

# School of Excellence Ripple Effect



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## Who am I?



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## My Journey

Preschool of the Arts  
AT THE CENTER FOR LEARNING DISCOVERY

MERCY COLLEGE



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I am dedicated to serving school leaders  
who are on their pathway to excellence  
build collaborative cultures and high  
performing teams!

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*When I was a young man, I wanted to change the world  
When I couldn't change the world, I tried to change my  
nation  
When I couldn't change my nation, I tried to change my  
town  
But I couldn't change the town, so I tried to change my  
family  
  
Now I realize that the only thing I can change is myself  
If long ago I had changed myself, I could have changed  
my family  
My family could have changed our town  
Our town could have changed the nation  
And then I could have indeed change the world*

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# Today's Lesson

♦ What CAN I do everyday in my school  
to create the change and ripple effect  
that I want to see?

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“The school culture is an EFFECT of the leaders behaviors, action, routines and habits”

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What do you want in your school?  
  
SEE, HEAR, FEEL

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# 3 problems

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## Problem #1

Everyone  
wants a  
piece of  
you



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## Problem #2

No  
Accountability



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### Problem #3

Parents don't value the work you do



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## 3 TRUTHS

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### TRUTH #1

HOPE is NOT a strategy!



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## TRUTH #2

Every hour spent fielding interruptions is liability!



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## TRUTH #3

Every hour spent planning is money in the bank!



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HOW she did it? Ronnie Nelson  
(Owner of 4 locations in Utah)



- "We've had our most productive year ever and SAVED thousands of dollars because we mapped out our strategies!"

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# BREAK DOWN

- ✦ Every minute spent planning SAVES 12 minutes on average
- ✦ If you spend 30 minutes planning, strategizing and staging the week – you SAVE 6 HOURS!

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# ROUTINES

- ✦ Routines FUEL the future that you want

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# Are you in the mood?



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# Close your door!

- ✦ Focused time to work on the MIA
- ✦ MOST IMPORTANT ACTION

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I'm designing a School of Excellence

Please come back at .....

Only knock if:

- The building is burning
- You just called 911 for a child

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# Daily door time

- ✦ When are you available?



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Melissa Alvarado  
Director at New Wonders



- “Closing my door was the BEST thing I did. Retention improved, culture is better, morale is high and I’m happier because I get work done!”

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## Routines for staff

- ✦ SYSTEM
- ✦ ENVIRONMENT
- ✦ HABITS

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## SYSTEM

- ✦ Stop trying random tactics
- ✦ You need a system



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# Environment

1. How do I set the place up so that staff automatically do this?



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# Conversation starter

1. 1. Tell me more about what you are doing at the stove
2. 2. What do you predict will happen?
3. 3. What would happen if...?
4. 4. How might you use the ...?
5. 5. Why did that happen like that?

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# Routines

What can you do everyday that takes less than 5 minutes that would have a dramatic impact on your school culture?

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# Quick win

- ♦ Choose 1 time of day tomorrow that when a teacher comes to talk, you will
- 1. Close ALL distractions, put your phone down
- 2. Make eye contact
- 3. Clear your head from the chatter
- 4. LISTEN, Don't FIX the problem
- 5. "Seek first to understand, then be understood" Steven Covey

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# EC Summit of Excellence

*Ripple Effect*



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