Flipping the Script for Staff Meetings: Strategies to Create a Culture of Collaboration

Allyson Apsey  
@AllysonApsey

Jessica Gomez  
@MrsJessGomez
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The smartest person in the room is the room.

David Weinberger
"The most powerful leadership tool you have is your own personal example."

John Wooden
Flipping the Script:

Who is in the room with us?

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Flipping the Script:
Change the name, change the focus

Our VERY first Staff Collaboration Time of 2017-18
Flipping the Script:

One word to describe collaboration

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Flipping the Script: Create norms of collaboration

- What does collaboration look like for us?
- What would someone see as they observed us collaborating?
- What does collaborating sound like for us?
- In order for all to collaborate, what will we need to avoid?
1. Pausing
Pausing before responding or asking a question allows time for thinking and enhances dialogue, discussion, and decision-making.

2. Paraphrasing
Using a paraphrase starter: that is comfortable for you – "So..." or "As you are..." or "You're thinking..." – and following the starter with an efficient paraphrase assists members of the group in hearing and understanding one another as they converse and make decisions.

3. Posing Questions
Two intentions of posing questions are to explore and to specify thinking. Questions may be posed to explore perceptions, assumptions, and interpretations, and to invite others to inquire into their thinking. For example, "What might be some conjectures you are exploring?" Use focusing questions such as, "Which students, specifically?" or "What might be an example of that?" to increase the clarity and precision of group members' thinking. Inquire into others' ideas before advocating one's own.

4. Putting Ideas on the Table
Ideas are the heart of meaningful dialogue and discussion. Label the intention of your comments. For example, "Here is one idea..." or "One thought I have is..." or "Here is a possible approach..." or "Another consideration might be...".

5. Providing Data
Providing data, both qualitative and quantitative, in a variety of forms supports group members in constructing shared understanding from their work. Data have no meaning beyond that which we make of them; shared meaning develops from collaboratively exploring, analyzing, and interpreting data.

6. Paying Attention to Self and Others
Meaningful dialogue and discussion are facilitated when each group member is conscious of self and of others, and is aware of what (s)he is saying and how it is said as well as how others are responding. This includes paying attention to learning styles when planning, facilitating, and participating in group meetings and conversations.

7. Presuming Positive Intentions
Assuming that others' intentions are positive promotes and facilitates meaningful dialogue and discussion, and prevents unintentional put-downs. Using positive intentions in speech is one manifestation of this norm.
Flipping the Script:

Incorporate mindfulness

TODAY I CHOOSE JOY
Flipping the Script:

Inclusion/Welcome

This or That

<table>
<thead>
<tr>
<th>Headphones or Speakers</th>
</tr>
</thead>
<tbody>
<tr>
<td>Festival or Rave</td>
</tr>
<tr>
<td>Vinyl or Spotify</td>
</tr>
<tr>
<td>DJ or Band</td>
</tr>
<tr>
<td>80's or 90's</td>
</tr>
<tr>
<td>Classic or Rock</td>
</tr>
<tr>
<td>Beach Boys or Beatles</td>
</tr>
<tr>
<td>Dancing or Listening</td>
</tr>
</tbody>
</table>

What was your favorite television show growing up?

@AllysonApsley
Flipping the Script: Inclusion/Welcome
Flipping the Script: Make the mundane magical
Flipping the Script:

Make the mundane magical
Flipping the Script:

Turn and Talk
Flipping the Script:
Professional learning through a “World Cafe”
Flipping the Script:
Give everyone a voice

- Inclusion activity
- Technology tools
- Small groups
- Pause and write before responding
Flipping the Script:
Frame agenda items as questions

STAFF COLLABORATION

Welcome/agenda 5

What did we ❤️ about the Reading Marathon?
- How can we make it even better next year?

What are the Top 3 takeaways from Nell Duke?
- 5

Handout: Essential Instructional Practices in Early EL
Flipping the Script: “Make & Take”
Empower teachers as leaders

- Give staff an opportunity to share what they’d like to teach and what they’d like to learn
- Plan breakout sessions around that feedback
Expertise and Learning: Short 2-Question Survey

We will use the results of this survey to see what you would most like to learn about, and who among us could help us learn.

This form is automatically collecting emails for Zeeland Public Schools users. Change settings

What is one area of strength for you, where you might be able to support your colleagues' learning? *

I.e. Incorporating technology into learning, building relationships, classroom management, reading workshop, writing workshop, questioning students, small group instruction, parent communication, writing workshop, science projects, social studies projects, personalized learning, etc.

Short answer text

What do you want to learn more about before next school year? *

I.e. small group instruction, STAR, Fountas & Pinnell, hands-on learning, incorporating technology in a particular subject area, math workshop, involving parents, student goal setting, innovation in learning, personalized learning, etc.

Short answer text
Flipping the Script:

Encourage team wins & staff shoutouts
Flipping the Script:
Make learning together FUN!

MISSION POSSIBLE

- Find your team
- Complete the missions in any order
- Prepare your mission reports
- Rejoin the whole group ready to share your findings

Together, we can accomplish anything!
Flipping the Script:

Never underestimate the power of a read aloud
Flipping the Script: Show & Tell isn’t just for students

Share great ideas with colleagues!
Flipping the Script:

Share YOUR great ideas. How have you incorporated collaboration into your staff meetings?
Flipping the Script:

Positive postcards home
Sometimes “meetings” have to happen

- “If it can be an email, it shouldn’t be a meeting”, except when...
- If you need to have a meeting, call it a meeting and make the structure clear for staff
Flipping the Script:

Sometimes “meetings” have to happen

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Flipping the Script:

Sometimes “meetings” have to happen.
Flipping the Script:

Share two ideas that you plan to implement this coming year.

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Thank you so much!

Please connect with us
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