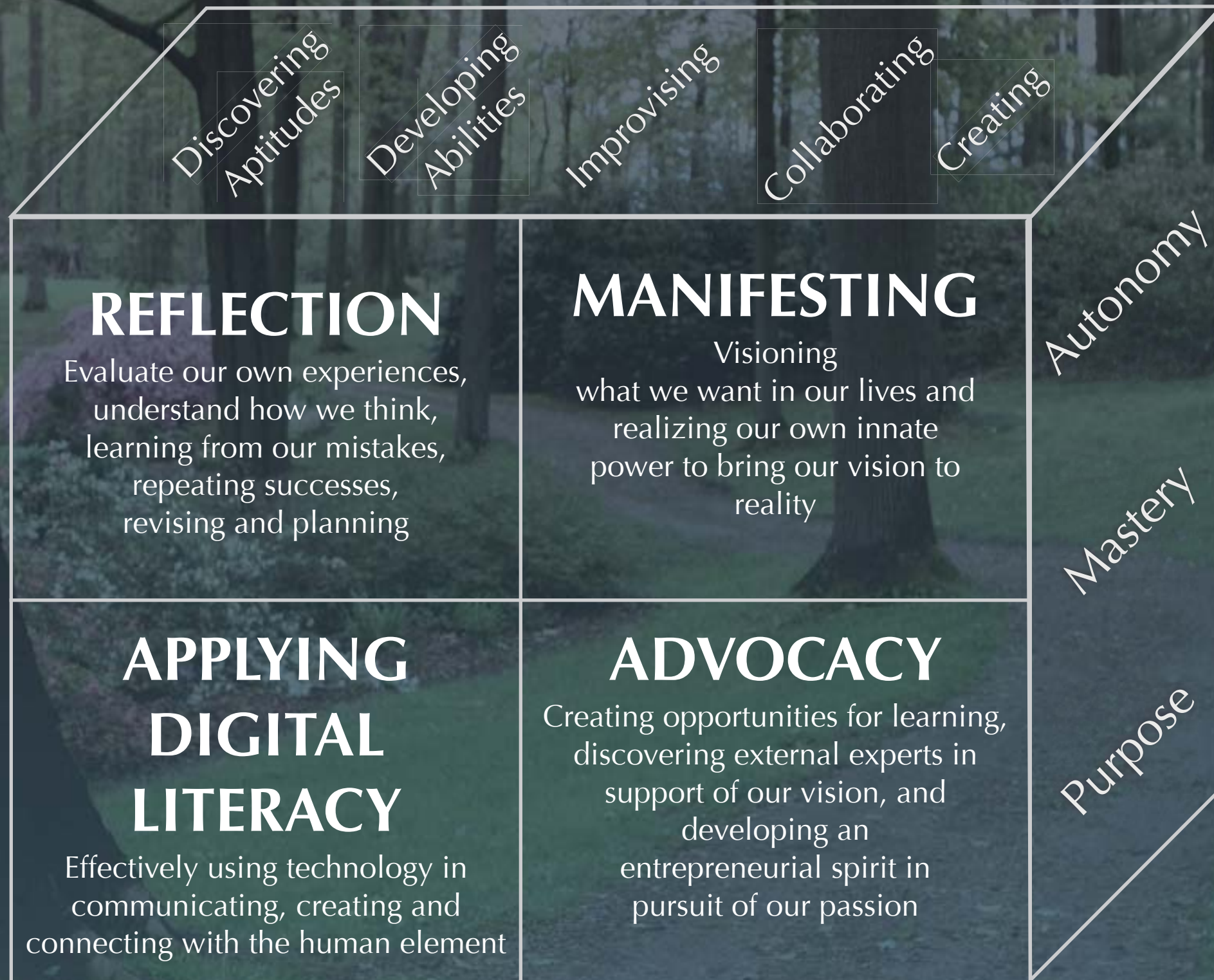
C  
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High Touch/High Tech

High Performance

OWNING YOUR PASSION

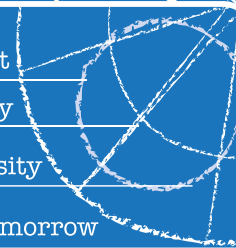
# Living miDream



# IMPACT Conservatory

For Creativity and Innovation

Act for Impact  
Interact with Integrity  
Respect for Diversity  
Educate for Tomorrow



About Us



Parents

Academics



Teachers

Student Life



Business Partners

Unique Features

Community

An alternative to the traditional high school experience

Creativity

Innovation

Develop Talent

Collaboration

“The blueprint to your future”

Click here  
for Contact  
Information

1 Impact Parkway  
Naperville, IL 01871

934-672-2881  
ImpactOne.org

What are the fundamental assumptions driving Impact Conservatory?

What are the opportunities/possibilities you see in Impact Conservatory?



“Over the years I have become convinced that we learn best - and change - from hearing stories that strike a chord within us...Those in leadership positions who do not grasp or use the power of stories risk failure for their companies and for themselves.”

—John Kotter  
Influencer p. 101

## What makes a good story?

- ▶ Use details to create an immersive experience; just ensure the details don't stand out so much that they detract from the story you are trying to tell (Walt Disney)
- ▶ Sharing personal stories makes you feel vulnerable, but it's that vulnerability that resonates with and connects to other people (Sheryl Sandberg, COO of Facebook)
- ▶ Flaws make stories interesting, and more relatable. Don't worry about polishing every little detail (Richard Branson, Virgin Group)
- ▶ Great storytelling brings together a disparate community through shared experience, making one individual feel part of something bigger (Bruce Springsteen)
- ▶ Whether they know it or not, everyone has a story to tell. If you approach conversations with an open mind, you can find those gems and make them interesting (Ellen DeGeneres)
- ▶ Create an experience worth telling if you want your story to spread (Steve Jobs, Apple)

Tell a story to a partner about an experience  
that is especially impactful for you...

Something Unknown

Performed

by

Brady Sanders

Let Dance Empower You

Imagine that you are a ***teacher/team leader*** at Impact Conservatory. You are interviewing a prospective teacher and the candidate asks you, “What is so special about Impact Conservatory, can I really make a difference here?” Tell a story about an impactful moment that you have experienced at Impact Conservatory.

Imagine that you are a ***student*** at Impact Conservatory. You are talking with a prospective student and she asks you, “What is so special about Impact Conservatory? Does being here really make a difference?” Tell a story about an impactful moment that you have experienced at Impact Conservatory.



Who am I?

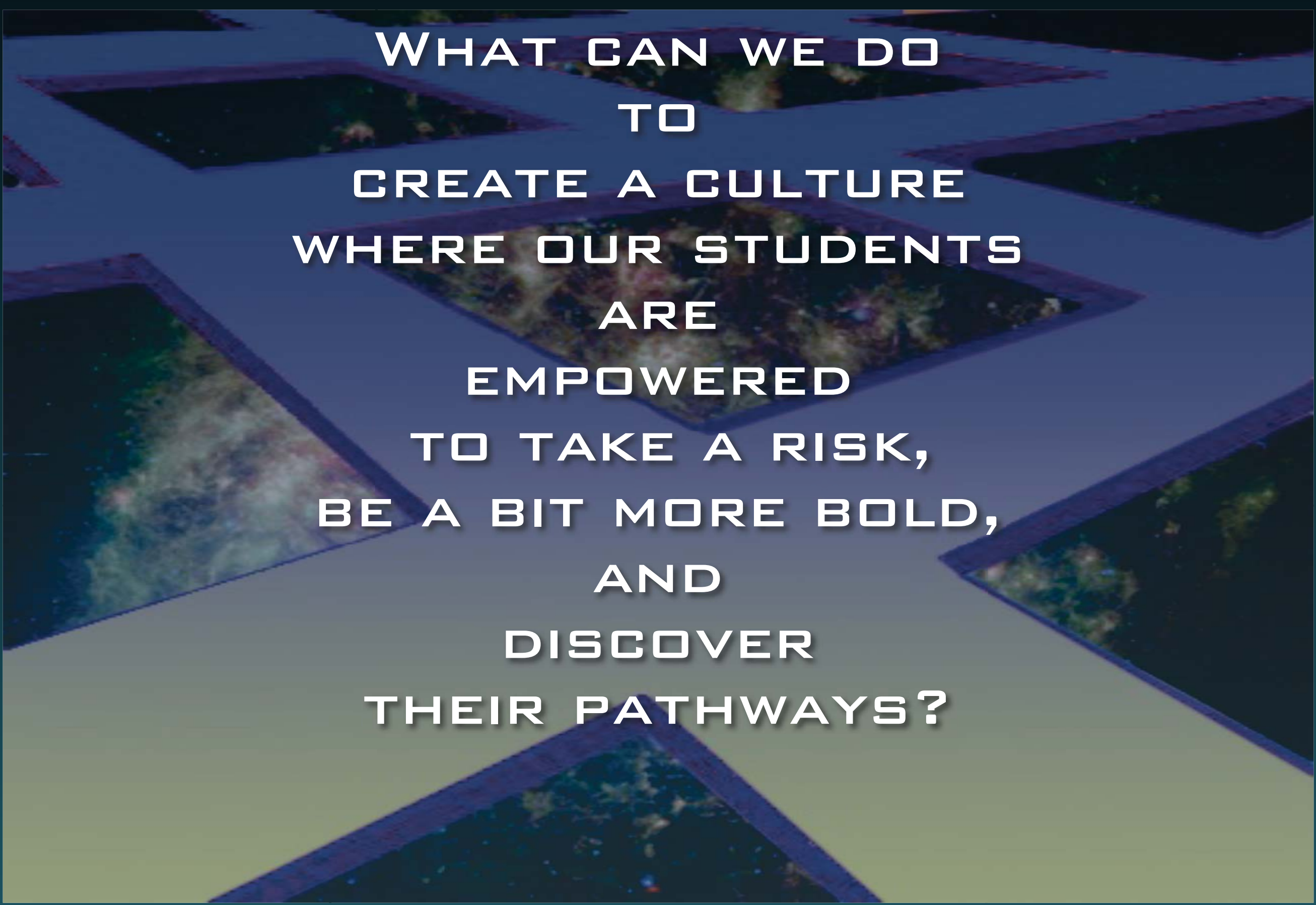
Where do I  
want to go?

How might  
I get there?

What difference  
will I make?

# THE HUMAN ELEMENT





WHAT CAN WE DO  
TO  
CREATE A CULTURE  
WHERE OUR STUDENTS  
ARE  
EMPOWERED  
TO TAKE A RISK,  
BE A BIT MORE BOLD,  
AND  
DISCOVER  
THEIR PATHWAYS?

# TRANSFORMED LEARNING CULTURE

- ▶ FOLLOW THE STUDENT
- ▶ SHIFT GREATER RESPONSIBILITY TO THE LEARNER
- ▶ CULTIVATE THE ENTREPRENEURIAL SPIRIT
- ▶ EXPAND OPPORTUNITIES FOR PERSONAL DEVELOPMENT THROUGH DIVERSE EXPERIENCES IN A REAL-WORLD CONTEXT
- ▶ FLEXIBLE SCHOOL ENVIRONMENT WHERE THE STUDENT AND SCHOOL ADVOCATE FOR PERSONAL DEVELOPMENT
- ▶ STUDENTS ARE CONNECTED WITH ADULTS TO CONSULT WITH



Entrepreneurial

Innovative

Collaborative

Networking with Experts



# OPPORTUNITIES

Developing Empathy



Advocacy

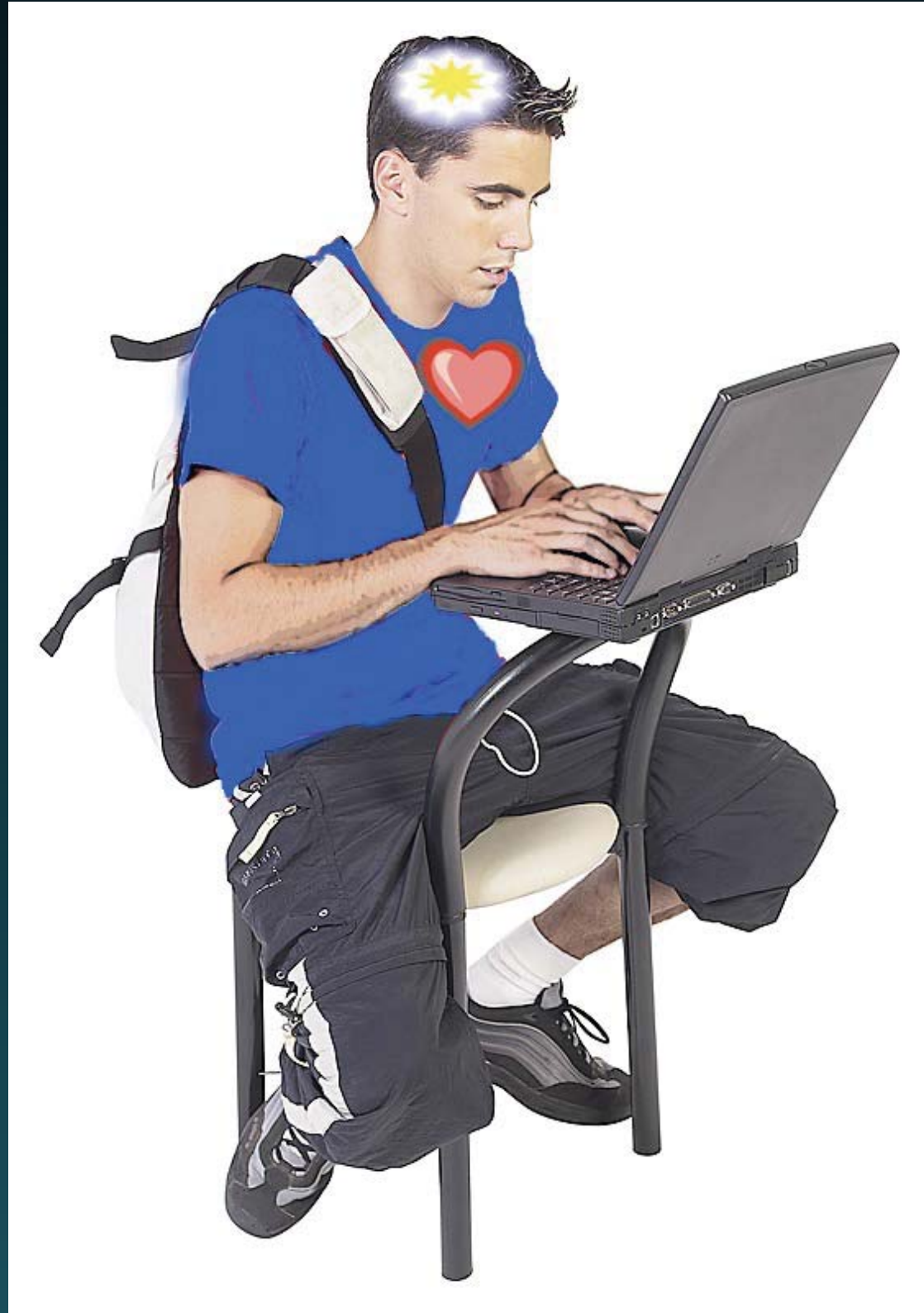
Job Shadowing

Internships

Work-based



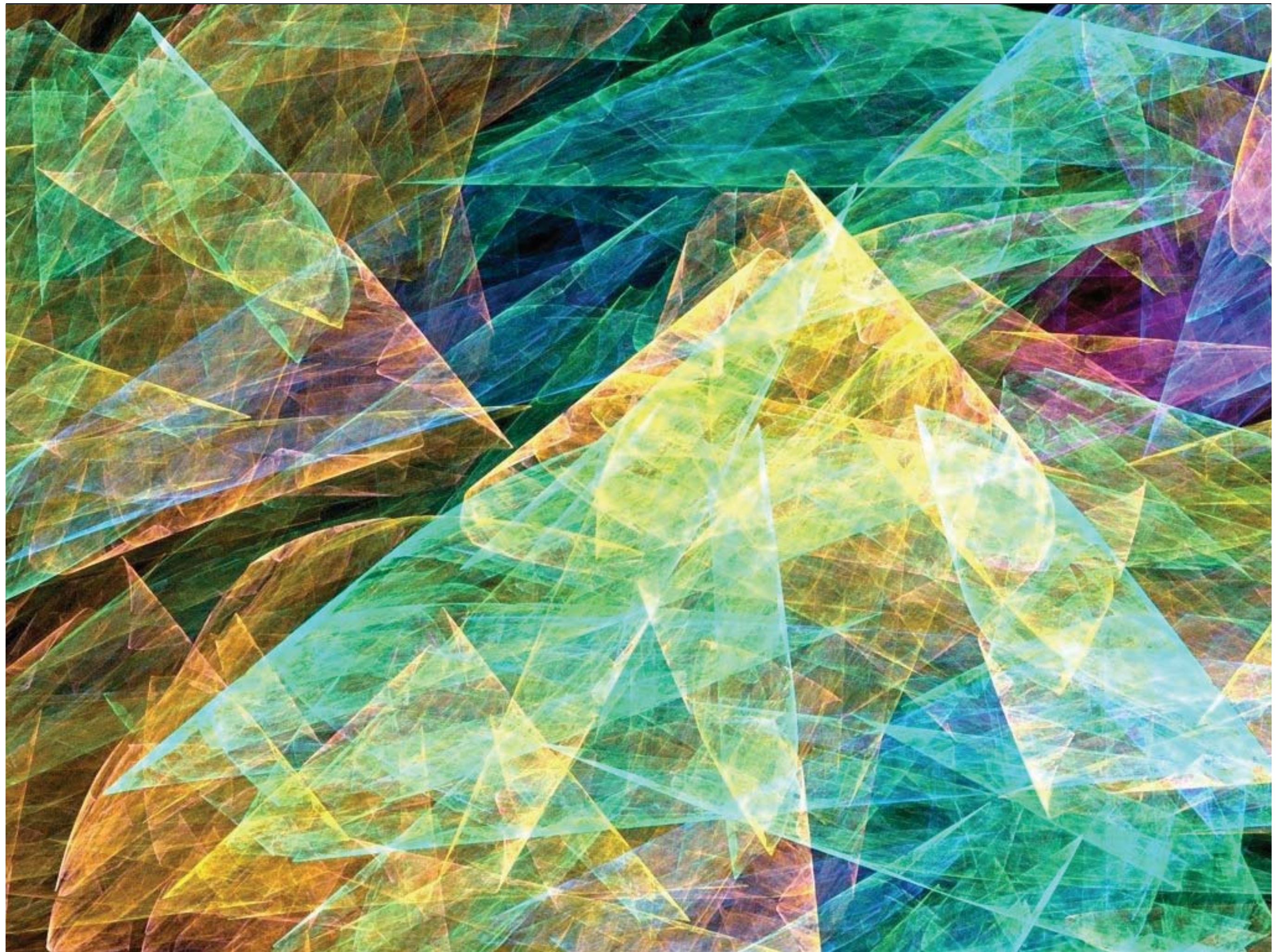
# Connecting...



## Head, Heart, and Hands

- ≡ Career Interests
- ≡ Aptitudes and abilities
- ≡ Programs of Study  
Course Sequences
- ≡ Career Opportunities  
Work-Based Learning
- ≡ Pursuit of Passion

## Preparing for multiple Career Pathways



# SUCCESS

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## IN THE NEW ECONOMY

HOW PROSPERITIVE COLLEGE STUDENTS CAN GET A COMPETITIVE ADVANTAGE

