



# Getting to Yes: Small Steps To Radical Change

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Vancouver Public Schools

## Entrance question

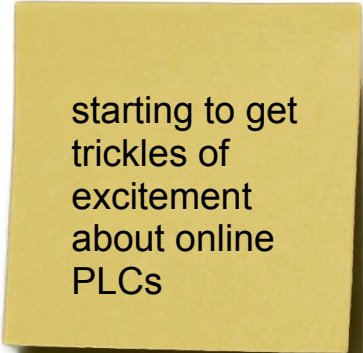
The climate for technology innovation in my organization is like:

1. A flash flood
2. A gathering storm
3. A spring thaw
4. A sunny day - picnic in the park



# Four corners activity

1. Based on your response to the entrance activity question, go to the corner that corresponds to your answer.
2. Identify a recorder to collect responses.
3. Each participant lists 1-2 reasons why the climate of innovation in their organization is most like the example listed on the wall.
4. Jiffy Whip



starting to get  
trickles of  
excitement  
about online  
PLCs

# Front and back channel

Front:

Wikispaces

<http://vpsroadshow.wikispaces.com>

Back:

Today's Meet

<http://todaysmeet.com/cosnyes>

# Desired outcomes

- Identify institutional barriers and strategies to overcome them
- Identify critical enabling conditions necessary for innovation
- Identify one idea as a next step or takeaway
- In less than an hour!

## Snapshot

# Vancouver Public Schools

- 21 elementary schools (K-5)
- 6 middle schools (6-8)
- 5 high schools (9-12)
- Arts and Academics (6-12)
- iTech Preparatory (6-12)
- Home Connection
- Internet Connection
- Vancouver Virtual



## Snapshot

# Vancouver Public Schools

- Approximately 22,600 students enrolled
- 32.5% minority students
  - 67.5% White, 17.6% Hispanic, 5.5% Asian, 4% African American, 1% American Indian
- 20% from homes where a language other than English is primary
- 9.5% currently served as ELL
- 54% eligible for subsidized meals
- 12.8% receive special education services

## Barriers

**Not mentioning time and money...**



What are the barriers to innovation in your organization?

Post to Wallwisher/Padlet

<http://padlet.com/wall/cosnyes>



## Barriers

# We have been all these things

A nano-history of innovation in Vancouver Public Schools.

Prezi link: [tinyurl.com/cosnyes](https://tinyurl.com/cosnyes)

### 1. The Early Years

- Had the ideas, but the infrastructure and capacity was not in place. (ecosystem)

### 2. The Lost Years

- Economy, NCLB, leadership priorities

### 3. The Current Years (WooHoo!)

- Off the leash and hungry

## The small steps

# Get rid of the buts

### Changing the mindset

- Yes, and... (instead of yes, but...)
- Willingness to say yes
- No complicity to say "no"

### Creating the path

- Design II Strategic Plan
- Systemic support from school board, superintendent, cabinet
- Engagement with the community



## The small steps

# Learners first

- Putting the instruction back in technology
- LEARNING and teaching
- Students have some control over time, place, path, pace
- Focus on results
- Sharing the stories
  - weLearn
  - In the Know
  - Report to the Community



## The small steps

# Calculated innovation

- Researching, connecting, learning, listening, waiting
- First adopters don't always finish first
- The Wild West of:
  - epublishing
  - online learning
  - learning/content management systems
- Long time listener, first time caller
- Creative procrastination
- Let the market mature

## The small steps

# Strategic Unclenching

- Review of policy against student and teacher needs
  - Enterprise Zone
  - Nimble policy and filtering
- Shift from CTO to CIO
- Shared decision-making
  - ITS Leadership/PLC
  - Outreach to other departments
  - The Librarian Who Came In From the Cold
  - Student Voice

## The small steps

# Scarcity as opportunity

- Working within constraints of budget, staffing, time, etc.
- Growing the vision
- Exploration versus Conquest
- Examples:
  - Pilots
  - ITF Team
  - BYOD
  - Support
    - TL training
    - Trainer cadre

# What's Next for You?

Which area do you think is your next best step?

- Learners First
- Calculated Innovation
- Strategic Unclenching
- Scarcity as Opportunity

What will you do?

The small steps

## Successes in Progress

This is journey, not an end destination

- It's not about a levy, it's about what you do with the levy...and after the levy period has ended
- Learning from failure
  - Early LMS
  - Success Academy
- Invitation to NSBA
  - May 1-3, 2013

