

FLIPPING THE SCRIPT 2.0: EVEN MORE STRATEGIES TO CREATE A CULTURE OF COLLABORATION



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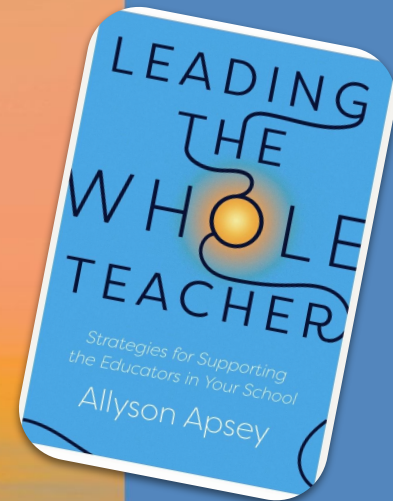
@MRSJESSGOMEZ

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Jessica Gomez



Allyson Apsey



FOUNDER
Douglas Reeves

Douglas Reeves is the founder of Creative Leadership Solutions, a global research, consulting, and professional learning organization with internationally recognized partners who have worked in all 50 states in the U.S. and 25 other countries. Our mission is summarized in three words: Evidence, Passion, and Results. Every one of our partners and associates has worked in a variety of educational environments. Our senior partners are internationally known authors, researchers, and professional developers.

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Our Agenda

1. Welcome!
2. Why Collaboration?
3. Spectacular Starts
4. Diving Into the Content
5. Ending with Action and Inspiration
6. Reflect and Plan

Let's Chat...

- Share your biggest challenges with staff meetings in the chat.







Why collaboration?

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“People are less likely to tear
down systems they help build.”

-from Lead Like a Pirate by Shelley Burgess and Beth Houf

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"It is literally true that you can succeed
best and quickest
by helping others to succeed."

– Napoleon Hill

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“Engagement is mutually focused
attention of students and teachers on
curiosity, challenge and learning.”

-Dr. Douglas Reeves

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Complete Guide for *All* Things Staff Meetings!



**Scheduling
Meeting**

**Follow up
after meeting**

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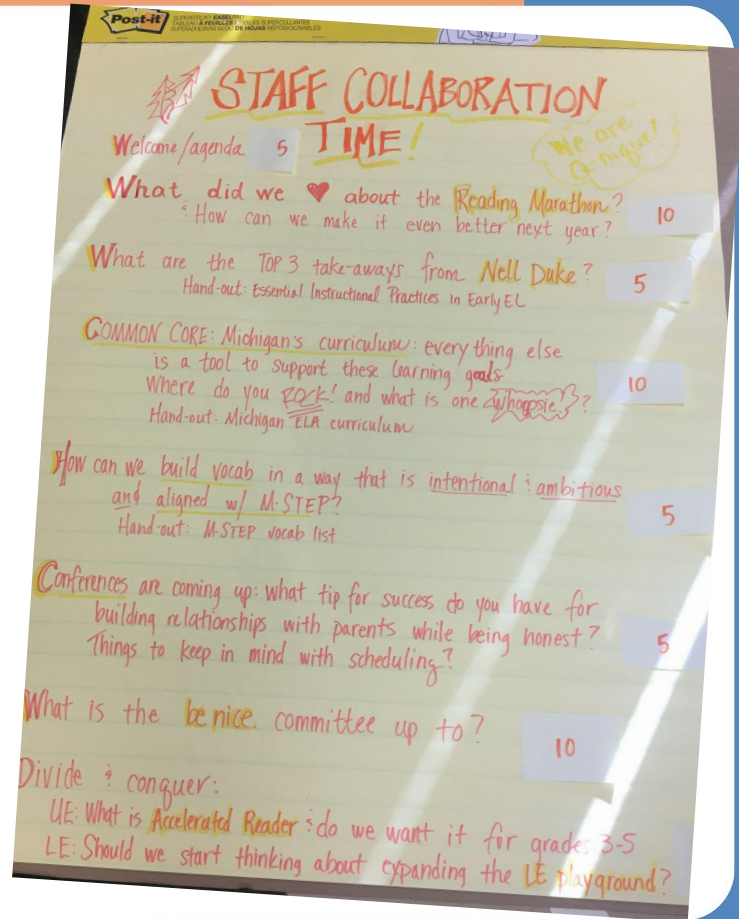
Section 1: *Spectacular* Starts

Set your meeting up for success before it even begins:

- Clearly communicate agenda, including objectives.
- Give staff opportunity to give feedback on the agenda.
- Don't be afraid to share whole slideshow ahead of time.

The meeting space is YOUR classroom, how will you set it up for success?

- Tables? Circle?
- Physical setting to support objectives
- Move to different classroom every meeting?
- Make staff feel special and important with treats, swag
- Visible agenda



Change the Name, Change the Focus

- Mustang Meet-Up
- Staff Mastermind
- Staff Collaboration Time
- Time to Thrive
- Staff Huddle

What else?



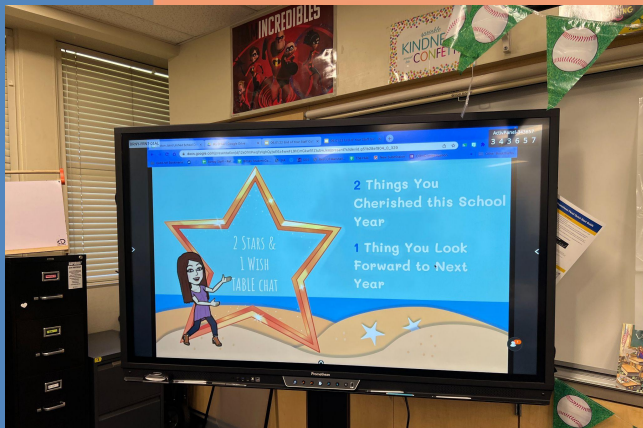
Grounding

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One Word



- Provide initial context into a meeting's topic, and ground everyone in the right mindset for discussion.
- Small groups share out One Word that describes the meeting topic.
- Share out with bigger group.



2 Stars & 1 Wish

- Ground them in reflecting on a school focus.
- Connect the conversation around the meeting focus.
- Keep the groups small & safe.



Inclusion/ *Welcome*

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Icebreakers have a bad rap.

Why?

- Staff might not see purpose.
- Staff might be uncomfortable with the types of activities.
- May not have necessary trusting relationships.
- Or, maybe the ice is already broken?

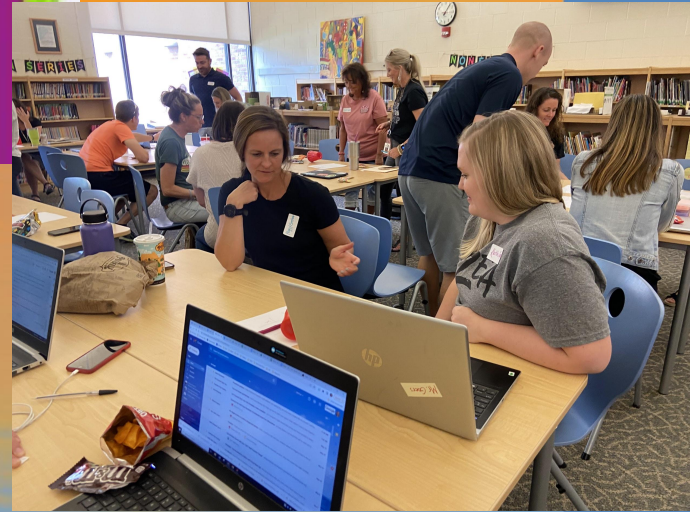
Intentional Inclusion Activities

- Ice breakers are best when you need to break the ice.
- Otherwise, intentional inclusion activities work best when:
 - they are tied to relationship-building
 - they are tied to the content of the meeting
 - to energize room
 - are varied
- Always be transparent about purpose.



Winner moves on!
(single round elimination)

If you win, raise your
hand with a big #1 and
find another winner to
compete against!



Team *Building*

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The first step of
living
into your values is
defining
your values.

From Brené
Brown's "Dare to
Lead"



List of VALUES

Accountability
Achievement
Adaptability
Adventure
Altruism
Ambition
Authenticity
Balance
Beauty
Being the best
Belonging
Career
Caring
Collaboration
Commitment
Community
Compassion
Competence
Confidence
Connection
Contentment
Contribution
Cooperation
Courage
Creativity
Curiosity
Dignity

Diversity
Environment
Efficiency
Equality
Ethics
Excellence
Fairness
Faith
Family
Financial stability
Forgiveness
Freedom
Friendship
Fun
Future generations
Generosity
Giving back
Grace
Gratitude
Growth
Harmony
Health
Home
Honesty
Hope
Humility
Humor
Inclusion
Independence
Initiative
Integrity

Intuition
Job security
Joy
Justice
Kindness
Knowledge
Leadership
Learning
Legacy
Leisure
Love
Loyalty
Making a difference
Nature
Openness
Optimism
Order
Parenting
Patience
Patriotism
Peace
Perseverance
Personal fulfillment
Power
Pride
Recognition
Reliability
Resourcefulness
Respect
Responsibility
Risk-taking

Safety
Security
Self-discipline
Self-expression
Self-respect
Serenity
Service
Simplicity
Spirituality
Sportsmanship
Stewardship
Success
Teamwork
Thrift
Time
Tradition
Travel
Trust
Truth
Understanding
Uniqueness
Usefulness
Vision
Vulnerability
Wealth
Well-being
Wholeheartedness
Wisdom

Write your own:

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What are *YOUR* 2 core values?

1. Identify the 10 values that speak to you.
2. Narrow them to the 5 most important values to you.
3. Narrow them to the two values that are at the core of who you are.

What would it
mean to a school
if all staff
members knew
each other's 2
core values?



School Year *Theme Song*



2021-2022

"Electric" by Katy Perry

2020-2021

"Smile" by Sidewalk Prophets

2019-2020

"Better When I'm Dancing" by Meghan Trainor

2018-2019

"Have It All" by Jason Mraz

2017-2018

"The Greatest Show" from The Greatest Showman

2016-2017

"Something Big" by Shawn Mendes

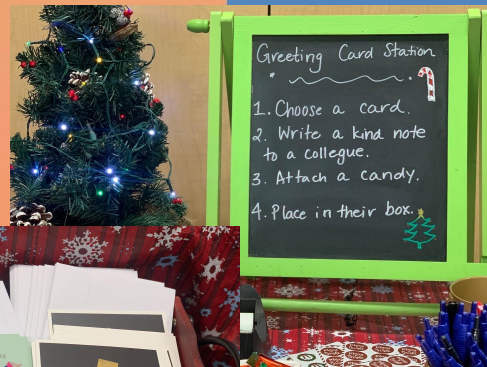
Section 2: *Diving into* the Content

Celebrations

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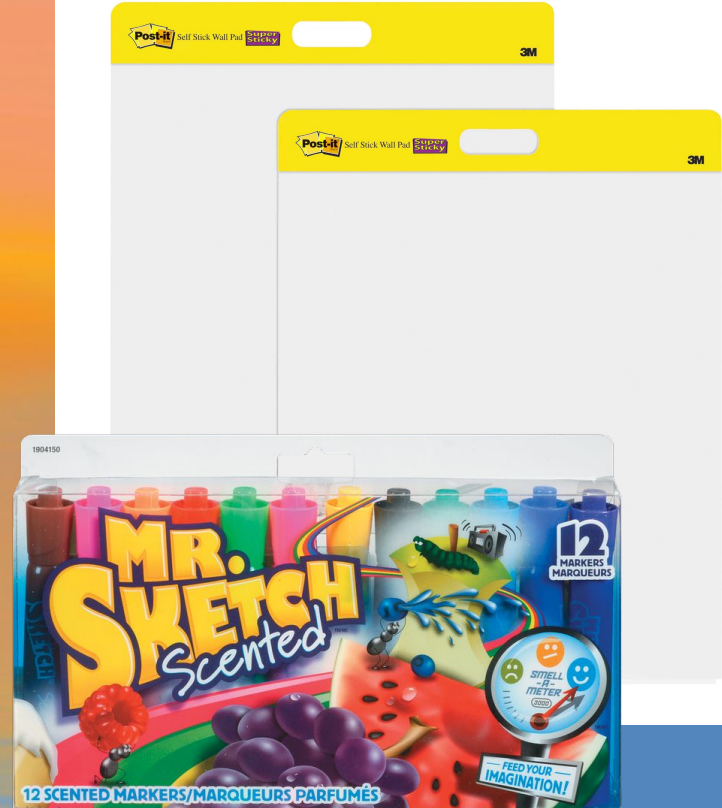
Letter Writing Party

- **Materials:** Thank you cards, pens, stamps, stickers, etc.
- Provide time for each person to write 1-2 thank you cards to a colleague, student, family, etc.
- Deliver to the person during or after the meeting.



“Team Celebration Boards”

- **Materials:** Poster paper or construction paper (anything to create a team board), markers.
- Provide time for each grade level, department team, office team, etc., to design their own boards displaying “Team Wins.”
- Encourage creativity.

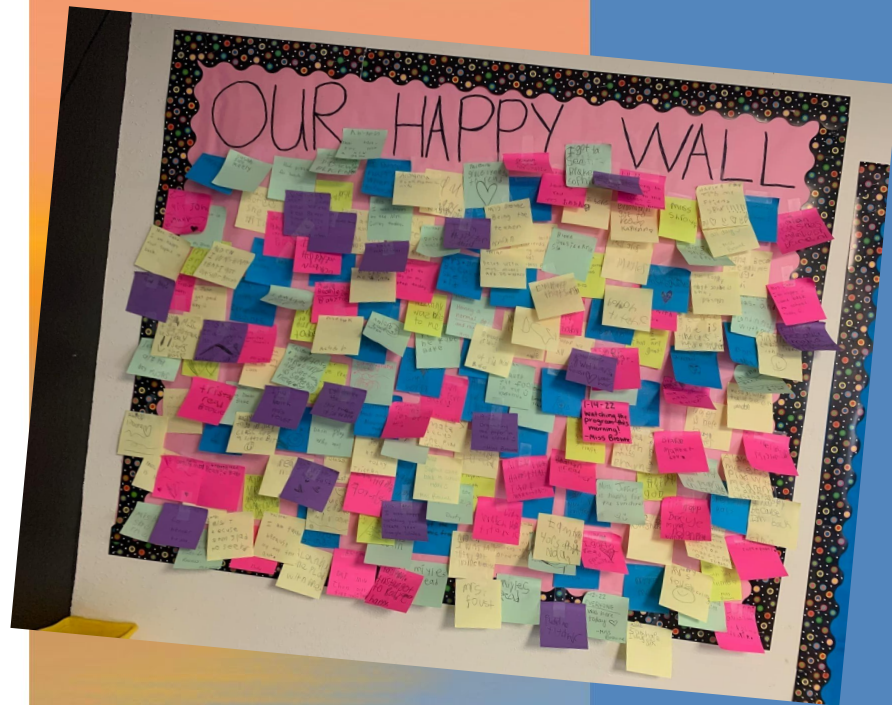


Glimmers

Shared by Jennifer Nickol

I encouraged my staff to look for the glimmer in their day. I encouraged them to write at least 1 for each day (some days are harder than other) and keep them on the back of their classroom door.

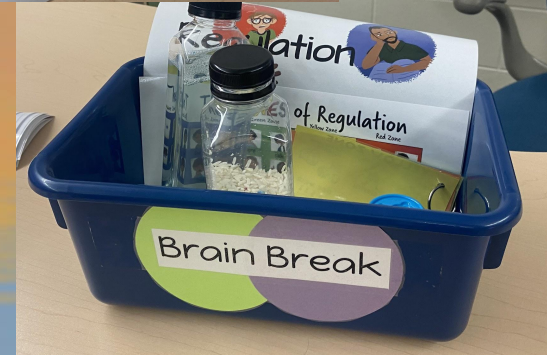
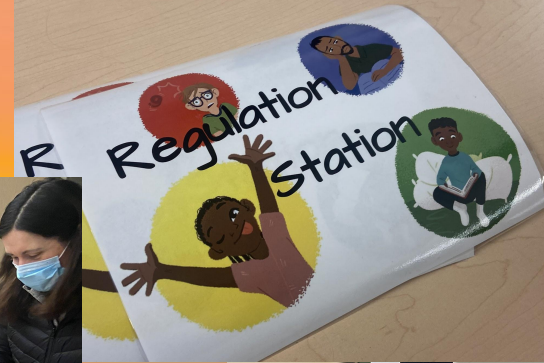
One of my teachers took it a step further and started having her 2nd graders write down the glimmer in their day. They did this at the end of the day and shared them before leaving! They then left on a HAPPY NOTE! She hung them up each day and at the end of the year they read back through them!



Making the Mundane *Magical*

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“Make & Take”





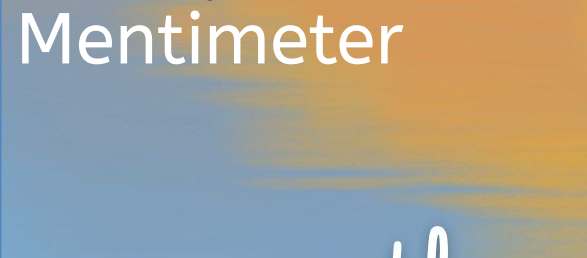
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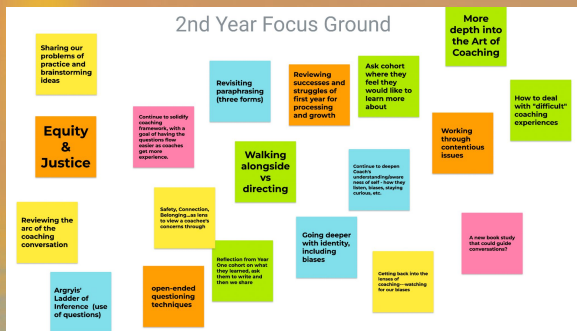
1. Pass the envelope to the right.
2. When it is your turn, you close your eyes and pick an item from the envelope.
3. Tell your group about the item, sharing everything you know about it. Then, ask a question about the item if you have one.
4. If you don't know anything about the item, no worries! Just ask your group to teach you about it.
5. The person who just went will be the note-taker for the next person's turn, so this paper will follow the envelope around the circle.
6. The note-taker will write down the item's name and any lingering questions or ideas the group has about the item.
7. We will quickly go through the items when we get back together as a whole group to answer any important questions you may have.

Item name	Questions/ideas/wonderings about the item

Virtual Collaboration

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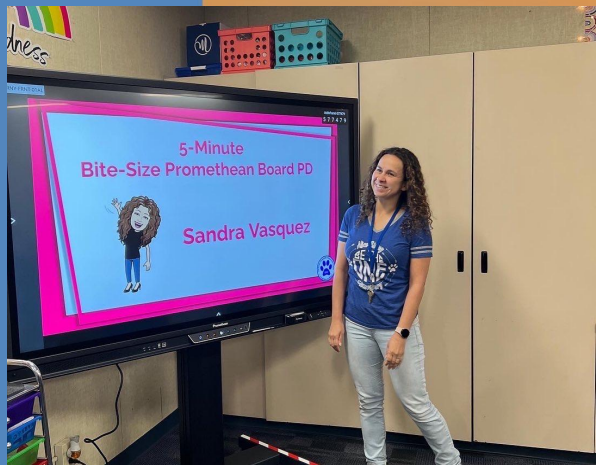
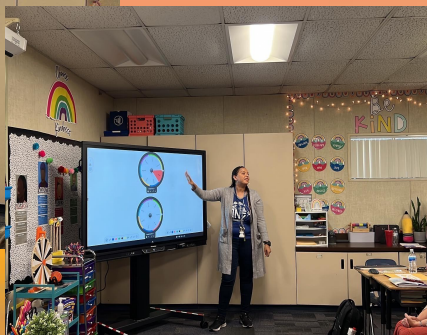
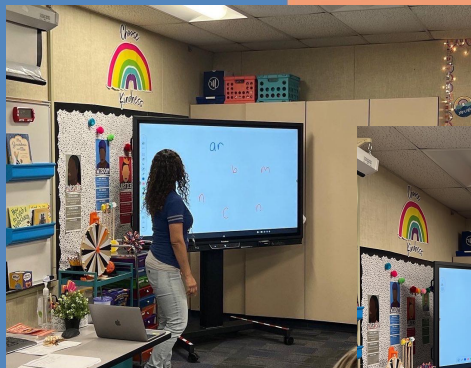
Jamboard



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Teachers as *PD Leaders*

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5-Minute Bite-Sized PD

- **Materials:** Voluntary teacher/staff member.
- **Arrange ahead of time.**
- **Quick, high-impact, low prep strategy.**



“Round Robin PD”

- **Materials:** each teacher/staff member brings an example of the strategy (i.e., close reading, Guiding Reading strategy, etc.)
- **Groups of 2-3 from different grade levels.** Take turns sharing “Round Robin” style.
- **Take turns sharing a quick, impactful instructional, classroom management, family communication, etc. strategy.**

Learning *Together*

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Let's go back to
the *future*.

Dream ahead to
the end of the
year.

Where we start the year:

Where we finish the year:



- Start with the end in mind, and work your way backward.
- Make a timeline of goals to accomplish at four points throughout the year.
- Your starting point is totally fine.

Pause and Write

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**Share your ideas for diving
into the content**

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Section 3:
Ending with
Action & Inspiration

Concluding with *Clarity*

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- Recapping what was covered at the meeting.
- Overview of where the team is headed and why.
- Scheduling follow up plans.





“Circle Up”

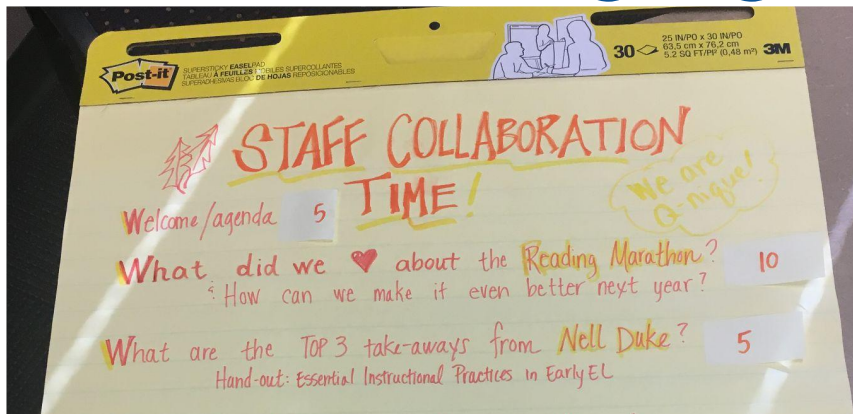
~Gracie Branch @branch7

- **Group Size:** 4 - 5 staff members
- **Physically “circle up” and go around the circle completing this statement:**
 - “I’m going to leave today thinkin about...”
 - “My understanding of our next steps is...”
 - “One question I still have is...”

“Reply All”

- Send a follow up email after the meeting that summarizes the main points.
- Ask teachers to “reply all” within a certain timeframe.
- Teachers share their take-away, an idea they will implement or their next steps.
- Can happen immediately after meeting, or can be powerful a few days or even week later.

Save all meeting agendas



- Avoid the “one and done” trap, save meeting agendas and review all you’ve accomplished at the end of the year.
- Create lists of successes and next steps for each initiative.

The Year in Review

Gallery walk to reflect on our learning and growth this past year.

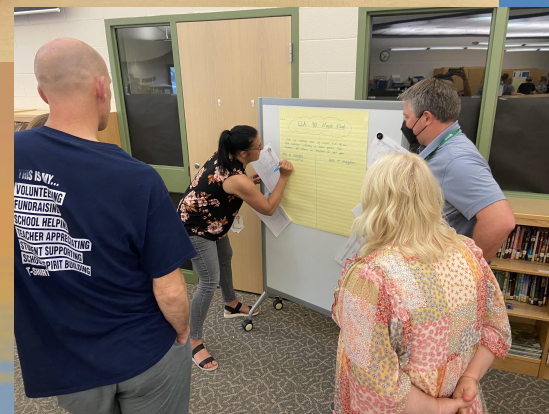
1. Find your group! You have matching colors on your nametag.
2. Find where to begin your review by matching your color with a poster.

How has this topic influenced your work with students?

Include areas of strength and areas of opportunity.

3. Reflect on the topic with your group members, read what others have written, and record 1 or 2 reflections on the poster.
4. Rotate to next poster when you hear the signal.

Knowing we only have five minutes per poster, what do we need to keep in mind? How might all voices be heard?



Reflect & Plan

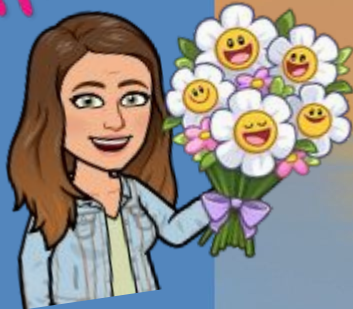
- Select 2 ideas that you will implement right away.
- Add your ideas to our chat!

FLIPPING THE SCRIPT 2.0:

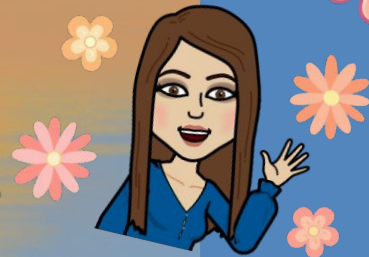
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THANK YOU!



THANK YOU



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