

PUBLIC EDUCATION SYMPOSIUM NOTES FROM KATHI SMITH

January 23-25, 2020

Michael Fullan – The Governance Core and System Change

- contact Michael Fullan is *michaelfullan.ca*

Need for Change

- traditional school is boring
- 2 catastrophic forces
 - o climate change (Uninhabitable earth)
 - o towering & extreme inequality
- inequality is widening
- the world is troubled
- deep learning innovations show promise
- trust is quickly declining
- if we differently educate students – that will save us
- the issue is deadly convergence
- Engaged students 95% at grade 1
- 37% at grade 9
 - o Shapers – Top framers
 - o Messaging
 - o Invests, Interacts
 - o Intervenes

The top frames, the middle strengthens and the bottom liberates

- Autonomy is good as long as it is connected
- Teachers support collaborative collectivism

Coherence Framework – all provided with leadership

- Focussing direction
- Create collaborative culture
- Secure accountability
- Deepening learning
- schools need shared depth of understanding
- what happens day to day creates the shared depth of understanding
- bad things strike 4 times more than good things
- coherence.....a shared depth of understanding about the nature of work
- nothing automatically good about collaboration

- collective teacher efficacy effect size 1-57 (all others effect size)
- shared belief in conjoint capacity to produce results
- primary input is evidence of impact
 - deep learning - quality learning that sticks for life
 - deep learning using the six c's – challenges to do differently
- Politics is what you do to get elected
- Governance is what you should do
- Work on unity of purpose – constant system
- John Malloy wrote a blog with Michael Fullan
- TDSB has developed equity policy for black students
- Not just an educational solution but also community solution
- Role confusion creates challenges to succeeding

Nik Nanos

- Ontarians are 2 times as likely to say spending \$\$ on education is more important than eliminating the deficit
- why research?
 - o To know when to go to war (or not)
 - o To not drink your own bathwater
 - o To get competitive advantage
 - o Maximize investments
 - o To win
- Polling helps to maximize investments
- Last federal election was based on “gotcha politics”

Who was the election about?

2004 Stephen Harper
 2006 Paul Martin
 2008 Stefan Dion
 2011 Michael Ignatieff
 2015 Stephen Harper
 2019 Justin Trudeau

- 2X as many Ontarians think Ontario students get lower marks than reality
- 67% think trustees should be elected
- 2x as many think school investment is more important than eliminating deficit 61%
- 2 in 3 oppose larger class sizes
- silence is not an option
- don't say stupid things about the premier
-

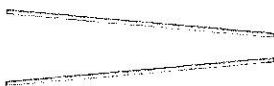
Director Performance Appraisal

- OESC
- Template on director performance will be sent out in next few months (6 weeks)
- Non profit
- Find efficiencies in Ed Sector
- Started 2002
- 72 publicly funded boards are part of this
- new training modules for boards
- executive recruitment
- multi year strat plan
- Charitable Foundation creation
- Looking for some trustees to assist with training
- Used WRDSB as an example
- Used credit union based and WRDSB to create performance appraisal
- "key powerful phrase" it depends

Draft DPA Process

- no evidence of process
- style based assessment
- strategic plan/director's work plan towards goals and Strat Plan
- hybrid of style & substance, goals

Plus
Minus
Interesting



assess the process

DPA Process Possibilities

- full board led assessment
- chair/committee led assessment
- current DPA – what are the PMI?
- Power of the Board
 - o Hiring of Director
 - o Multi-year plan
 - o By-laws, policies
 - o Director Performance Appraisal
 - o Budgets
 - o Motions
 - o Achieving goals

Timeframe

- workplan by Director in early Sept/Oct.
- present to Board in late September/October

- Director Performance Plan - goals shared with committee Sept/Oct
- DPA midyear review Jan/Feb informal conversation with committee
- DPA yearend review in June – informal conversation with committee
- Another person can sit on the committee if they desire
- Survey community to determine what you want and need before you start the process

Ziya Tong

- Emblem for trustees slime mould
- Exceptional problem solver
- Forge new paths
- Embrace new technologies
- Slime mould replicated the Tokyo railroad
- Being used on maps to develop routes
- Why follow the leader?
- Start with birds, GPS backpack on birds
- One bird leads 8 out of 13 trips
- Pigeons have a flexible leadership style
- Fish have high frequency tail beat
- Lion roars are played out, elephants go into formation, calves behind and females (the biggest) in front
- Blind ants can lead all ants into a spiral of death
- Despotic leaders – some are bully despots
- Animals vote with their feet
- Trust is imperative in animal behaviour
- Capuchin monkeys will put their finger into eye sockets and put the animal into a trance
- Must have fairness in treatment – grape versus cucumber
- Homo sapiens use “sucking up” to get things
- If a computer gives praise it is either sincere or insincere
- Homo sapiens are visionary – they can build a spacecraft
- In the past 40 years, we have lost 52% of wildlife in the world
- 7.7 million of young people have worked to change the world
- People in Hong Kong are behaving like slime mould
- People power is growing
- Solutions are not the problem, we have plenty of those
- Always keep the big picture in mind, don’t underestimate the small guy

Self Fulfilling Prophecy – Are We Behaving our Way to Elimination??

- Michael Barrett – everything is your fault, every thing is public
- “You cannot talk your way out of a problem that you behaved your way into.”
 - o Steven Covey

Chairs & Directors

- Important to know what is operational and what is not

- Need a clear understanding of pathway(s) to follow

Connecting Governance & Leadership to Impact Within the Public Sector

- A structural viewpoint is needed
- Unleveraged clout can be a liability
- Shift of power needs to be intentional
- Power conceded nothing without demand
- Need to work on the organization versus for the organization
- Look at your blind spots
- Need to work on, not simply for the organization
- You to need to work with caring as well as duty of care
- Need to know the organization to be working on the organization
- Organizational intent matters to organizational impact
- "To free energies of human spirit is the highest potentiality of all human association:
 - o Mary Parker Follett
- Education Impacts
- "Leaders develop a story of possibility for a group of people for a period of time."
- Who loses out if you don't show up at your best.
- Impact puts purpose before process
- Organizational learning happens in 3D
- Deep learning is fully realized
- Discomfort and learning are linked
- Make it safe so that people can discuss but also hold people to account
- Important that you create a safe space

Create a safe space ----- Insist on Feedback ----- Measure what is learned

- Important to ask the question – what did you learn?
- Public Education is about creating "adaptive experts"
- Surface learners – memorize
- Culture is what happens in the hallway, not what is on the walls
- Impact demands a shift from knowledge holders to experience creators
- TIFF has had 17 Oscars from films screened at festival while Cannes has had 0 between 2004 and 2018
- Allow people to support – make it happen
- Allow safe space gives you purpose
- What purpose is worth the currency of my life
- Serving of one's purpose can be incredibly rewarding – this can be why your life purpose shifts.
- A photo in Rwanda for hutu/tutse reconciliation show a photo with a woman sharing on her face, the purpose
- Stretch mind set is important to your purpose

Embrace Discomfort-----Move Beyond ----- Design from Love
Mere tolerance Not from guilt

- **Make no small plans.**

Communication & Advocacy In Your Local Community

- a Q & A with Tim Hudak (from Ontario Real Estate)
- Aaron Davis from Sick Kids Hospital
- Shelley Laskin, a TDSB Trustee
- The MC was Shane Gonsalves

They talked about communication with parents . TDSB looks at how they are different from the rest of us. Time is an issue of policy development. Develop a policy on public consultation. Nothing more satisfying than clarity of purpose.

Central West Meeting

Labour Relations

- Public discourse
- Minister seems focused on Dollars only
- Two labour leaders have 5 issues
- OSSTF have taken to posting everything
- Unions won on remedy for former decisions
- ETFO has hired some extra staff
- E-learning is not about the machines
- Survey results that were collected by OPSBA have been very helpful
- 274 won't be inside of the collective agreement
- April 30/May1 will be date for Labour Relations conference
- Director appraisal to be completed by the end of May

Will Gourley & York Region Students

- was one of the TED Ed pilots hosted in the world
- students were engaged
- they were hesitant to talk with non teachers
- really great addition to the conference!

The conference was excellent. Lots of great and open conversation about the state of education in the province. We need to encourage more non party conversation among trustees that focuses on students not on party politics. Well done!