



# Adaptive Schools Foundation Seminar



In order for schools to effectively respond to changing contexts and needs, the press of accountability, and the aim of quality learning for all students, they must simultaneously address two key goals:

- Development of the school's capacity to learn and be adaptive, and
- Building a collaborative culture of individual and group practices.

The Adaptive Schools Foundation Seminar presents a productive, practical set of ideas and tools for developing collaborative groups in becoming better equipped to resolve complex issues around student learning.

Day 1 Entering the Territory	Day 2 Developing Identity and Capacity	Day 3 Transforming Meetings	Day 4 Sustaining Community
<ul style="list-style-type: none"> <li>▪ Inclusion Activities</li> <li>▪ Three Focus Areas</li> <li>▪ Elements of Professional Community</li> <li>▪ Adaptivity</li> <li>▪ Ways of Talking: Dialogue and Discussion</li> </ul>	<ul style="list-style-type: none"> <li>▪ Principles of Complex Systems</li> <li>▪ Group-Member Capabilities</li> <li>▪ Promoting a Spirit of Inquiry</li> <li>▪ The Seven Norms of Collaborative Work</li> <li>▪ Working Agreements</li> <li>▪ Norms of Collaboration</li> </ul>	<ul style="list-style-type: none"> <li>▪ Five Energy Sources for High-Performing Groups</li> <li>▪ Structures for Successful Meetings</li> <li>▪ Develop Meeting Standards</li> <li>▪ Posing Questions</li> <li>▪ Decision Making Strategies</li> </ul>	<ul style="list-style-type: none"> <li>▪ Balance Participation</li> <li>▪ Understand and Agree on Roles</li> <li>▪ Engaging in Cognitive Conflict</li> <li>▪ Conflict and Community in Schools</li> <li>▪ Design the Surround</li> <li>▪ Prioritizing Next Steps</li> </ul>



## Working together to develop learners, leaders, and groups



**Jeannette Deloya** brings 30 years of experience in community work, university and public education, and most recently as the Coordinator for Mental Health Supports in the Madison Metropolitan School District. As a presenter and facilitator in group development, she believes integrating collaborative principles and strategies throughout her work is a treasured responsibility.



**Sara Knueve** has spent the last 15 years as a community and school social worker. She facilitates Social Emotional Learning, Mindfulness, and Positive Behavior Support for the Madison School District at both the district and school levels. She is also an Equine Gestalt Coach and Mindfulness Based Stress Reduction (MBSR) teacher in training.



**Heather Lott** has served in a number of capacities over her 23 year career including teacher, instructional coach, learning coordinator, professional developer, and coordinator of new teacher induction and mentoring for the Madison School District. She is also a presenter and board member with the Dane County New Teacher Project.



**Ron Lott** has worked in various roles across his 32 years in education. When not presenting on Adaptive Schools, Ron supports school improvement work in the Madison School District and is an adjunct instructor at Edgewood College where he teaches classes and facilitates workshops on teacher leadership and coaching.

### Day 1 **Entering the Territory**

The first day begins with an overall orientation to the four-day training and introduces the purposes of inclusion activities as well as two opportunities to experience some examples. We then explore the nature of professional communities in schools and how the content of the sessions helps groups become communities. The "why" of the training - becoming more adaptive - is developed through examples and counter-examples, culminating in an understanding of three questions consistent with adaptive organizations. Groups become more collaborative through productive talking patterns. The afternoon is dedicated to learning around two ways of talking: dialogue and discussion.

### Day 2 **Developing Identity and Capacity**

The second day presents the how-to, nuts and bolts of building effective collaborative groups. Schools find this day very helpful in establishing a positive culture in teams. Highly functioning groups are the result of members' intentional practices and skills. Whatever the degree of accomplishment, groups can become better at their work. Individuals and groups need to develop resources for generating, organizing, and analyzing ideas for adapting to change. Necessary knowledge includes norms of collaboration, information about group development, living effectively with conflict, and guiding principles for creating professional community.

### Day 3 **Transforming Meetings**

The third day presents the best practices of meetings. In schools we often collaborate in the form of meetings. And we know that not all meetings are satisfactory to those in attendance nor are they equally effective in getting work completed. Day three focuses on conducting successful meetings. It focuses on structures and standards of effective meetings including effective communication, decision-making, and processes that can be applied immediately.

### Day 4 **Sustaining Community**

The fourth day completes the work centered on effective meetings, which includes a focus on strategies and structures that support using conflict as a resource. The day also presents strategies for paying attention to the environment in which meetings are held and balancing participation among group members. Time is given to reflect on all of the content in this four-day seminar and prioritize application in ways that support building and sustaining collaborative communities. Participants will be making decisions about how to decide where to best begin for their own staff/ work groups.

**"This has been the best professional development workshop I have taken in 15+ years."**

**"The seminar helped me remember much, reflect often, explore much that is new, and contemplate that I don't know what I don't know." --Superintendent**

*"Incredible, incredible modeling of how to run an efficient, respectful, meaty, relevant professional development."*

**"I am excited to begin integrating what I learned about collaborative teams into my practice" --Principal**