

How to create a culture of Innovation

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Who am I?

Preschool of the Arts
AT THE CENTER FOR UTMUM DISCOVERY

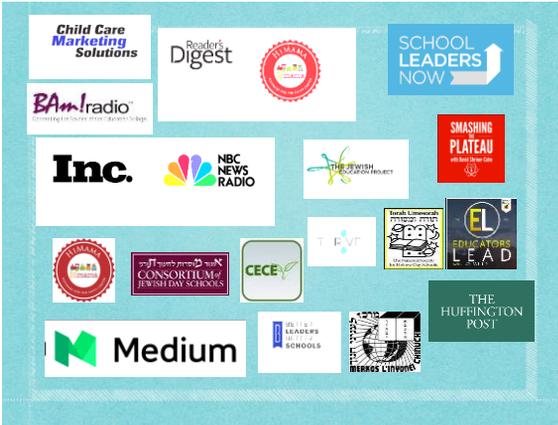
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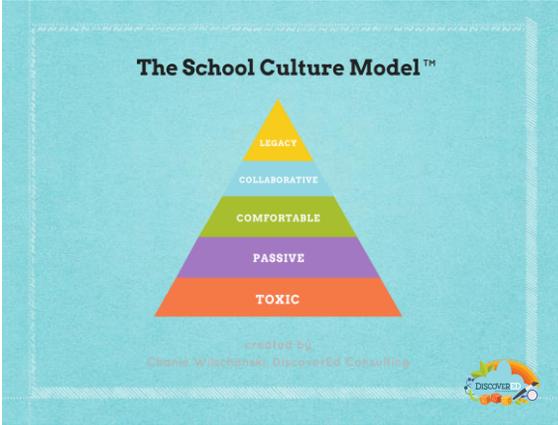




Overview

- › 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

- › What's the antidote to safety — FEAR!
- › So how do we create a safe place?
- › You make it OK for teachers to fail.
- › 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

- › Fill in the blank
- › "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 new?

› Do you only recognize the staff who do everything in their lesson plan?



EXAMPLE

- › 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 someones toes*
- › *Or I might get it wrong*
- › *If I get it wrong, I could hurt the company*
- › *If I hurt the company, I might loose my job*
- › *If I loose my job, I might be out if work for 6 months*
- › *then I wont 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

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



The School Culture Model™



Get the School Culture Model workbook

<https://bit.ly/2l878LV>
