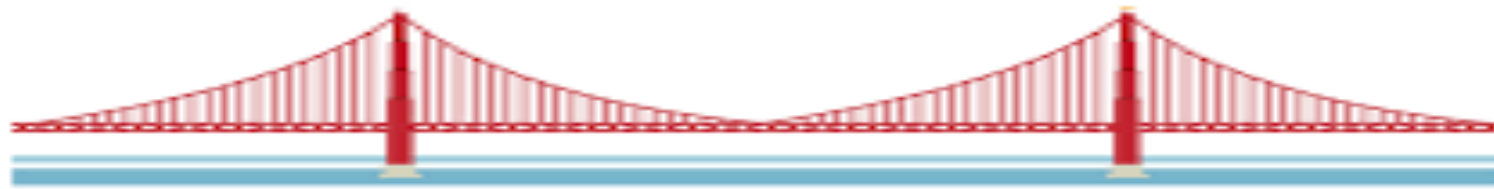


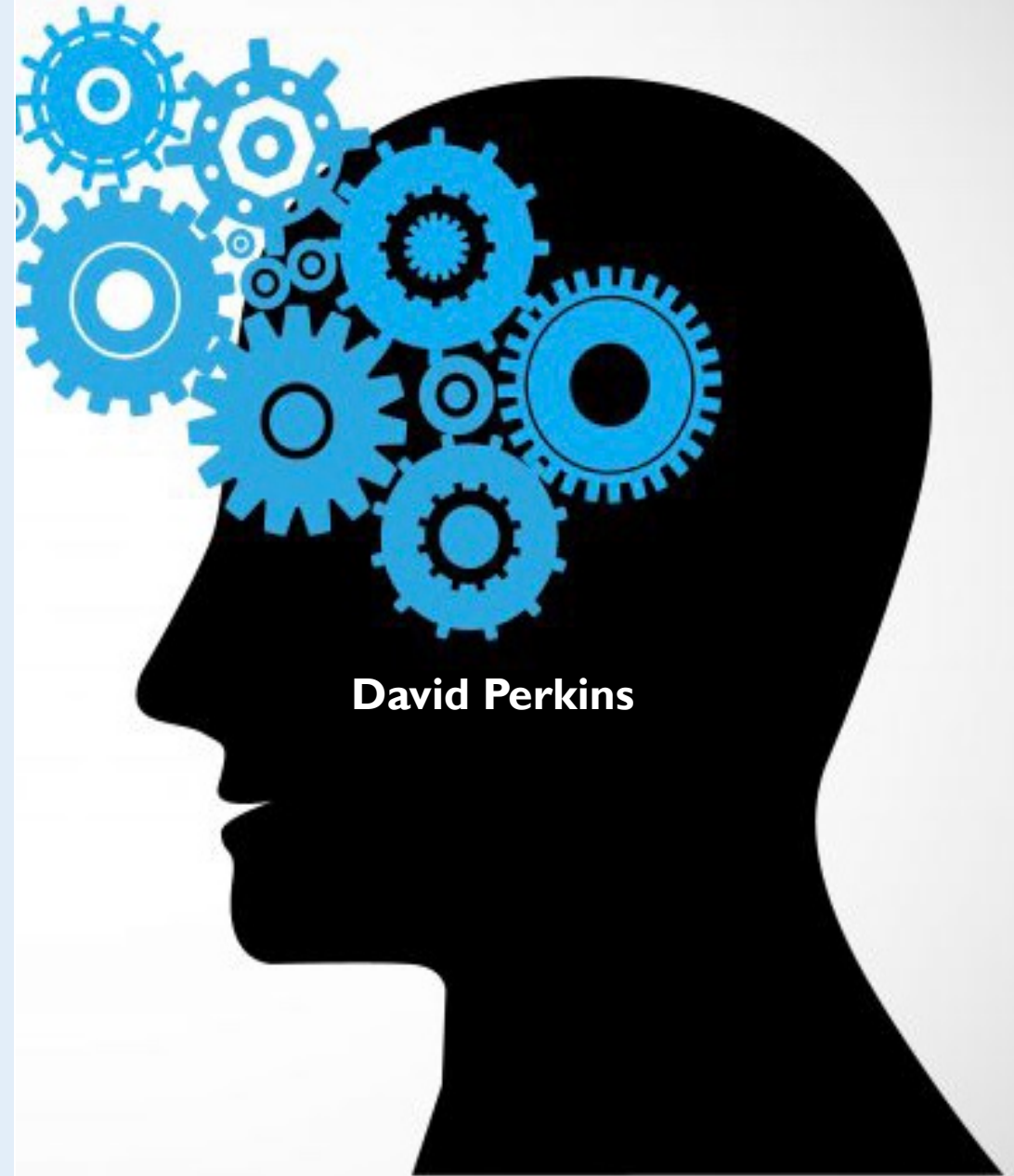


Welcome to the annual AAIE Conversation



San Francisco, February 2019

“Organizations
are
conversations”



**So... let's get some
conversations going...
...in the words of the late,
great Bob Marley....GET
UP! STAND UP!**

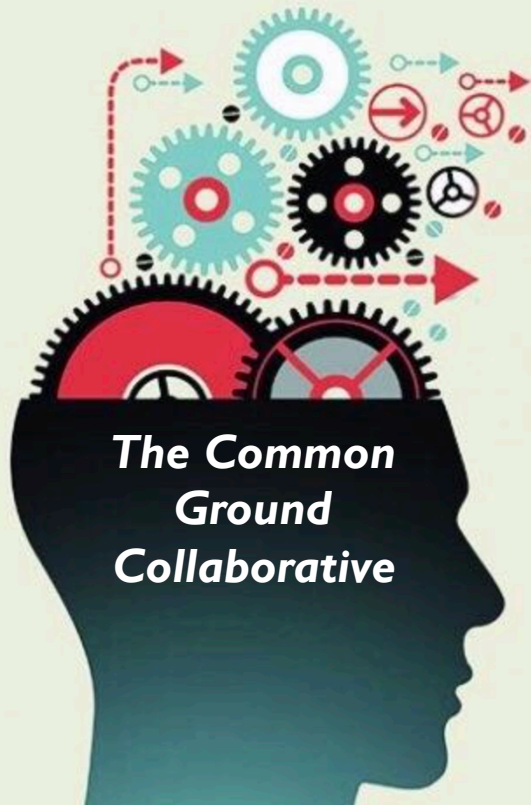
!!! **STARTLING** STATEMENTS !!!

Music **PLAYS**, we **MOVE**.

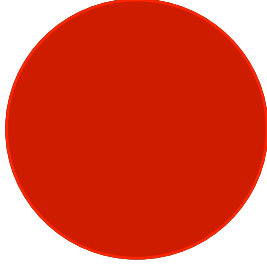
Music **STOPS**, we **PAIR** up...say **HELLO** 😊

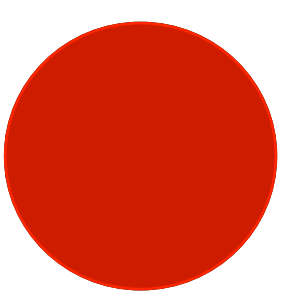
Read the **STARTLING STATEMENT**.

DISCUSS for **ONE MINUTE** ... agree, disagree...**NO
CHEATING !!**

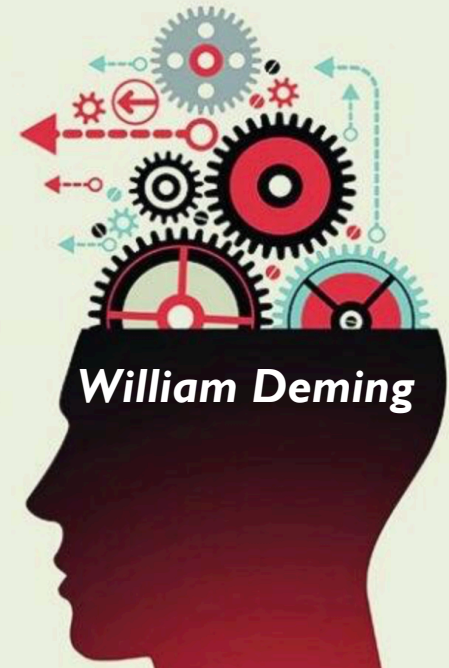


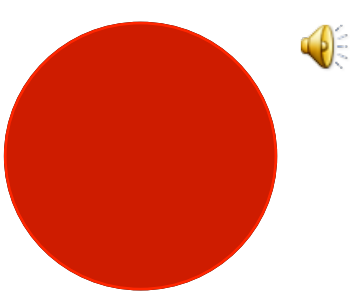
We're all in
**The Learning
Business,**
so we'd all better
understand
the **Learning**
and
the **Business.**



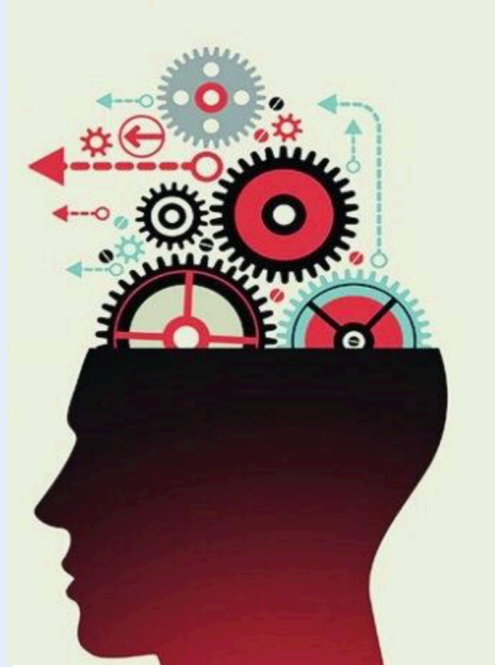
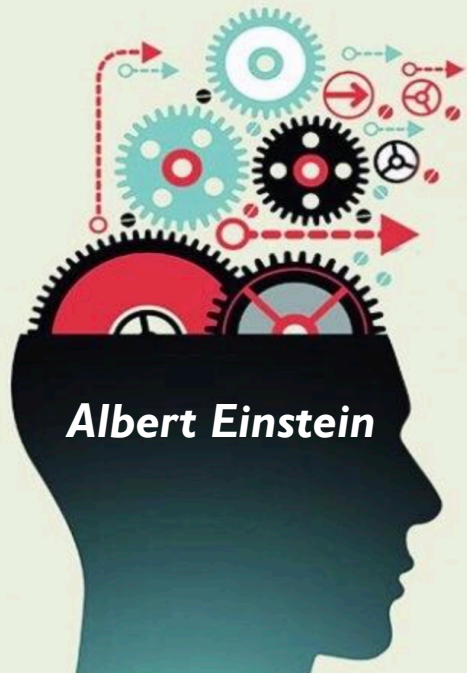


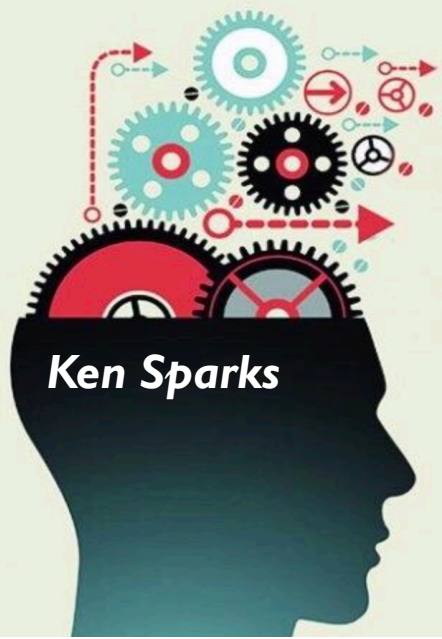
“When good
people
do bad things,
it’s usually
the system”



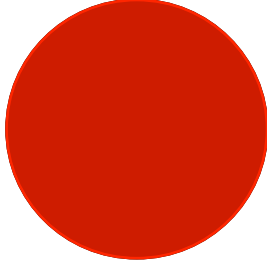


“The definition of
insanity
is doing the **same**
thing over and
over,
and expecting
different results.”





“Have a clear, **simple purpose** that gives rise to complex, **intelligent behaviors**, not **complicated rules** and regulations that give rise to **stupid, simplistic behaviors.**”



**So we've started a
conversation...but what's
this conversation about?**



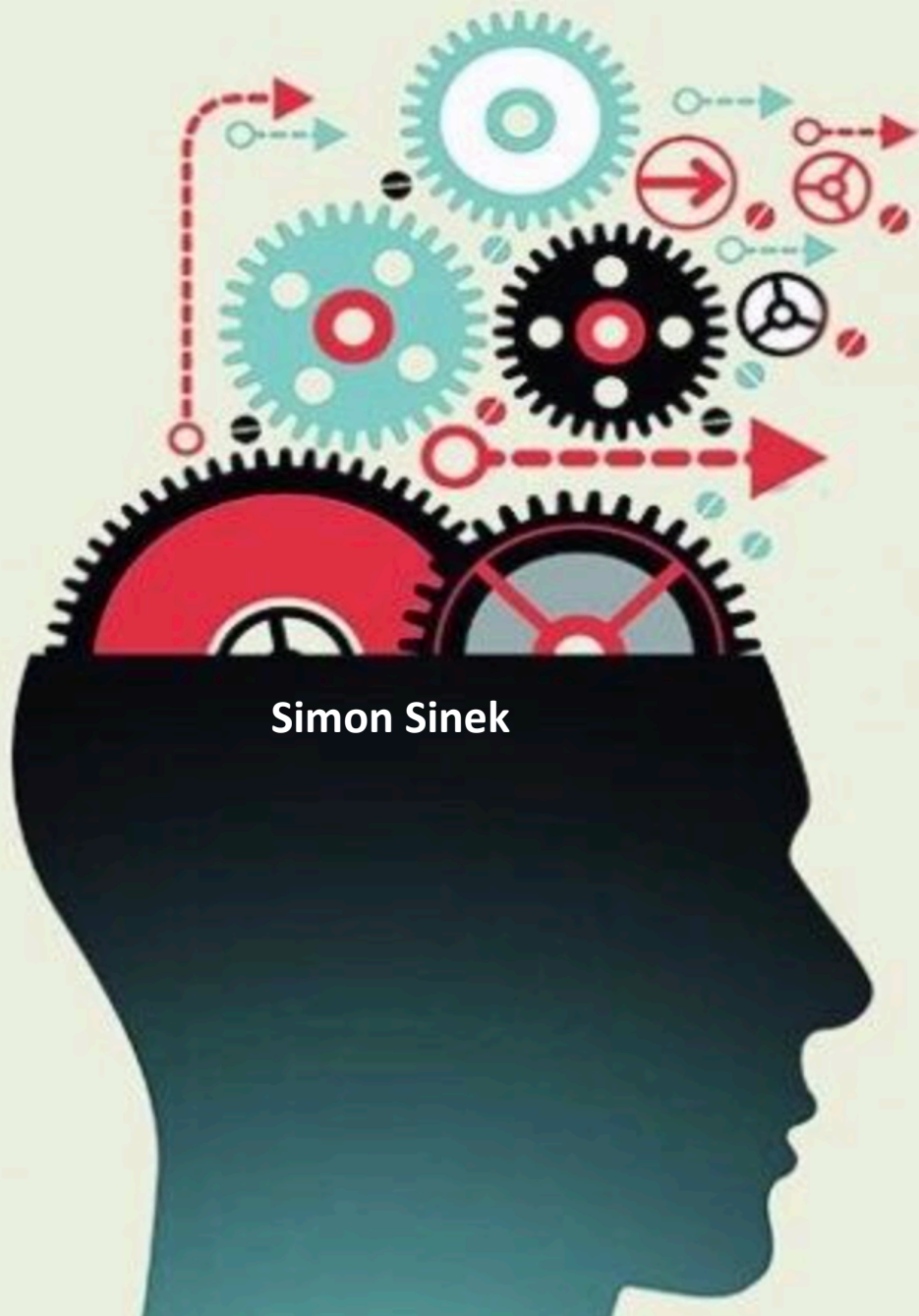
Building the Bridge with the Board



San Francisco, February 2019

...because you said that
(despite all the **training** in the
world) this **relationship** is still
the **NUMBER ONE**
CHALLENGE.

WHY?



Simon Sinek

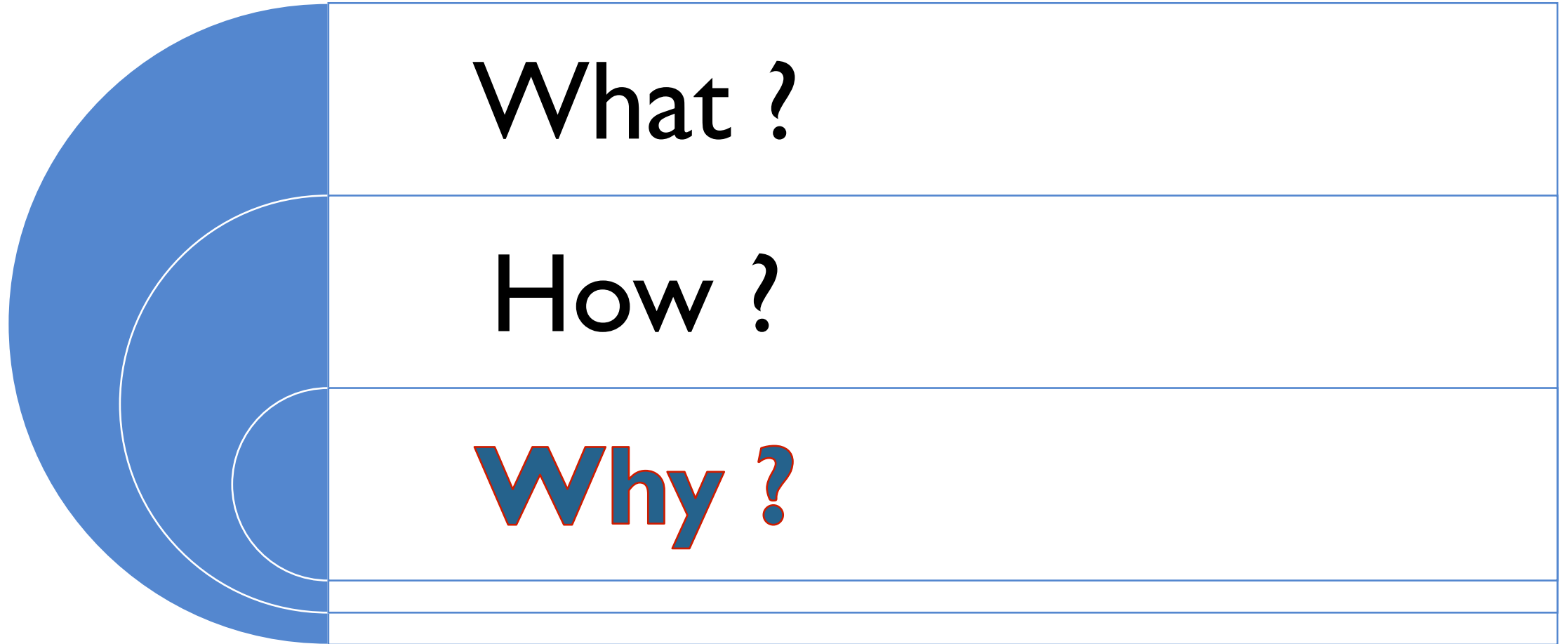
If we're starting with
the **wrong questions**,
if we don't understand
the cause,
then even the right
answers will always
steer us wrong ...
eventually.

The **Wrong** Question ...

How do we **train** the
Board to follow **our rules**?

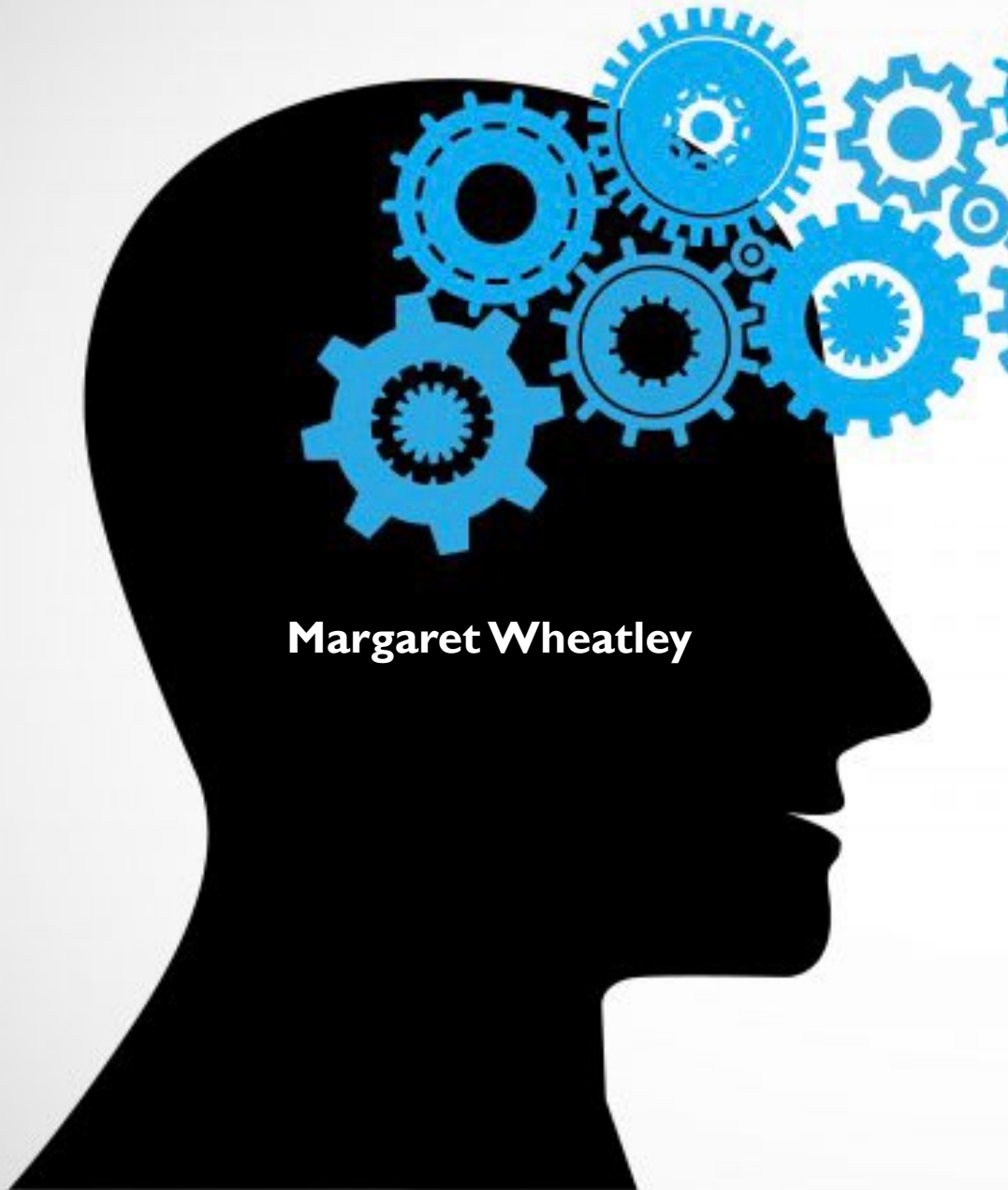
The 5-Minute Board Retreat

Starting from **Why?**



The **Right** Question ...

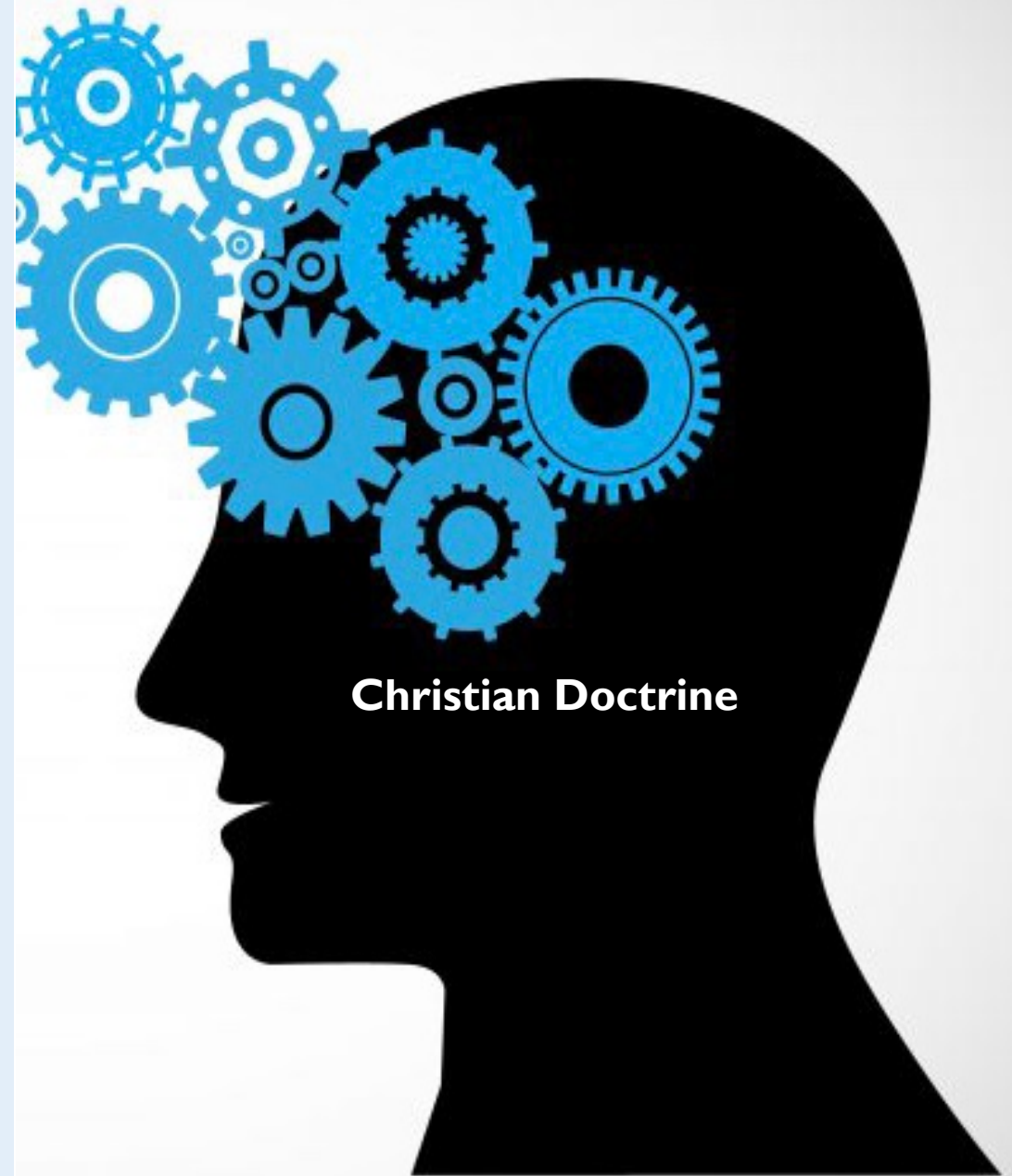
How do we collaborate with our Board to **co-create** shared **principles** ... so that our **practices** are rooted in **shared truths** that we actually **understand** ?

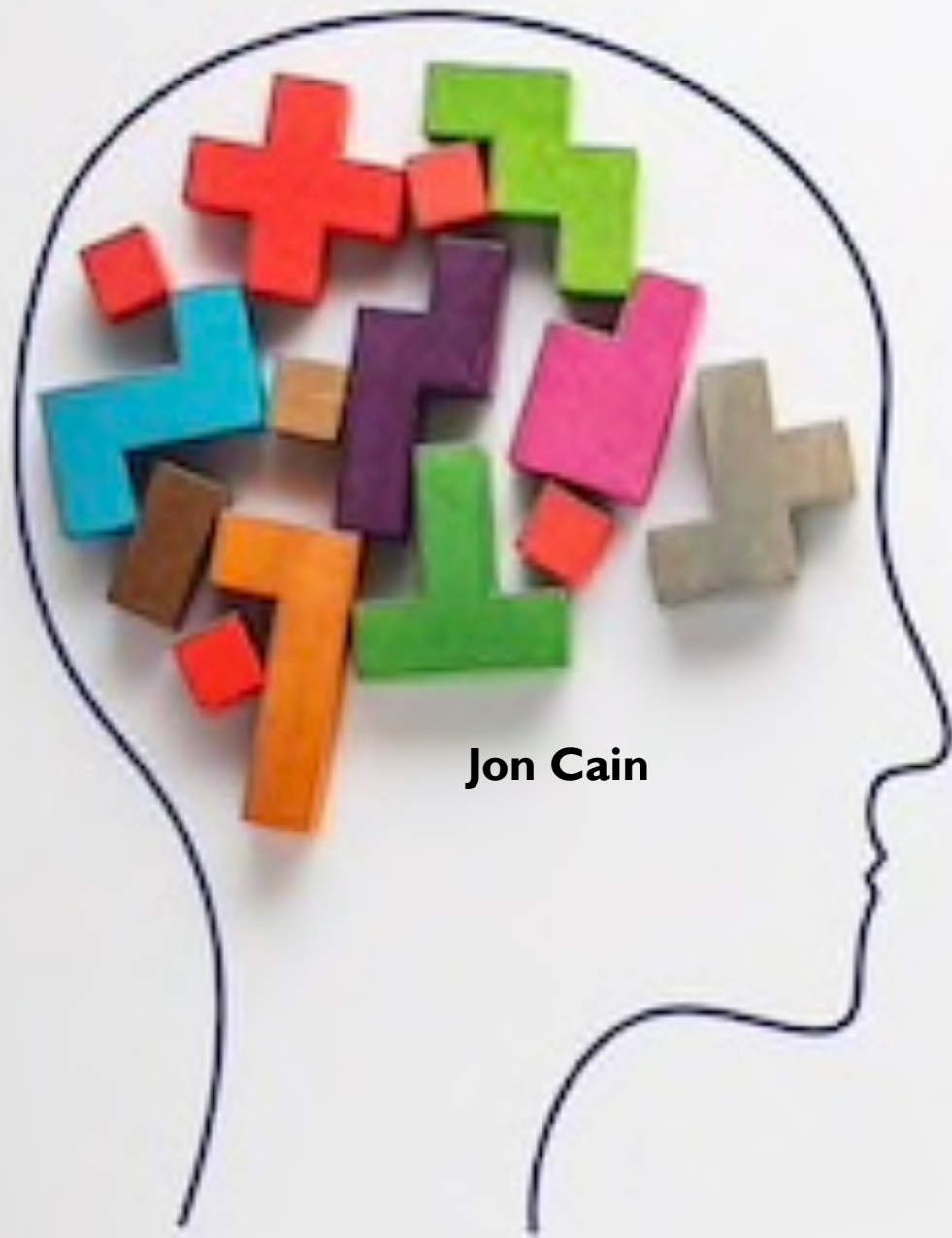


Margaret Wheatley

“We share in common with all things the search for **freedom** and **simplicity**. We find those things **not** in multiple rules and regulations, but in a few simple formulae or **principles** that repeat upon themselves, and within which we have **personal freedom**.”

“A principle is a shared truth that brings order to a system.”





Jon Cain

**“I never mind
breaking a rule,
but I’d feel very
bad breaking a
principle.”**

Back to **WHY?**

By beginning with **shared principles** we **de-emphasize** our **differences** and **build common ground** with our **Board**.

SHIFT HAPPENS...

... we still have our own
whats and **hows** but now
they are guided our shared
whys ...

**Board
Practices**

**SHARED
PRINCIPLES**

**Leader
Practices**

Yes, and...which Principles?

The **Learning** Principle

The **Relationship**
Principle

The **Inquiry** Principle

The **Diversity** Principle

The **Pattern** Principle

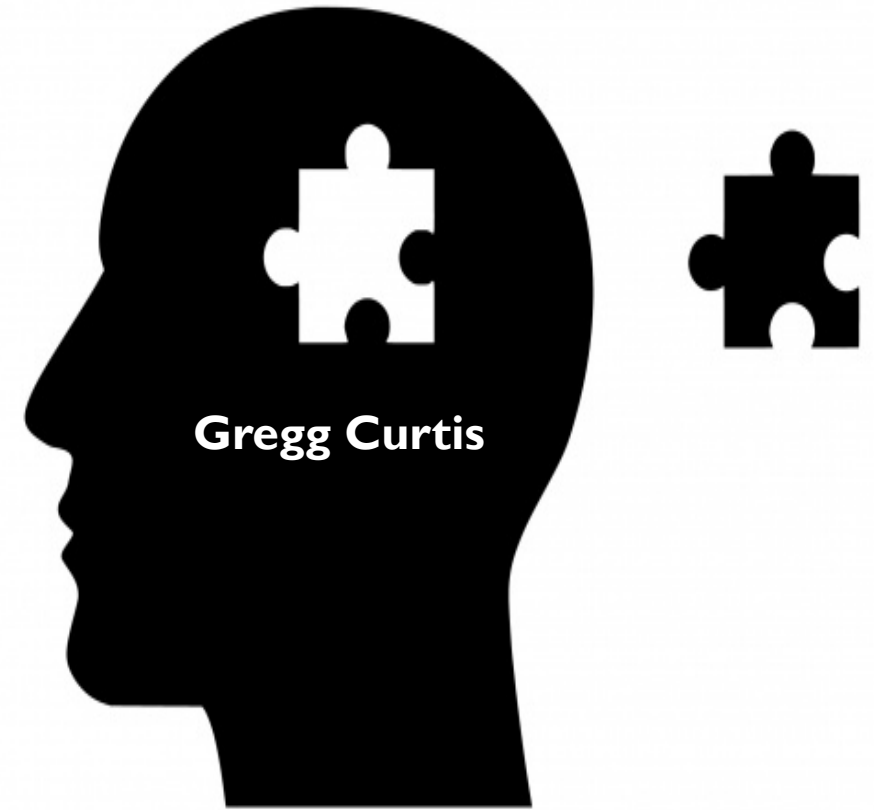
We're a large group with a small amount of time. With that in mind, let's unpack the most important Principle...

THE LEARNING PRINCIPLE

We understand that:

Our primary responsibility is to ensure optimal learning **impact** for all learning stakeholders at our school.

I - O - I



So, as we translate...

**The LEARNING
Principle**

into practice...

As a Board, we:	As a Leader, I:
<p>Make our key plans/decisions based on the greatest positive learning impact for the most students.</p>	<p>Create a connected Learning Ecosystem e.g. Define, Design, Deliver, Demonstrate Learning.</p>
<p>Hire a leader who ‘gets’ learning... and support her as she creates the Learning Ecosystem.</p>	<p>Create self-directed professional learning systems focused on learning impact.</p>
<p>Orientate new Trustees into our Board Culture of shared Principles.</p>	<p>Cultivate a sustainable system for building learning leaders.</p>

**So WHAT...with
STRANGERS...?**

**Please STAND UP and form a
STRANGER TRIO**

Here's our Conversation Starter...

**When the Board and Leader
focus on a shared Learning
Principle...with highest
learning impact as our
lens...what might we see
happening with the Board/
Leader relationship, that's
not happening now ?**

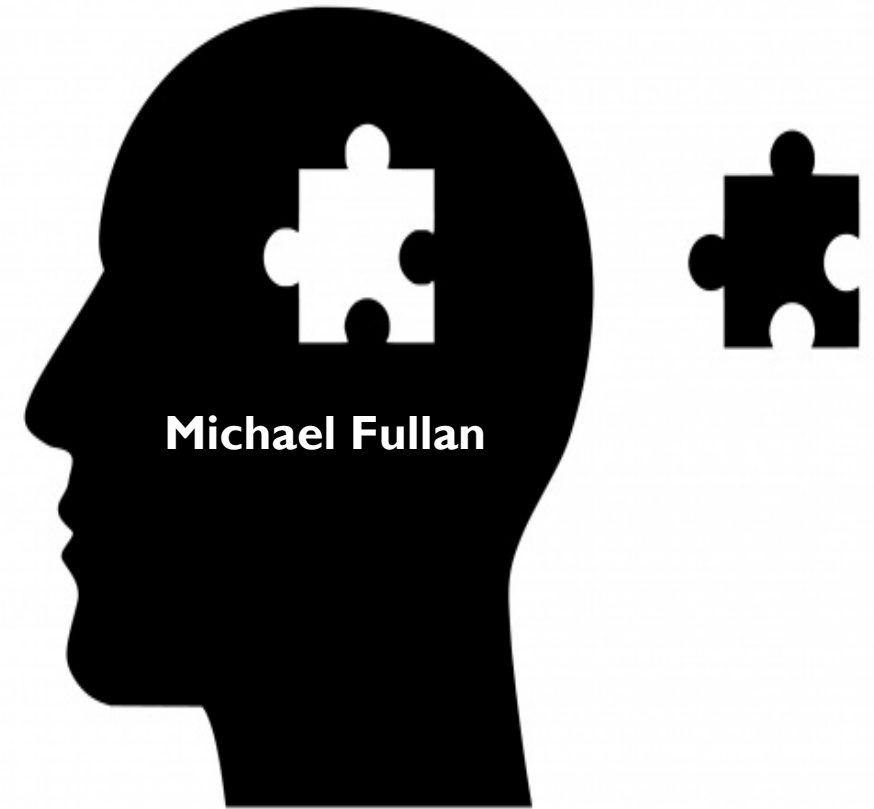
Any shareable shifts?

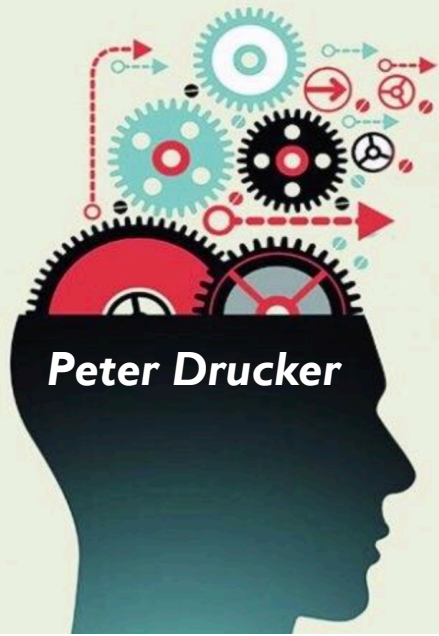
As we transition into...

**Governing and Leading on
Principle...**

...shift happens.

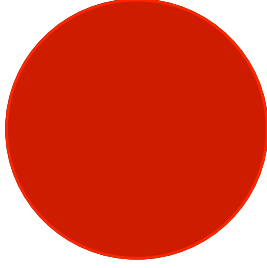
**“Change is re-
culturing.”**





Peter Drucker

**“Culture eats
strategy
for
breakfast.”**



So our Governance and
Leadership **culture** is
steadily **transforming** ...
we are building a **shared**
culture...and building the
'Golden Gate' bridge...

G
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Principles

LEARNING IMPACT

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In every AAIE Conversation session
you attend

Today, try this question:

What would be the **specific
learning impact** on my
students/organization...and
would it warrant the
energy investment?

When we meet later, together
we'll **unpack** our 'Learning To
Go' sacks...we'll ask you to
share the '**highest learning
impact**' idea you gathered
today...and **WMYST?**
...see you again at
16:35