

Better Together
"Make Tiny Changes To Earth"

Building and Leading the Systems of Multi-Tiered Systems of Support (MTSS)
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Our Work–Essential Question

How do we wrap our arms around our kids and provide the safety net that can help all kids to be successful?

... It's About A Mindset ...

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Essential Question

How do we wrap our arms around our kids and provide the safety net that can help all kids to be successful?

Culture
Systems
Leadership

... It's About A Mindset ...

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- Which needs the most attention in your organization right now, your culture, systems, or leadership?
- As a leader, where do you have the greatest influence? How much?

Free Write




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**Where am I now as an instructional leader?
Where do I wish to be?**

- What must I start to do/continue to do/stop doing right now to become the instructional leader I wish to be.

Focus Questions For the Day



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What breaks your heart?

- About kids?
- About the world kids live in today?
- About your school community?

... Take a Stand, Share ...



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<p>Glaser</p> <ul style="list-style-type: none"> • Power • Fun • Freedom • Love/Belonging • Survival 	<p>Maslow</p> <ul style="list-style-type: none"> • Self-Actualization • Esteem • Love/Belonging • Safety • Physiological 	<p>SCARF Model</p> <ul style="list-style-type: none"> • Status • Certainty • Autonomy • Relatedness • Fairness
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- An open-ended search for novelty rather than a driven pursuit of certainty.
- An ability to ask, "What if?" in a world that was already asking, "What if?"
 - What gets done in a world driven by adventure?
 - What gets done in one driven by anxiety?

Freedom to Fail




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Within your classroom, building, organization, what must you do to:

- Reduce anxiety?
- Provide an environment of exploration, where people can take risks and where people can fail forward?

Freedom to Fail



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The characteristics of chronically anxious families:

- Reactivity
- Herding
- Blame Displacement
- Quick-Fix Mindset
- Lack of Differentiation in Leadership

Freedom to Fail—Edwin Friedman



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Where is anxiety most pervasive in my classroom/building/organization?

Culture

Systems

Leadership

Failure of Nerve




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Culture is about permission.

It has to do with what's acceptable and what is not, and who says so.

CULTURE



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Measuring Social Capital

- Subjective Trust
- Relational Cohesiveness
- Perceptions of Self-Worth
- Self Predictions for Future Engagement

Social Capital



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**In Your School,
Does All Mean All?**

... It's About A Mindset ...




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**My students
My colleagues
My school culture**

... It's About A Mindset ...




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The capacity to be aware of, control, and express one's emotions, and to handle interpersonal relationships judiciously and empathetically.

Emotional intelligence is the key to both personal and professional success.

Emotional Intelligence



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Achievement Gap
Expectation Gap
Opportunity Gap

... It's About A Mindset ...



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Mistakes = opportunities to learn		Threats to grade/career
Can take risks and fail		Don't rock the boat
Speak your mind	Vs.	Keep it to yourself
Openly share struggles		Only tout your strengths
Trust in team and leaders		Fear, distrust
Sticking out your neck		Having your head chopped off

A Learning Organization Mindset




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Reflection

What are some of the **systems** in your classroom/building/organization?
 How does your **culture** influence each **system**?

... It's About A Mindset ... 


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The conditions that support learning and development are the same at each level of the organization:
classroom, team, school, organization


• The fundamental organization design problems in a classroom are exactly the same problems we need to solve in our schools

Family Success 

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- **Transparency of practice**—all knowledge is public
- **Effective group practice**—real “team,” clear purpose, strong norms, resources, access to expert coaching, **outliers are not ostracized**
- **Growth is driven by a developmental mindset**—about growth, effort, and persistence over ability
 - Clear, detailed feedback
 - Lateral accountability

Conditions for Family Success 


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Six Ways Teachers Understand Student Engagement (Kristy Cooper)

- Behaving
- Enjoying
- Being Motivated
- Thinking
- Seeking Purpose
- Owning

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- Why do we assume kids know how to behave?
- Why do we assume that they know our expectations for behaviors?
- Why do we assume our expectations for student behavior are correct?

Systems of Support



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**Behavior
Consequences
Punishment
Trauma
Resilience**

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**WHO MAKES THE LIST OF
THE FIVE MOST INFLUENTIAL
PEOPLE IN YOUR LIFE?**



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Beyond You
Leadership:
Your leadership →
Friends → Peers →
Family → Community
→ Country



Why Better Together?




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Why is it so hard to admit something isn't working?

- Pride
- Stubbornness
- Fear
- Things don't seem broken
- What else?

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- What can you do within your area of influence to help your students and staff generate a stronger perception of their own self-worth?
- As a leader, where can you enhance the social capital within your organization?

Second Break Break



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The three essential characteristics for an enduring society:

- Cooperation
- Cohesiveness
- Altruism

These characteristics are made possible by the development of our ability to regulate our instincts rather than let them drive us automatically.

Social Capital



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Motivation

- Autonomy
- Mastery
- Purpose



Daniel Pink -- Drive




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Who decides what is our truth?

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