FOND DU LAC

- We TALK to each other
- COLLABORATE with community
- Disagree RESPECTIVELY
- 12-13 year ago: TIRED of fighting determined collectively to work together
- TRANSPARENCY Administrators Board members are accessible
- SIGNIFICANT decisions are made collectively
- CONSENSUS BARGANING
- What... NO CONTROVERSY? YES, but we TALK to each other
- FOND DU LAC LEADERSHIP MODEL IMPORTANT, SIGNIFICANT DECISIONS ALL GO THROUGH THE MODEL
- DEFINING MOMENT for US! NEA CONFERENCE: TEACHERS IN SIGNIFICANT DECISION MAKING ROLES

ALBANY

- VISION— AND HAVE GOOD PEOPLE TO WORK ON THEM
- STARTED WITH BABY STEPS....
- WONDERFUL NEGOTIATIONS... WE talk
- RELATIONSHIPS HAVE ALWAYS BEEN IMPORTANT
- Shouldn't we be the.... ROLE MODEL FOR WORKING TOGETHER and COMMUNICATING for our students?
- GOALS UNITED WANT SUCCESSFUL CHILDREN

DEFOREST

- Establish what you have in COMMON and find middle ground
- A decade ago... FRAGMENTATION
- TRANSPARENCY
- COVEY'S 7 HABITS board training.... need to PRACTICE IT
- ASKED what we really want from our PROFESSIONAL DEVELOPMENT
- Predictable CHALLENGES CONSTITUENTS NEED TO UNDERSTAND WHAT'S NEW AND HOW TO SHIFT FROM THE OLD
- Consensus/Collaborative approach can be MESSY Sometimes need to REVISIT things as new/different people come on board

ELMBROOK

- WE SURVEY OUR STAFF and use that FEEDBACK to IMPROVE
- 82% of OUR BUDGET IS PEOPLE YES! NEED BUY-IN FOR PERFORMANCE EXCELLENCE
- STRATEGIC PLANS talk about WHAT... need to figure out HOW
- CONTINUOUS IMPROVEMENT
- Want EXTERNAL FEEDBACK About 6 years ago Committed to the WISCONSIN FORWARD AWARD

BALDRIGE

- Need to work together to IMPROVE
- LEADERSHIP
- STAKEHOLDER INVOLVEMENT
- WORKFORCE

THEMES:

TALK TO EACH OTHER
TRANSPARENCY
INVOLVEMENT
RESPECT
RELATIONSHIPS

WS FORUM, MARCH 28, 2009 Chart #2 by Sue Kelly sue@suekelly.com