

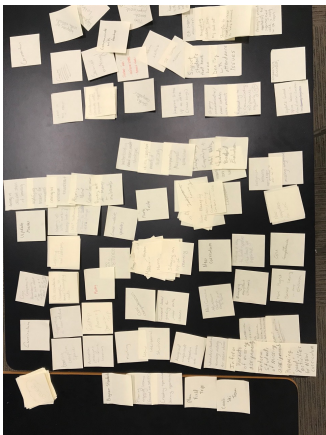
January &
February, 2019

Cultivating Collaborative Culture

Question



Staff sticky notes



What distractors can we remove to reduce our load?

Reduce, Reframe, Remove (*Instructional routine*)

This is a 3-part activity: today going to focus on Reduce - in groups of 3/4

1. Individually record all ministry, district and school initiatives/programs/goals on sticky notes - one per sticky (3 mins)
2. As a group - display all sticky notes- discuss each initiative to develop a shared understanding of how to identify it (immediate, end of school year, next year)
3. Identify, remove duplicates, organize stickers - regroup by immediate, by end of school year, next year

Core goal is to create an educated citizen – sub goals: curriculum (engagement, empowerment, collaboration, innovation & learning); safe environment (diversity, inclusion); connection (relationships)

January / February

- Review current initiatives/programs - only select the ones that support the core goals and place them under the goals
- Review and eliminate those that are not high impact - use a scale 1-5 (most impact on student learning)

February / March

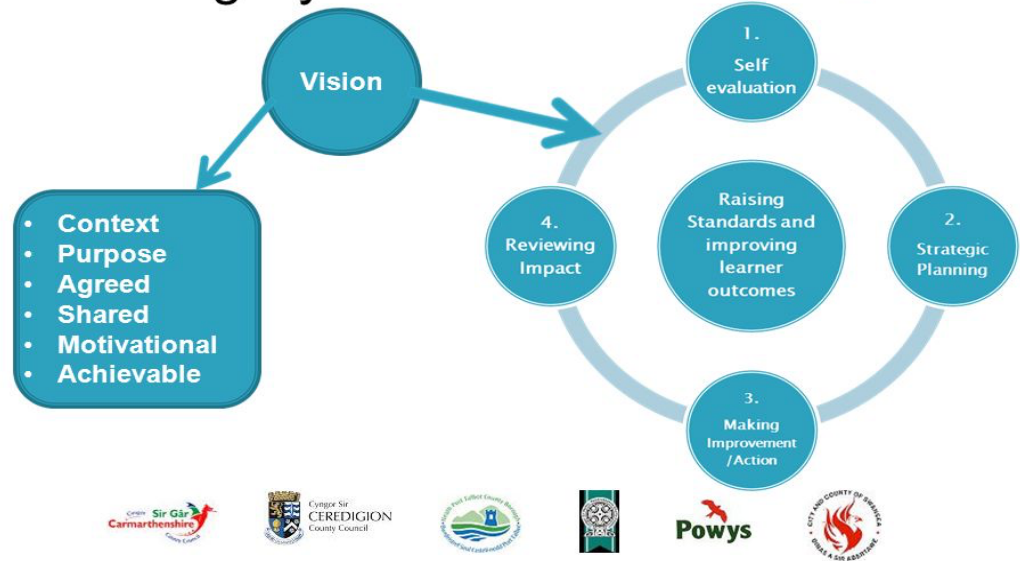
- Create goals 1-2
- Develop a strategy that supports each goal (level 5)

Question

What are some key questions to ask, in order to generate goals?

- Review of where we are in the process & school priorities (Curriculum, Connection, Diversity to support generating goals)

School Development Planning Cycle



Suggested questions to think about while generating goals:

General

If we make this cut, will we still be able to empower our students to learn?

Curriculum

How do we get all students achieving at their capacity?

What are the key concepts we will address in this course/grade level?

What are the key skills we will address in this course/grade level?

What are the priority standards for this course? How will we ensure that these standards are emphasized throughout the year?

Connection

How can we tap into each person's talent at our school?

How can we celebrate the accomplishments of each member, to strengthen the individual and the entire team?

What would it take for us to develop the strongest parent involvement in the history of Seycove?

Diversity

How do we get each individual to give their best?

Are instructional materials and the instructional environment geared for all students?

Has enrollment fluctuated over time in any groups within the school? Is so, do the instructional programs and student services meet the needs of each subgroup?

Coherence: The Right Drivers in Action for Schools, Districts, and Systems (2015). Fullan, M. & Quinn, J. https://michaelfullan.ca/wp-content/uploads/2016/06/15_AU-Workbook-Final.compressed.pdf

Coherence: putting your inner drive into overdrive. (Fullan, 2015 Australia Workshop).

School Improvement Handbook for Principals, Teachers and School Councils. (2002). Educational Improvement Commission <http://www.edu.gov.on.ca/eng/document/reports/sihande.pdf>