

One School's Transition to Smarter Students and Teachers

Steve Phelps, Ed.D
President.
Bishop O'Dowd High School, Oakland

Specific Outcomes of Session

1. Why we need to be smarter to achieve our mission.
2. Backward Design—What having smarter students and teachers looks like in 2014.
 1. The steps we have taken to build our capacity to develop smarter students and faculty.
 2. Assess your school's motivation, and capacity to adapt to the needs of this age.

Why Do We Have to Be Smarter?

Future of Learning



Three Ages in Human History

1. The Agrarian Age
2. The Industrial Revolution
3. The Digital Age- content from millions goes to the individual-a fundamental shift in civilization

Are Today's People Smarter Than Those in 1975?



Three Indicators

1. Increasing Intelligence-The Flynn Effect
2. We are coping with great complexity-no one runs the world!
3. We need to be the most capable people in human history to thrive!

Digital technology is changing our brains

Industrial Age Schooling Cannot Meet Our Educational Needs Through 2025

Why?

1. Half of high school students are poorly educated.
2. The current K-16 system is financially unsustainable.
3. It does not incorporate current learning and motivational theories.
4. The mindset is the one-way presentation of information- the broadcast method.



More Complex World > More Complex Problems



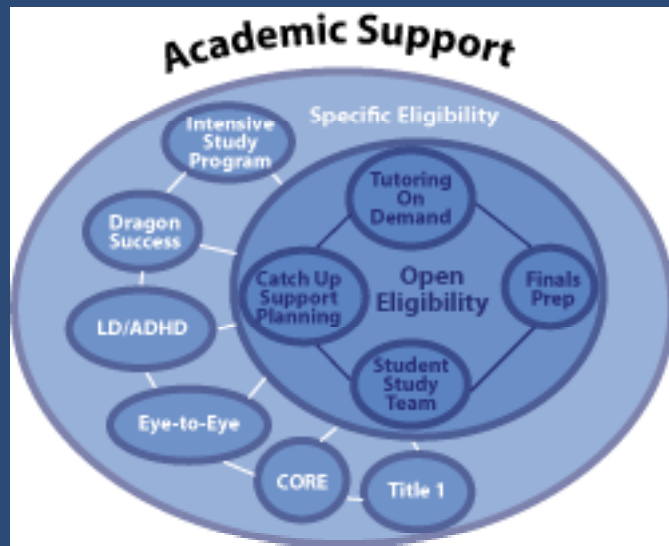
For Example:

1. Climate, water, pollution, and environmental quality.
2. Need for excellent education and health care for all.
3. Such problems need networks of skilled people led and motivated for the seamless exchange of information-not command and control

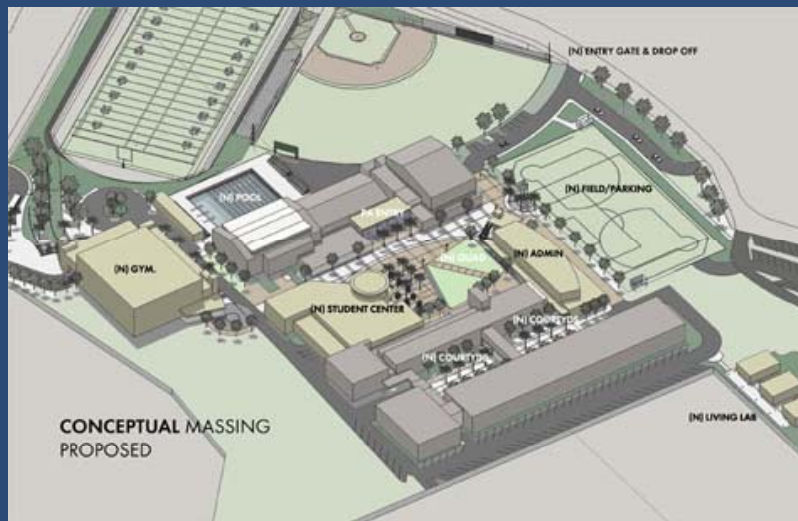
What Innovations Can Meet Student Learning Needs?



1. Best practices in teaching and learning for all kinds of minds.
2. Digital technology and online and hybrid courses.
3. Best practices in spirituality guided by Catholic spiritual traditions.
4. School as a vibrant community center for adolescent/family life.



What would a Smarter Bishop O'Dowd High School Look Like in 2014?



1. Curriculum & Instruction for all kinds of minds.
2. Vibrant Campus Ministry and spiritual enrichment.
3. Co-curriculars superb at meeting student needs.

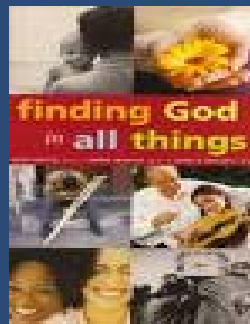
Community Center for Curriculum and Instruction in 2014



1. Best practices in face-to-face traditional learning.
2. Hybrid model- Online and face to face combined.
3. Teachers in either model who are experts in their subjects and human learning!

These models improve student outcomes, contains costs, and are more personal.

Community Center for Campus Ministry and Adolescent Spirituality & Personal Growth



- ▶ Prayer and liturgies.
- ▶ Service Learning & Immersions.
- ▶ Retreats for spiritual, emotional and social growth.
- ▶ Small communities that learn work, and pray together.
- ▶ The continuing education of the mind, emotions, and spirit.

Community Center for Athletics, Arts, Social, Recreational, and Career Activities



- Maintain and expand all levels of athletics and wellness.
- A Center for performing and visual arts--all levels.
- Social and recreational activities of varying types.
- Career exploration, shadowing experiences in the professions and other special interests.

Leadership for Change Is Effective When:



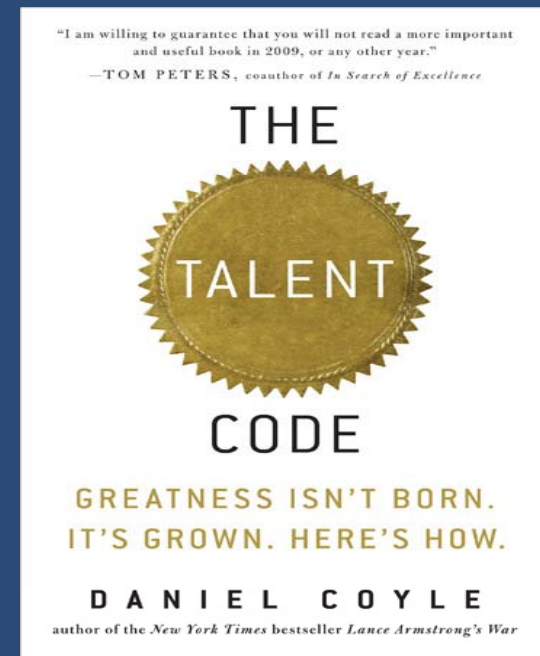
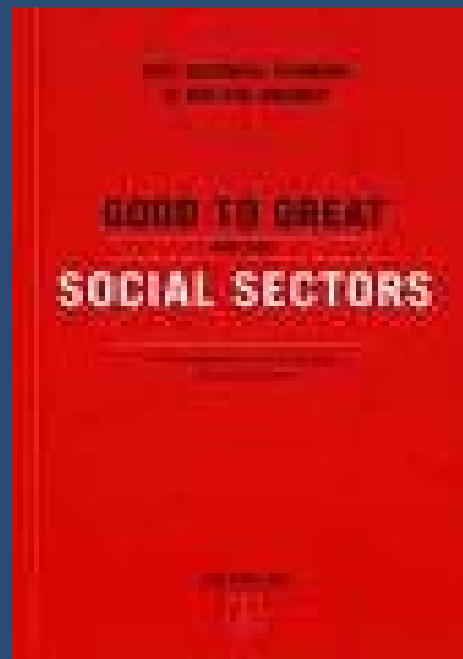
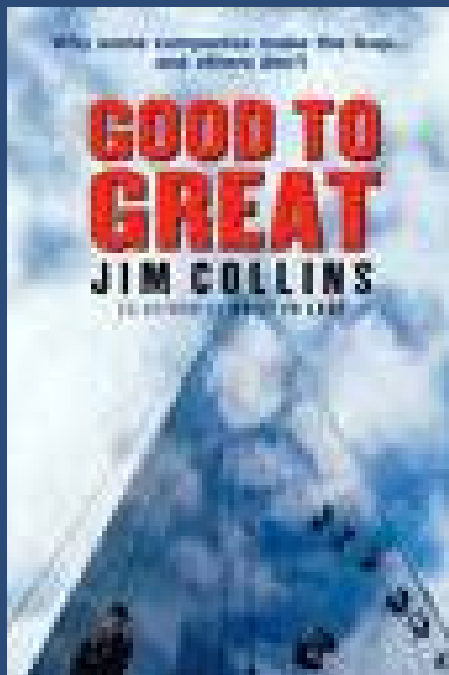
Effective Leadership gets people to do what they need to do because they want to do it.

- 1 Make it clear
- 2 Make it popular
- 3 Make it easy-support it.
- 4 Make it mandatory

Steps O'Dowd Has Taken to Build Its Capacity, 2005-2010

*Begin With a Vision and a Plan to Achieve the Vision
in 5 Years*

A New Book That May Help You Go From Good to Great!

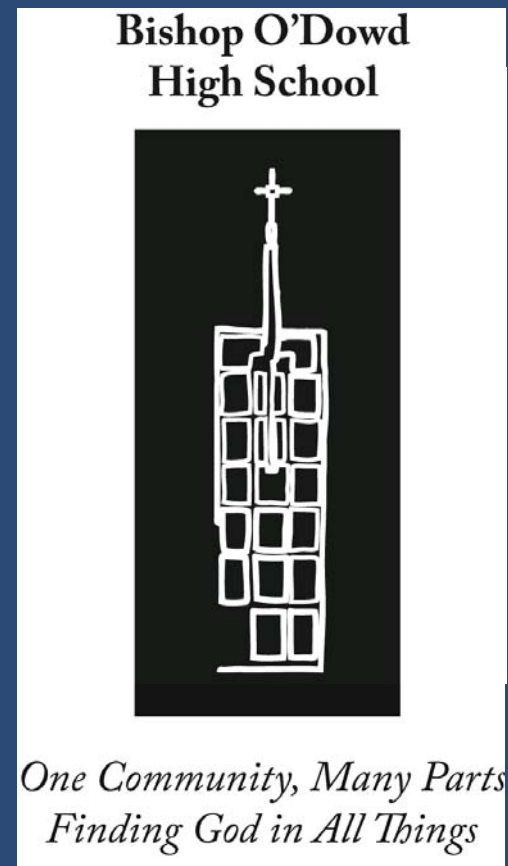


Good to Great-5 Steps for Schools

1. Define “Great” in Student Outcomes
2. Level 5–Leaders–Not Celebrity Leaders.
3. Right People on Bus in Right Seats.
4. Economic Engine–Your Value to Society.
5. Build Momentum for Your Brand

1. We Defined Great in Context of our Mission in 2005-10

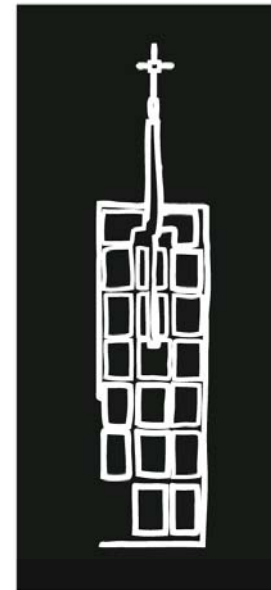
- A vision of a good school becoming great with our charism and strategic plan and public.
- What great results look like (3 Ps) promoting great results in Academics, Campus Ministry, and co-curriculars.



What Did we Do to Define “Great” for O’Dowd From 2005-10?

- Clarity of Vision with our charism and strategic plan with real results!
- Effectively telling our story with website, publications, admissions, media, and word of mouth.

**Bishop O’Dowd
High School**



*One Community, Many Parts
Finding God in All Things*

2. Great Leadership in a Diffuse Power Structure

- ▶ Leaders who show personal humility and professional will.
- ▶ These create legitimacy and influence and a call for action.
- ▶ Ensure the right decisions and measurable results happen.
- ▶ Know when to exercise executive (formal power) vs. legislative leadership (influence).



What Has O'Dowd Done to Improve & Nurture Our Leadership Skills in a Diffuse Power Structure?

- ▶ Model personal care for students and adults and display humility and professional will.
- ▶ Develop trusting teams that hold each other accountable.
- ▶ Collaborative decision making processes with impressive measurable results.
- ▶ Encourage diffuse leadership and exercise of formal and informal power.



Measurable Behaviors of Great Teachers, Leaders, Coaches:

1. Unyielding focus on upgrading the team.
2. Help others see, live and breathe the vision.
3. Exude optimism and can-do energy.
4. Trust, candor, credit and transparency.
5. Courage for gut calls & unpopular decisions.
6. Unleash debate, new ideas, and implements with action.
7. Inspire risk-taking and learning.
8. Celebrate for fun and to create positive energy!

3. Get the Right People on the Bus and in the Right Seats!

- The right leaders attract who and what you need.
- The right people are the number one resources for any school!
- Make sure each job is best fit for each person.



The bus has changed to a bullet train!

What have We Done to Get The Right People on the Bus and in the Right Seats?

- The leaders & school must attract the right people.
- The right folks on the bus and help for the wrong ones to transfer!
- Worked hard at fit once on the bus.



Effective leaders help people get on the bullet train!

4. Economic Engine for Social Sector Organizations Fall Into 4 Categories:

1. Government-funded organizations such as public and charter schools, NASA, NYPD.
2. Cause-driven non-profits funded by private individuals, charities, churches, Special Olympics.
3. Blend business revenues and charitable donations- Girl Scouts, Catholic Schools.
4. Organizations funded by tuition and revenues,-- hospitals, some schools, Salvation Army, UC Berkeley.

What is O'Dowd's Economic Engine?

1. We must be a great school-if not- the Catholic part will not matter. For us that also means a vibrant community center--
2. Personalization -one size does not fit all and running such a business is very hard work!
3. Personal care always!!! Take them to the mayonnaise!
4. Best practices as a business and a Catholic school while developing the next model!

5. How Have We Built Momentum for Our School?



Great schools “gather” momentum to build success on success!

- ▶ Many, many quick wins build support and confidence.
- ▶ We have built momentum in all areas of school life.
- ▶ We project ourselves as highly successful in achieving our mission.

Assess Your Schools Motivation and Capacity to Achieve Its Mission in a Changing World 2011-2025

Below are 5 questions to help you assess your school community's motivation and capacity to help students to achieve the spiritual, intellectual, and personal growth needed for 2011-2025.

- Assess both your motivation and capacity in each area by assigning a score of 1-5
- Add up your total score.

Scoring: 1-not present, 2-present a little, 3, present, 4, substantial presence, 5, fully present

Categories of Essential Marks of a Catholic School

	Motivation	Capacity
1. Vision: In my school, our mission and graduation outcomes provide a clear statement of the skills and outcomes students need for lives of spiritual, intellectual, and personal growth 2011-2025.		
1. Vision: In my school, we have effectively articulated a clear vision on our website and in school publications and the curriculum of the skills and outcomes students need for lives of spiritual, intellectual, and personal growth 2011-2025.		
1. Vision: In my school, the students, faculty, and parents can articulate most of the skills and outcomes students need for lives of spiritual, intellectual, and personal growth 2011-2025.		
2. Leadership: In my school administrators effectively research best practices, and then lead and create the structures and the social and physical capital to achieve the mission, 2011-2025.		
2. Leadership: In my school we actively support the development of effective faculty and student leadership teams among faculty and students that have the capacity to support the mission 2011-2025.		
2. Leadership: In my school, individual leaders and leadership teams of school administrators and faculty hold each other accountable to achieve measured and agreed upon results.		
3. Right People of the Bus: In my school the right people are leading the school and they are in positions where they are most effective.		
3. Right People of the Bus: In my school people who did not have the sufficient skills or motivation in leadership, teaching, or other positions have moved on to other places that better fit their skill set.		
4. Economic Engine: In my school we have clearly identified and implemented best business practices that will acquire the resources and support the schools needs to achieve its mission, 2011-2025.		
4. Economic Engine: In my school we have clearly identified and put in place the planning, research, and resources to develop and implement best educational and business practices we need to achieve our mission, 2011-2025.		
5. Building Momentum: In my school we utilize many quick wins (continual improvements in every area of school life) that communicate to faculty, students, parents, and the larger community that we are a school that will achieve its mission in 2011-2025.		
5. Building Momentum: In my school we have a clear plan media plan for telling our story and doing our best to build momentum for the public perception of our quality, values, and viability.2011-2025.		
Please Total Your Points for the Motivation and Capacity Roles	/60	/60