



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

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)
- Vancouver School of Arts and Academics (6-12)
- Vancouver iTech Preparatory (6-12)
- Vancouver Home Connection
- Vancouver Internet Connection
- Vancouver Virtual Learning Academy

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

1. The Early Years

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

2. The Lost Years

- a. Economy, NCLB, leadership priorities

3. The Current Years (WooHoo!)

- a. 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 and 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