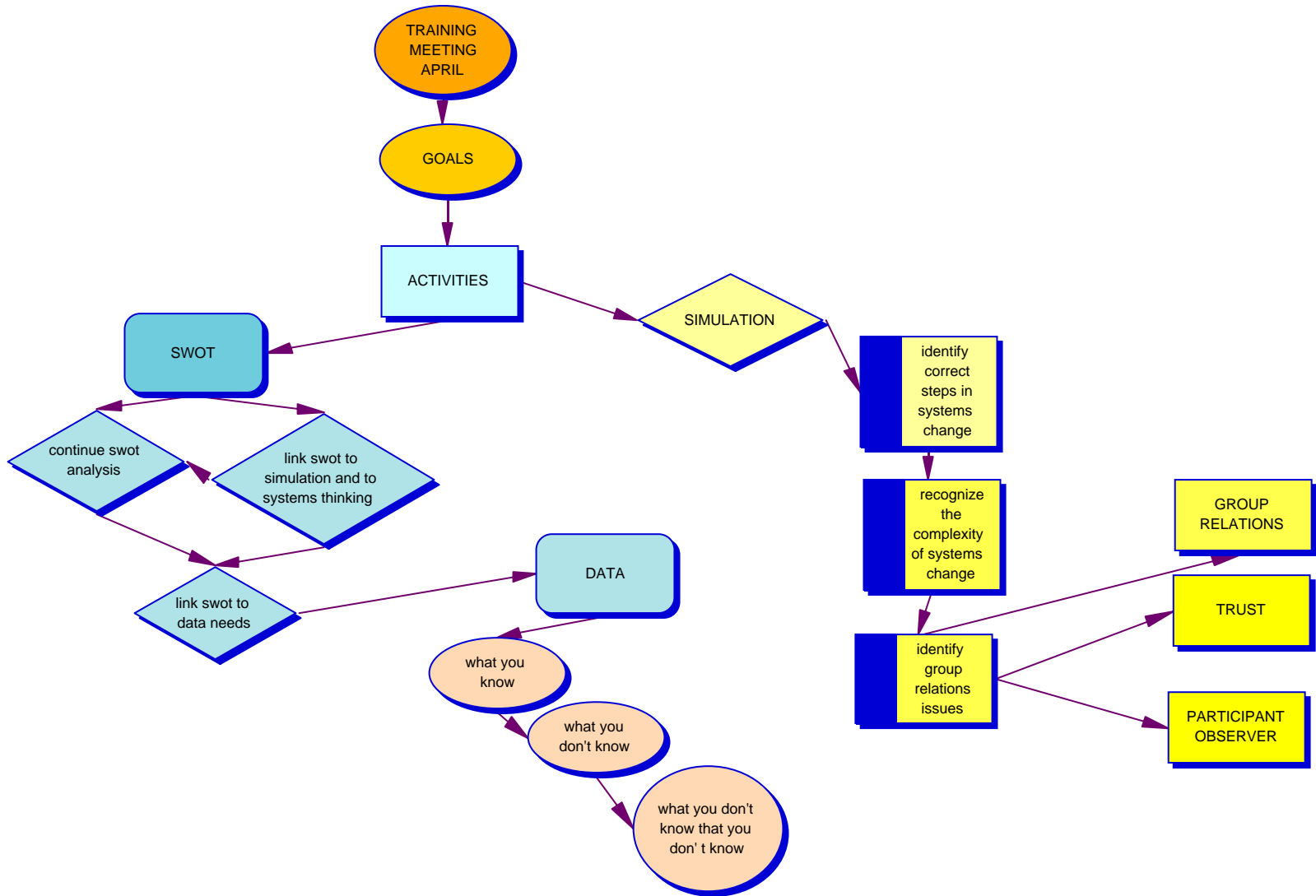


We have met the future and it is US!

Get Ready to have your hair

hurt





OVERVIEW



Veryfine School District

- Seeks to improve all aspects of its capacity to educate its students
- You need to
 - Consider your stakeholders
 - Consider your choices / decisions
 - Use consensus to make a choice and to decide who should be included
 - Recognize the consequences of your choice
 - Make new choices in light of the results
 - PDSA
 - To move across the 5 stages of development

Recognize Dimensions of Systems Thinking

- Learning Organization – Peter Senge
- An “institution” that can sustain itself practices five disciplines
 - Has an open and conscious shared vision and mission among all its stakeholders - **SHARED VISION** 
 - Recognizes its positive and its negative **Mental Models** 
 - Encourages its stakeholders to grow and master new skills **PERSONAL MASTERY** 
 - Knows how to work together **TEAM LEARNING** 
 - Recognizes and can predict how the sub- systems that comprise the whole affect each other. **SYSTEMS THINKING**



To What Extent does your SWOT Analysis

- Represent aspects of the Five Disciplines?
 - Systems Thinking
 - Mental Models
 - Shared Vision
 - Personal Mastery
 - Team Learning

BRIDGEHAMPTON'S
STRENGTHS
WEAKNESSES
OPPORTUNITIES
THREATS
SWOT

Strengths

Small Class Size
Small
Individual Focus
Safe Nurturing Environment
Abundance of Materials
Teacher Commitment
Family Feel
Staff Consistency and Qualifications
Student Talents
Intra-Teacher Communication
Technology Resources

Weaknesses

SIZE
LACK OF DIVERSITY
LACK OF HOME SUPPORT RELATED TO VALUE OF EDUCATION
Space & Facilities
Lack of Real World Experiences for Students
Scheduling limits opportunities to get all that we want to give them
Perception of mistrust between staff and administration
Sense of concern over community support
Socialization of the Kids

Opportunities

ONLINE ASSIGNMENTS
INCREASE OFFERINGS
BUSINESS LINKS
Capacity to be Creative
Little Competitive Structure
Collaboration between Neighboring Districts

Threats

CHARTER SCHOOLS
PRIVATE SCHOOLS
CULTURE SHOCK!
NCLB & Testing
Political Climate
Socio-Economic Status
Statistical Inaccuracies



STRENGTHS OF BHS – HOW AND WHY

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Small
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WEAKNESSES OF BHS – HOW AND WHY

SIZE

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**LACK OF HOME SUPPORT RELATED TO
VALUE OF EDUCATION**

Space & Facilities

Lack of Real World Experiences for Students

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OPPORTUNITIES FOR BHS – HOW AND WHY

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INCREASE OFFERINGS
BUSINESS LINKS
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THREATS TO BHS – HOW AND WHY?

**CHARTER SCHOOLS
PRIVATE SCHOOLS
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Systems Thinking

- The toe bone is connected to the

Homework in every class every night!

Students	Teachers	Parents	Administration
<ul style="list-style-type: none"> -Be responsible - practice new skills - link class work more readily 	<ul style="list-style-type: none"> -Able to reinforce skills - differentiate needs for children 	<ul style="list-style-type: none"> -Establish home and school relationship - reinforce the importance of school 	<ul style="list-style-type: none"> -Link homework and class work to improve achievement - need to use data
<ul style="list-style-type: none"> -Lose time for interests - 	<ul style="list-style-type: none"> -More time needed to grade - more time needed to reinforce expectation 	<ul style="list-style-type: none"> -Stress of ensuring that homework is done - 	<ul style="list-style-type: none"> -Need for staff development to improve study skills - resistance by some staff



Mental Models

- What lurks beneath
 - The iceberg principle
 - The ladder of inference



Shared Vision

- Which way does BHS face?
 - Backwards towards the industrial age
 - No where
 - Forwards to the future you anticipate and create?



Personal Mastery

- To what extent does BHS link its staff development program(s) to the skills and goals that BHS vision foresees?



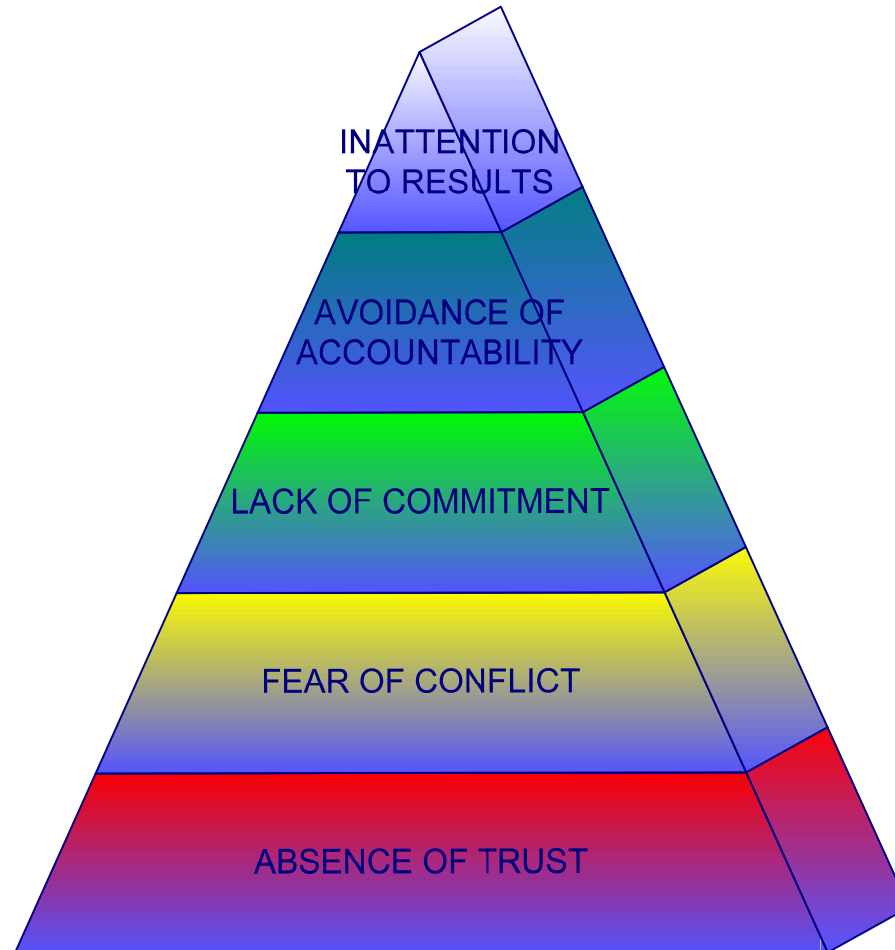
Team Learning

- Do the stakeholders have the capacity to learn how to work together and
- To use data to make futures-forward decisions



OVERCOMING THE FIVE DYSFUNCTIONS OF A TEAM

**TO WHAT EXTENT
DID YOU SEE THE
PRESENCE OR
ABSENCE OF
THESE
DYSFUNCTIONS?**



*PATRICK LENICONI
2005*

Next Steps?

- E.g. What Data Would you Like to See?
- Why?
- What will you do with it?
- ?