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RISC is a non-profit foundation whose goal is to positively impact 1 million students and a thousand school districts



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The Re-Inventing Schools Coalition was formed in 2002 with support from the Bill and Melinda Gates Foundation

The Gates Foundation has supported RISC efforts with 11.5 million dollars



## Parking Lot

+	Δ
<i>Positive comments, “Ah Ha’s”</i>	<i>Things that need to be changed</i>
?	I
<i>Questions?</i>	<i>Specific <b>ideas</b> for Improvement</i>



## Goals: Participants will...

- Understand the RISC Model
- Learn and apply quality tools and processes to create systems of excellence
- **FEEL INSPIRED TO THINK DIFFERENTLY**





## **Code of Cooperation/Conduct**

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- Introduce yourself to the table, by sharing your “brush with fame”
- Find a Recorder, a Runner, an Inspirer, and a Timekeeper
- Determine the characteristics of an effective group and record these.



## **In your groups determine the essential questions for transitioning to a Standards Based System**

- What does a learner-centered classroom look like?
- Where do I start?
- How do I organize my school?
- How do I support my teachers and schools?
- How do I empower teachers when I need to be in control?
- What happens when I don't have the answers?
- How do I support other schools and districts?
- Where can I buy cheap, powerful sedatives?



## Shared Vision Sentences

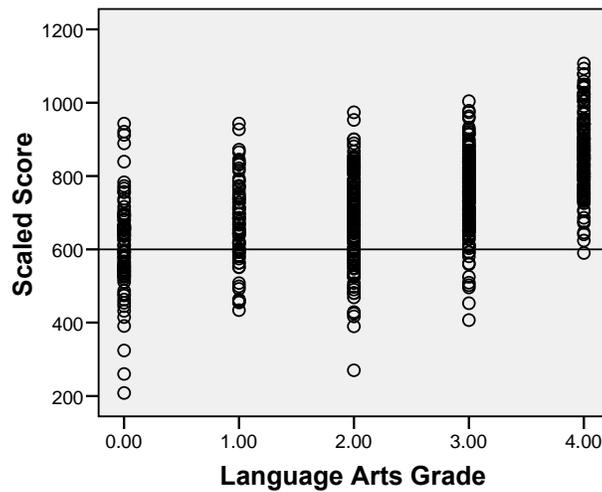
### CRIS Process

How can we capture our journey in the next two days in one sentence?

- Clarify the task
- Reflect and record individually
- Impact on your training
- Share within your group and come up with a group sentence to share out



## Ninth Grade Language Arts





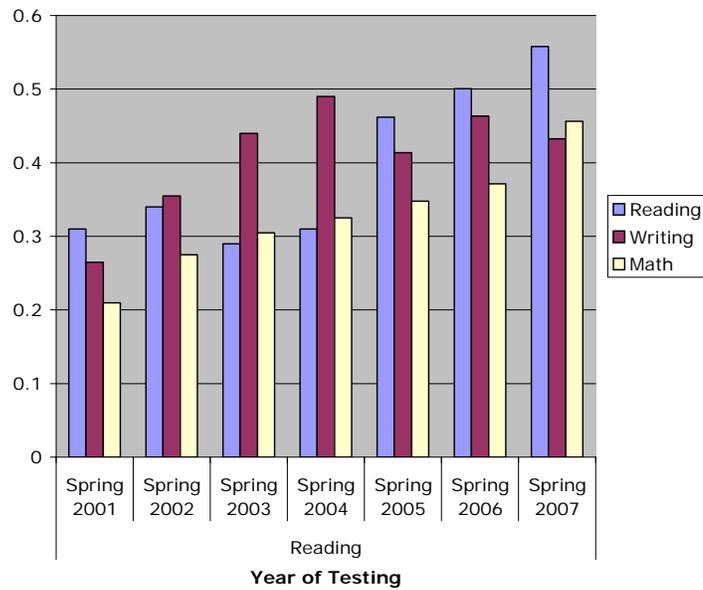
# Chugach School District Standardized Test Scores Comparison

*\*All scores are National Percentile*

CAT Testing	Total Reading	Total Language	Total Math	Total Spelling
1994/1995	28.4%	26.5%	35.6%	22.0%
1995/1996	43.5%	44.2%	54.3%	32.0%
1996/1997	56.0%	50.0%	58.0%	35.0%
1997/1998	62.5%	59.6%	65.8%	46.0%
1998/1999	71.1%	71.9%	78.1%	65.0%

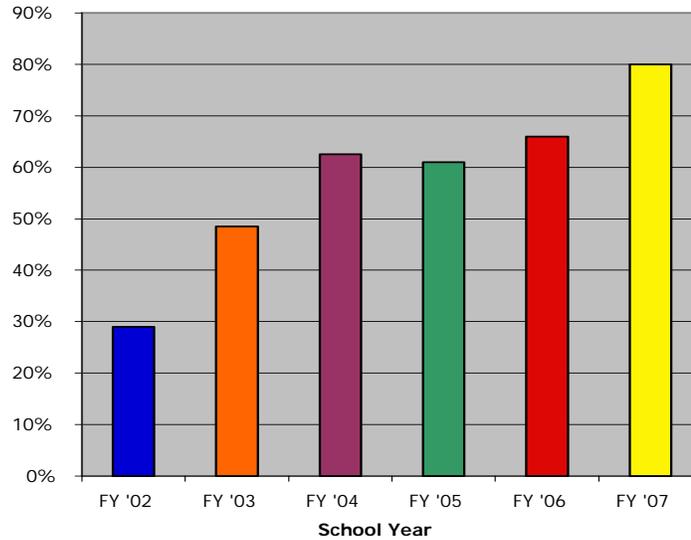


## BSSD SBA Trend Data





### HSGQE PASS RATE FOR BSSD SENIORS



## Factors Influencing Achievement



**School**

1. Guaranteed and Viable Curriculum
2. Challenging Goals and Effective Feedback
3. Parent and Community Involvement
4. Safe and Orderly Environment
5. Collegiality and Professionalism



**Teacher**

6. Instructional Strategies
7. Classroom Management
8. Classroom Curriculum Design

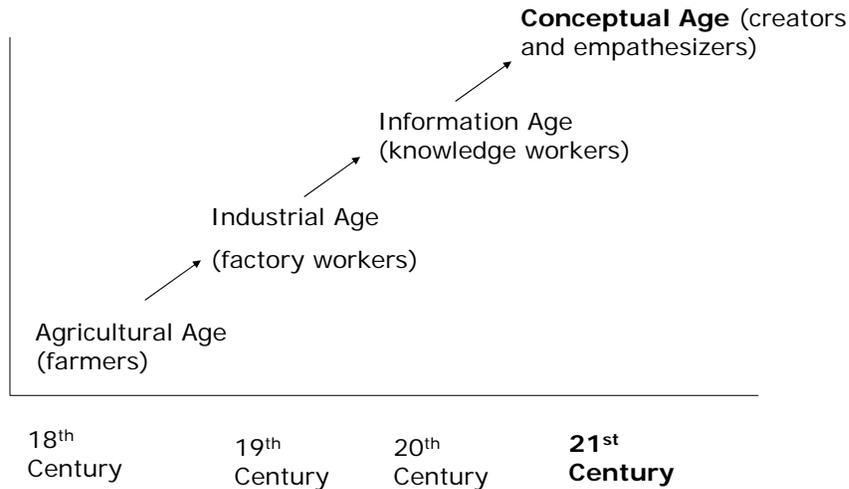


**Student**

9. Home Environment
10. Learning Intelligence/ Background Knowledge
11. Motivation

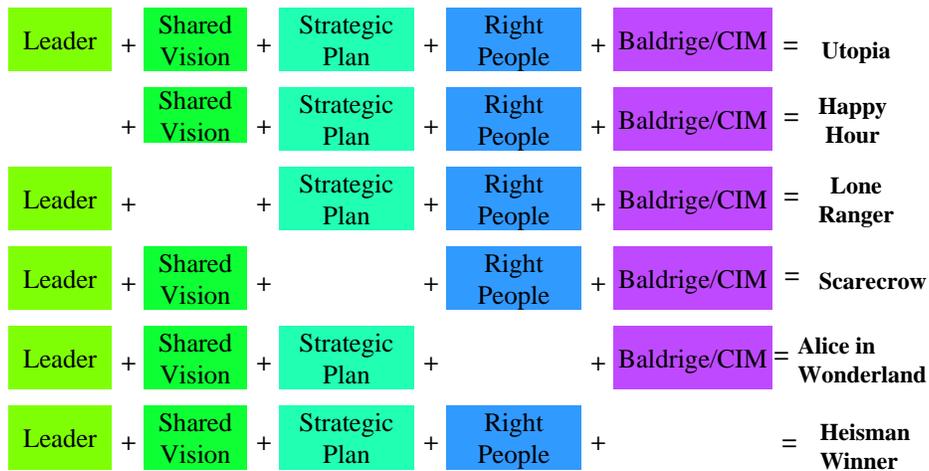


## 21<sup>st</sup> Century Projections from Daniel Pink



## Managing Effective Change

Richard DeLorenzo





## Overview of the RISC Model

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- **Shared Vision**  
Stakeholders drive systemic change
- **Leadership**  
All stakeholders develop leadership capacity
- **Standards-Based Design**  
Standards-Instruction-Assessment-Reporting  
Learning is the constant, time is the variable
- **Continuous Improvement**  
Refine processes that foster excellence



## RISC Model

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### Shared Vision

Leadership

Standards-Based Design

Continuous Improvement



## Guiding Questions

What is a Shared Vision?

Why have a Shared Vision?

Who is involved in the Shared Vision?

How and when is a Shared Vision created?



## What is a Shared Vision?

*Think-Pair-Share*

- Reflect Individually
- Discuss
- Share with a partner





## **What is a Shared Vision?**

- Gather input from **all** stakeholders
- Series of **meetings** and **processes** to hear everyone's voice
- District, school, and classroom level

**The ultimate goal of change  
is when people see  
themselves as shareholders  
with a stake in the success  
of the system as whole.**

*-Michael Fullan*



## The Five Whys Process

### Why is Shared Vision Important?

WHY

WHY

WHY

WHY

WHY?



## Clock Activity

A tool that allows people to network with others

- Draw a **clock** on a sheet of paper
- Label **1-12** o'clock
- Set up appointments with your colleagues for 12, 3, 6, and 9. (four appointments)





## **Clock Activity**

### **9:00 appointment**



**What do you want most for your students?**

**What data is needed to determine success?**



## **A Process**

*Creating a Shared Vision that reflects all stakeholders*

- Ask the important questions
- Take the time to educate stakeholders
- Survey the interest, support and willingness



## Important Sample Questions

1. According to current test scores how are our students doing?
2. What happens to our students once they leave our K-12 system?
3. What will students need to know in the 21st century?
4. If needed, how do we change our current system to meet the needs of all students?



## Skills Desired by Fortune 500 Companies

### *In order of Importance*

- Teamwork
- Problem Solving
- Interpersonal Skills
- Oral Communications
- Listening
- Personal/Career Development
- Creative Thinking
- Leadership
- Goal Setting/Motivation
- Writing
- Organizational Effectiveness
- Computation
- Reading



## Creating a Shared Vision *Example*



**What skills do our kids need for the 21<sup>st</sup> century?**

**A Brainstorming Technique:**

*Go around the room and every person has the floor to speak*



## Shared Vision Defined

- A statement followed by goals created by gathering input from all stakeholders to help our schools be more focused in helping children reach their goals.



## **Shared Vision The Big Ideas**

- A shared vision is a guide to ongoing work.
- It allows us to set goals and monitor progress.
- It creates common understandings among stakeholders.
- It allows us to see the big picture and focus on continuous improvement.



## **Shared Vision Sample Leading Questions**

- What is a shared vision?
- What is your organization's shared vision?
- What is your school's shared vision?
- What is your class's shared vision?
- Why do we need it in our class/schools?
- What does it look like?
- What should be our first step?
- What are some tools to help us?
- What about classroom procedure and processes?
- How do we measure and report it?

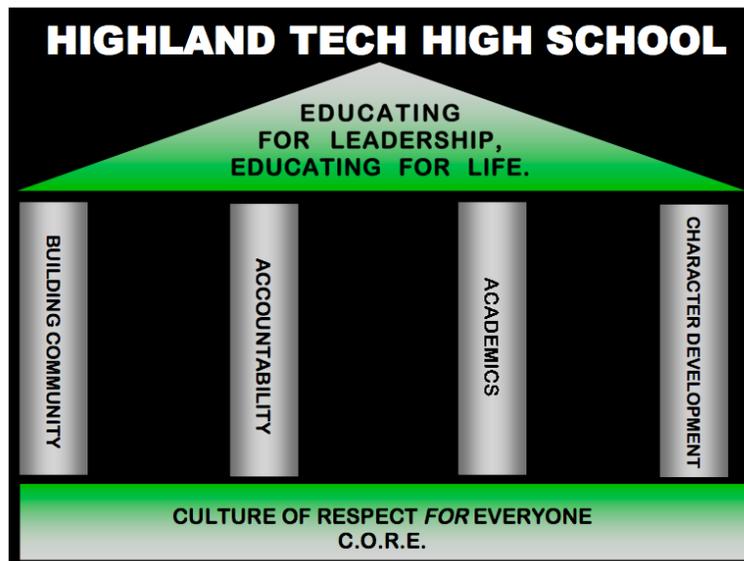


## Highland Tech High's Shared Vision Process

- What does an ideal school sound like, look like and feel like?
- What does a great day look like?
- What would students, teachers, parents and community members say about this school?



## HTH Shared Vision and Focus Areas





## District Adams 50 Vision

- ***Creating a learner ready for the 21<sup>st</sup> century***
- ***Create a student who has inquiry and a love of learning***
- ***Celebrate and embrace our diverse community***
- ***Be a lighthouse for other districts***



## SHARED VISION FOR THE isc

### ISC Sample Shared Vision

TO ASSIST STUDENTS IN LEARNING PERSONAL AND SOCIAL SKILLS TO BE SUCCESSFUL IN SCHOOL, AT HOME, AND IN THE COMMUNITY.

Building a community of SAFETY + RESPECT

Meeting the MENTAL HEALTH, ACADEMIC, and SOCIAL NEEDS of the students

Teaching + building HEALTHY RELATIONSHIPS

Ensuring academic GROWTH

Promoting a foundation of STUDENT MOTIVATION, PERSONAL SUCCESS, TRANSITION and GROWTH



## What do you need to know to develop a Shared Vision to develop one in the classroom?



### Designing Questions

Possible Questions to Use:

- What makes a great Learner-Centered teacher?
- What makes a 21st Century student?
- What does an Performance-Based classroom sound like, feel like, and look like?

Turn to a partner and write down or come up with 2-3 more.



## Affinity Diagram *to create focus areas*

- Break into small groups, brainstorming answers to the questions. No talking, only writing!
- Categorize sticky notes into 5-7 areas
- Make headers on chart paper and place sticky notes under them
- ***Power vote***



## Categorize & Prioritize

- Power-voting
- Using colored dots, vote for your priority areas
- Each dot represents one vote. You can use all dots on one area, or spread them out
- The area with the most dots becomes the first area of focus



## Set Goals and Cycle Times

- The vision takes time. It isn't something that you can complete quickly
- Set up times during the day to work on your vision
- The vision is a living document that is kept alive through goal setting and revisiting it
- Turn to your right and talk about the importance of a "vision" and why they are important



## Classroom Level: Shared Vision

- Building Shared Vision at a classroom level:
- Tools:
  - *Affinity Diagram*
  - The Five Whys
  - Plus/Delta
  - Bone Diagram
  - Consensogram
  - PDCA template



## At the Classroom Level

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Class Vision: “A safe learning community where we are responsible for our learning and actions”.

So now what?



## Code of Conduct in the Classroom

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- Determine the school’s shared vision and bring it down to the classroom level
- Determine with students what it looks like in the classroom
- Affinity diagram to brainstorm sort and prioritize needs
- PDCA on top 3-5 items
- Determine your classroom Code of Conduct (delivery mechanism)
- Layout processes and procedure





## **Code of Conduct in the Classroom**

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- What does it look like to work in a whole group?
- What does it look like to work with a partner?
- What does it look like to work in a small group?



## **Code of Conduct in the Classroom**

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- What does it look like to work individually?
- What does it look like when we leave the room during our class period?
- What does it look like when we have visitors in the room?
- What does it look like when we walk around the room when others are working?



## Factors Influencing Achievement



**School**

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## RISC Model

Shared Vision

### **Leadership**

Standards-Based Design

Continuous Improvement



## Guiding Questions

**What are some tools to help us become more effective leaders?**

**Why is it important build leadership capacity in all stakeholders?**

**What are ways that we can assess and build leadership at all levels?**





*“As far as I can tell, the Re-Inventing Schools Model, as implemented by Chugach and other districts in Alaska involved with RISC is the most comprehensive and well articulated approach to standards-based reform in the entire country”*

**Dr. Robert Marzano**



Everyone is a leader  
because everyone  
influences someone. Not  
everyone will become a  
great leader, but everyone  
can become a better leader.

*Student Bering Strait School District*



## Leadership for Incremental Change

### First order change

- Emphasize relationships
- Establish strong lines of communication
- Be an advocate for the school
- Provide resources
- Maintain visibility
- Protect teachers from distractions
- Create culture of collaboration
- Look for and celebrate successes

### Second order change

- Shake up the status quo
- Expect some things to seem worse
- Propose new ideas
- Operate from strong beliefs
- Tolerate ambiguity and dissent
- Talk research and theory
- Create explicit goals for change
- Define success in terms of goals

Marzano-2006



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*In order of Importance*

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- Reading



## Affinity Chart

**What are the characteristics of quality leaders?**

1. Individually brainstorm a list on sticky notes
2. As a group organize the sticky notes into like categories
3. Label each group (vision, morals, etc.)
4. Share back with the rest of the group



**How do you define leadership at the classroom level?**



**TOOL: AFFINITY DIAGRAM**



## How do you build leadership capacity in the RISC model?

Useful tools:



- Affinity Diagram
- Five Whys
- Flow Chart
- PDCA
- Rubrics



## Clock Activity 6:00 appointment



**How do you measure and evaluate leadership capacity at the classroom level?**



## What does this look like for students?



## Student Leadership

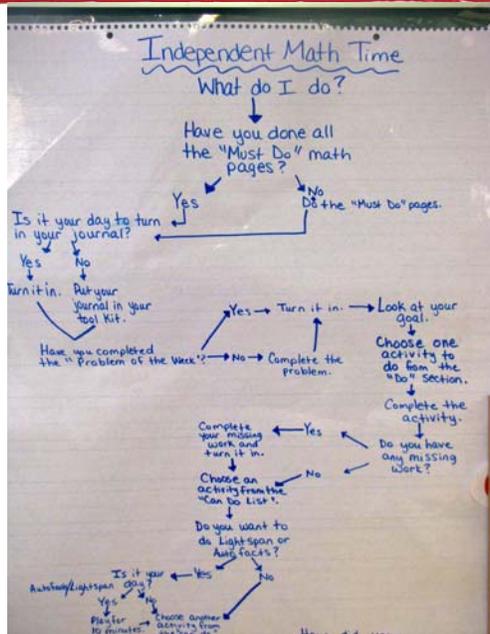
- Leadership classes
- Personal Social Standards
- Tools (PLPs, goal setting)
- CORE court
- Expert Groups
- Principals cabinet
- Flow charts



## Leadership in a Kindergarten Classroom



## Flowchart





## Guiding Questions

**What are some tools to help us become more effective leaders?**

**Why is it important build leadership capacity in all stakeholders?**

**What are ways that we can assess and build leadership at all levels?**



**"Doing the right things in the right ways."**



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[www.reinventingschools.org](http://www.reinventingschools.org)



## Group Roles

**Facilitator**  
**Recorder**  
**Timekeeper**  
**Reporter**  
**Team Members**



## Consensogram

*How committed are you to being here?*

- A **tool** that provides a quick assessment on how people feel about an issue
- Use sticky notes with no names to be more authentic
- Determine what we want to measure (How committed are folks to being here?)
- Discuss how this can set the tone for the training (moral purpose, burning issues etc.)

