How to create a culture of Innovation
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Who am I?

www.discoveredconsulting.com
Overview

1. How to lay the foundation for risk taking and trust.
2. What innovation really is, and teachers’ perspectives on it.
3. How to get teacher buy-in.
4. Why you are struggling with accountability.
5. How to become aware of how you are showing up as a leader.
Thoughts to ponder

- You want a school where teachers
  - Think
  - Challenge themselves
  - Do their best
  - Take risks
  - Learn from mistakes
  - Are you admitting and sharing mistakes?
  - Are you taking risks?

Innovation and Risk taking

- Teachers place safe bets because of FEAR!
- This is the #1 drive for teachers not being creative
- Not taking initiative
- Ownership
- Not sharing during teacher meetings
- They are placing safe bets
Innovation = safety

1. What's the antidote to safety —-- FEAR!
2. So how do we create a safe place?
3. You make it OK for teachers to fail.
4. They need to know that mistakes are part of the learning process and they are striving for excellence NOT perfection.

Do you have an AVOID ERRORS school or an ACHIEVE EXCELLENCE school?

Exercise

1. Fill in the blank
2. "I'll know that we achieved (this cultural change) if I saw my teachers doing (fill in the blank)"
“I’ll know that we achieved a culture of creativity if EVERY teacher shared at least one new creative idea during our brainstorming curriculum meetings.”

Ask your teachers what do they think an improved culture would look like?

FAILURE?

What does the word failure mean to the teachers?

Post in the chat box - what it means to you

Fail Forward

Creating an opportunity for teachers to fail at something every week.

Where will they share it?

How will you recognize staff who tried something knew?

Do you only recognize the staff who do every thing in their lesson plan?
Every Tuesday is Fail Forward
Teachers need to try something new
maybe they open the sensory bin for 10 minutes today.

Teacher Buy-in
Teacher buy-in is really alignment
we want our teacher to be in alignment with our school vision.
The question is are you aligned with it? FOR REAL?
Buy-in happens when you CO-CREATE your culture and environment.

What typically happens
These are my ideas
I think this is the smart way to do it
“What do you think?”
You've biased the room! Nobody will DARE share their ideas.
You just said what you think is the smart way to do it.
If they say something else - they will be stupid
If I take this action I may step on someone’s toes
Or I might get it wrong
If I get it wrong, I could hurt the company
If I hurt the company, I might lose my job
If I lose my job, I might be out of work for 6 months
then I won’t be able to pay my mortgage
I’ll have to move out
my relationship with my spouse will suffer
you know, I’ll just do as I’m told….
(excerpt from the culture blueprint)

Short early convos

• What is the progress on this project?
• Listen, unless they ask for feedback, RESIST the urge to give it.
• How will you finish this project, by this date, with these available resources?
  (Team building exercise - giving a project, a due date, and certain resources - How will they work together?)

Strategies

• Teacher should always ask at least 1 other teacher for support before coming to you.
• Give backup - don’t wait for her to fail
• Ask her how can you support her
• Invest in her first
• Accountability and ownership is a DAILY PRACTICE - you are constantly doing this.
Your Action steps

1. Choose your 1 goal
2. How will you break it down into 3 specific action steps you can do starting tomorrow?

Get the School Culture Model workbook