

THE EQUALIZER

Why and how educators must and can level the playing field for today's children.

LEE ROLAND

Author of *Fantastic Voyage: A Story of School Turnaround* and Founder of Voyage Consulting



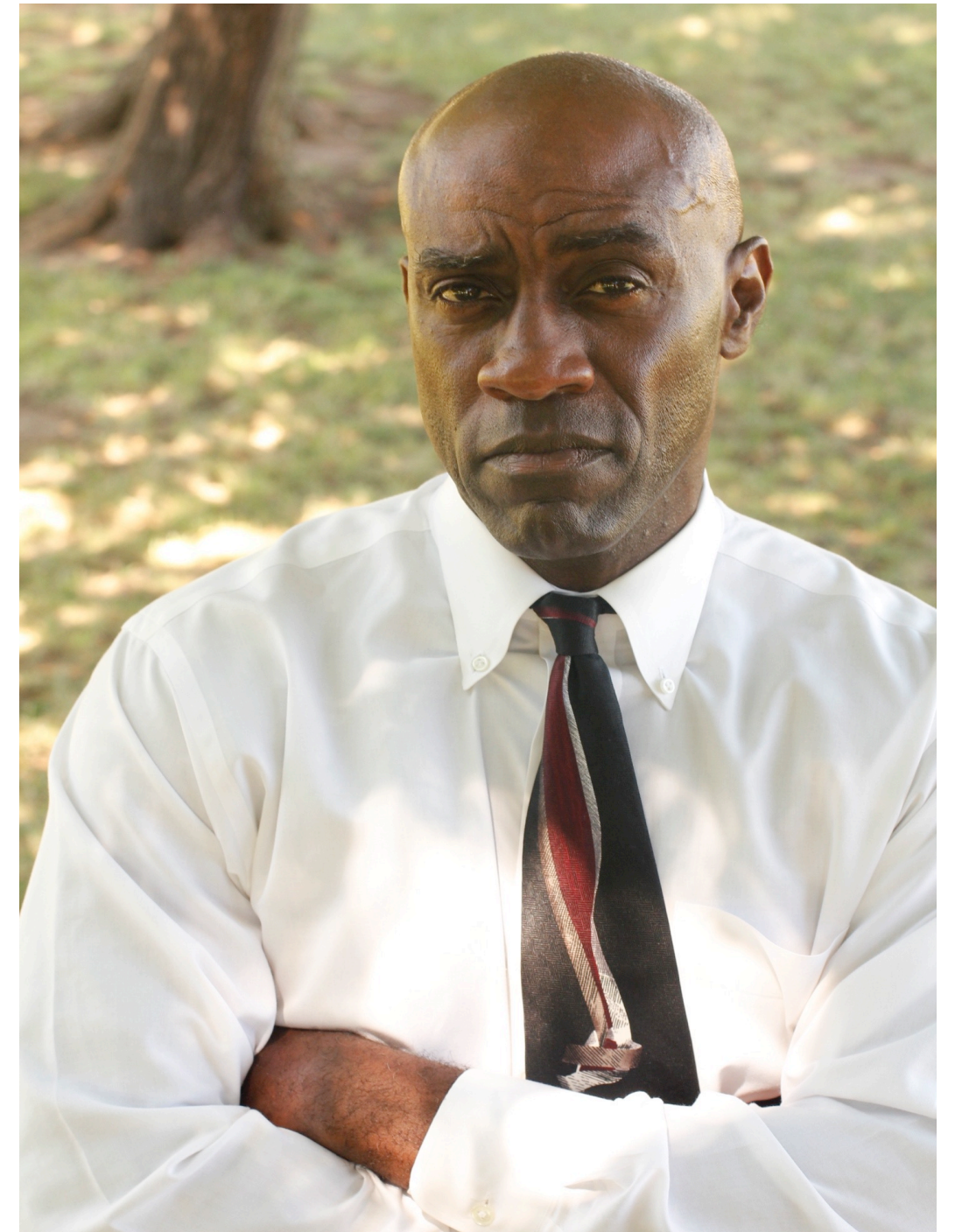
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**VOYAGE
CONSULTING**

MEET YOUR PRESENTER

- A Dreamer
(Voyage Consulting)
- A Professor
- A Preacher
- An Unmasked
Crusader



TODAY'S DESTINATION



- Challenge and inspire by via the “**Nine Examination**” questions
- Take you on my journey by sharing "The Fantastic Voyage"
- Come together as a team to help one another find solutions to real life situations
- Share and impart our "AHA!" moments
- Empower and launch us beyond this room with confidence
- Answer your questions



THE TULAKES JOURNEY



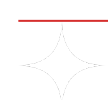
At the start, among the 19 elementary schools in the Putnam City School District, Tulakes was sinking.

- ✦ The lowest test scores in the district
- ✦ The highest staff turnover
- ✦ The lowest teacher morale
- ✦ The highest student mobility
- ✦ The lowest school image
- ✦ The highest retentions
- ✦ The lowest parent involvement
- ✦ The highest suspension rates

PREPPING FOR SAILING



#1. EXAMINE OUR CORE VALUES



Why

Our purpose

What

Our strategy

How

Our culture
& behaviours

WHAT ARE CORE VALUES?

Core values are one piece of creating a **repeatable, scalable system**. They allow people in your organization to make **good decisions** on their own, by simply applying the values to new challenges that come along. Your core values will **remove bottlenecks** and **empower individual growth** across your organization.





- ✦ **We never let a child fail**
- ✦ **We do whatever it takes**
- ✦ **We accept and embrace diversity**
- ✦ **We teach beyond the curriculum**
- ✦ **We support and hold one another accountable**

#2. EXAMINE OUR CULTURE



WHAT IS CULTURE?

Culture consists of the **values**, **beliefs**, systems of language, communication, and **practices that people share in common and that can be used to define them as a collective.**

What about your culture?

What pragmatic steps do you need to take?

TURN & TALK





✦ #3. EXAMINE

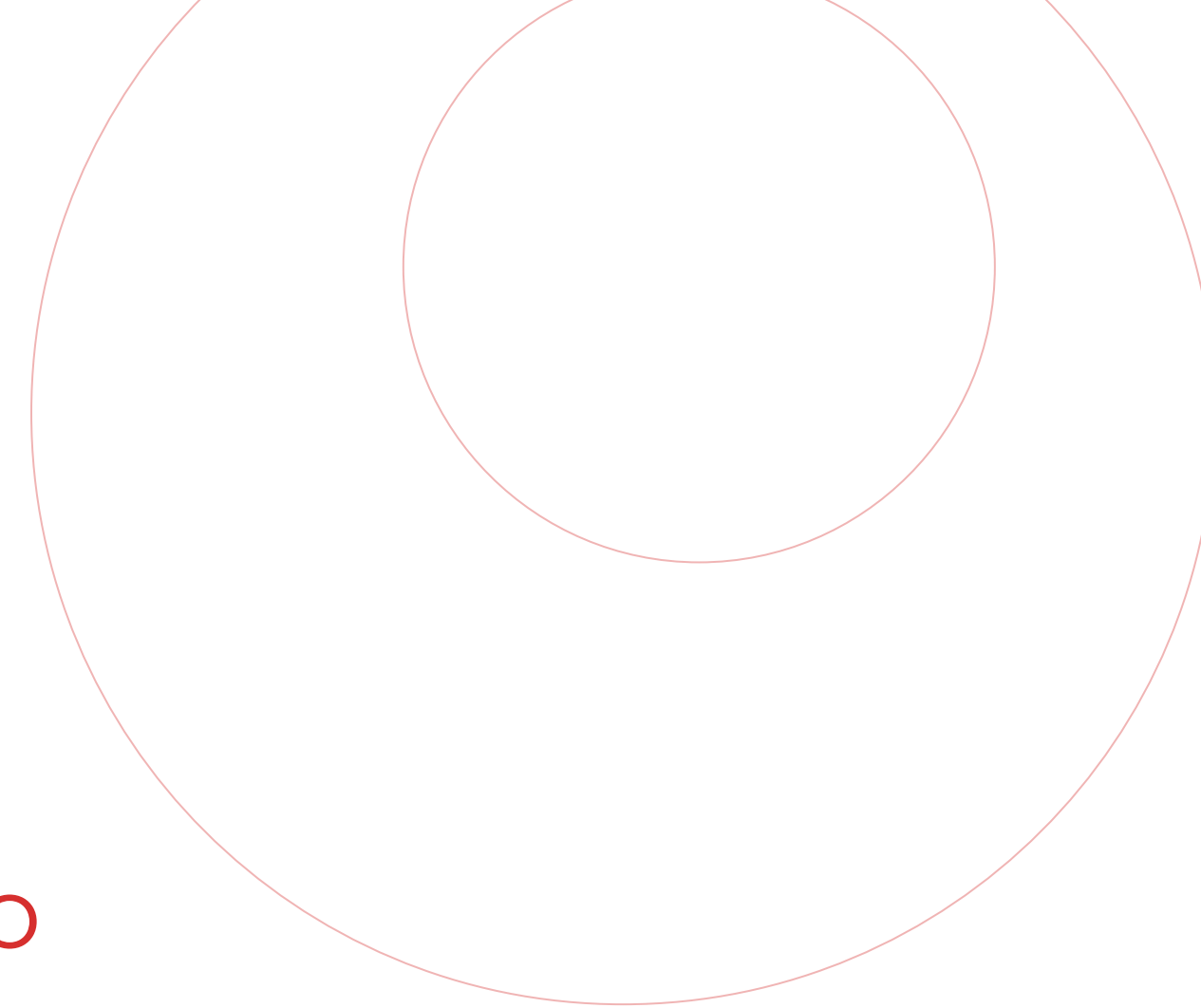
✦ (SOUL-SEARCH)

✦ OUR TEAM AND HIRING




#4. EXAMINE OUR EFFORT

Teaching is hard – we sometimes have to contend with:

- Large class sizes
- Student motivation
- Student health and safety issues
- Marginal compensation
- And...



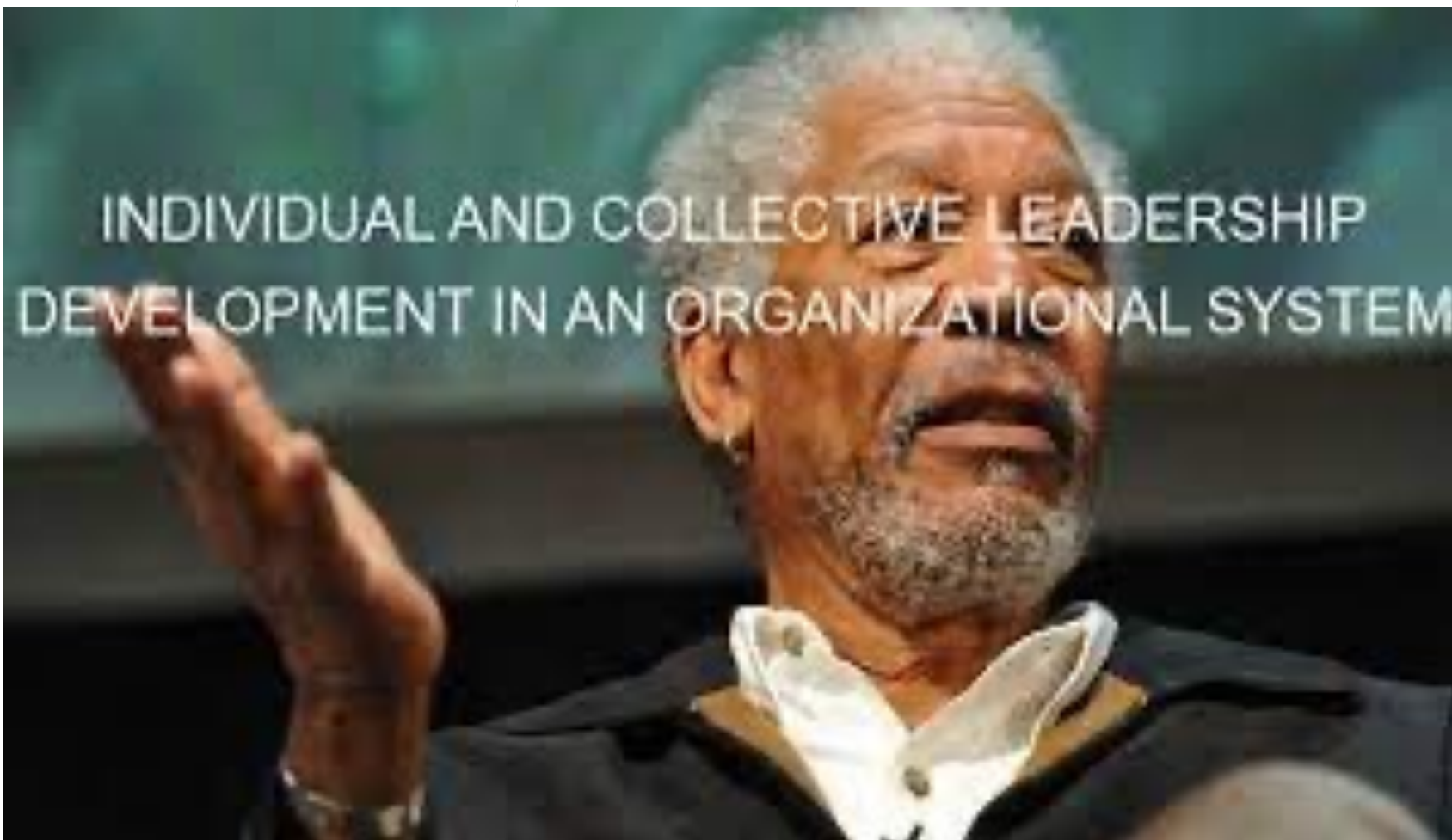



TEACHING
 **IS** 
TOUGH BUT
SO ARE
YOU

#5 EXAMINE OUR ✨ LEADERSHIP MODEL

Consider Shared Leadership

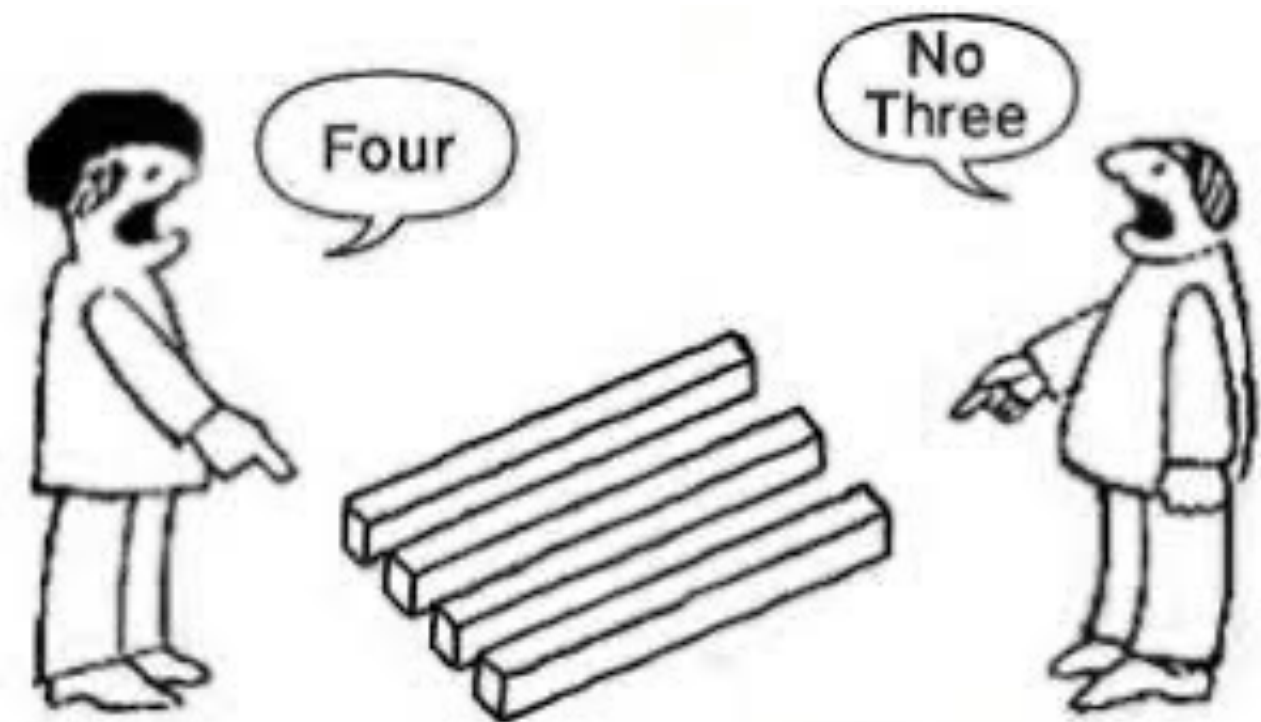
Distributive Leadership (DL) involves a team of educators from different levels of leadership, grades, and/or subject areas who work collaboratively to create positive, school-wide change.



#6 EXAMINE HOW WE SEE OUR FAMILIES

Let's discuss some possible hard truths (maybe the elephant in the room)

- ◆ Home conditions (healthcare, legal, etc.)
- ◆ Economic disparity
- ◆ Safety and security
- ◆ Race and ethnic biases



TURN & TALK



#7 EXAMINE OUR RELATIONSHIPS

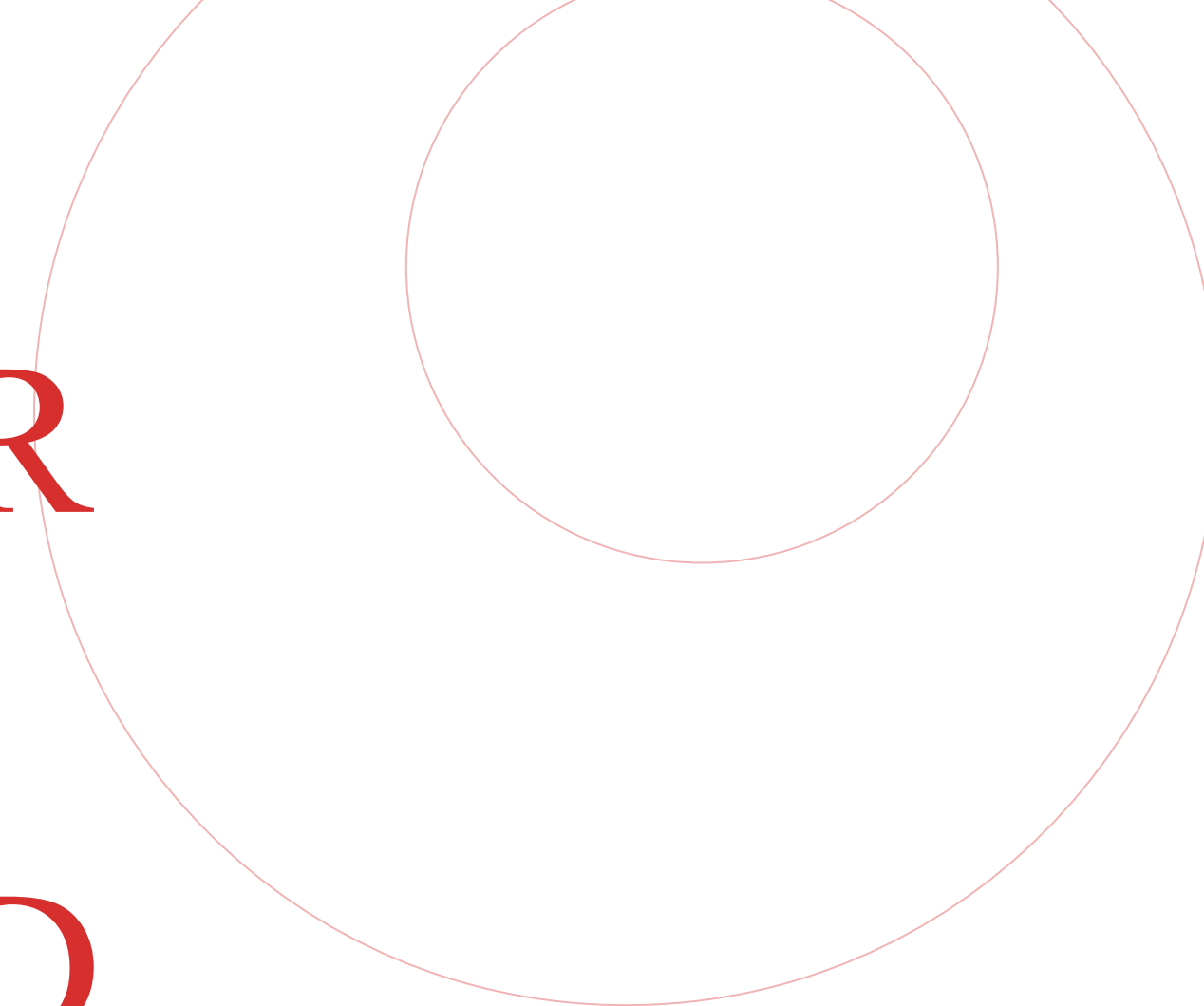
“The nature of relationships among the adults within a school has a greater influence on the character and quality of that school and on student accomplishment than anything else.”

– Dr. Roland Barth

TURN AND TALK



#8 EXAMINE OUR
LEVEL OF
INDIVIDUAL AND
COLLECTIVE
HOPE



WHAT IS HOPE?

“Hope is the belief that the future will be better and you have the power to make it so.”

– *Dr. Chan Hellman*



TURN & TALK





#9. EXAMINE OUR
CALLING



TURN & TALK



PLAN FOR ROUGH WATERS



PLANNING FOR ROUGH WATERS

Three Things We **WILL** Do In
Rough Waters:



"When the waters get
tough, the tough get
going."

PLANNING FOR ROUGH WATERS



Three Things We **WILL NOT**
Do In Rough Waters:



"When the waters get
tough, the tough get
going."

TURN & TALK



THE TULAKES TRIUMPH



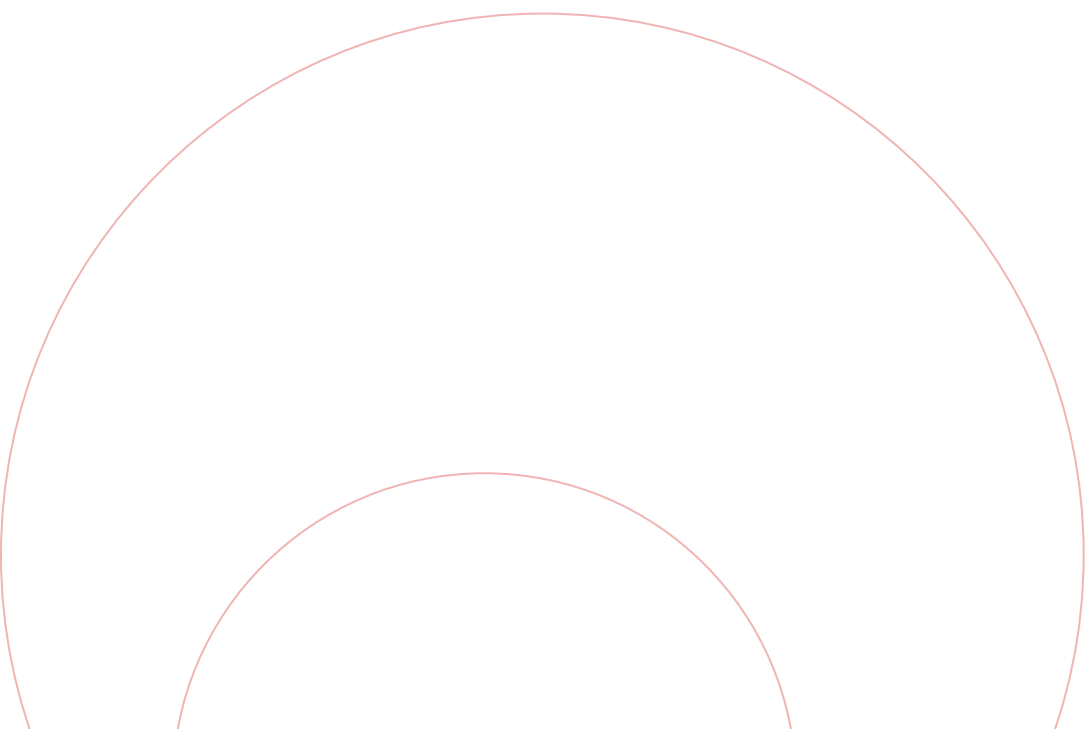
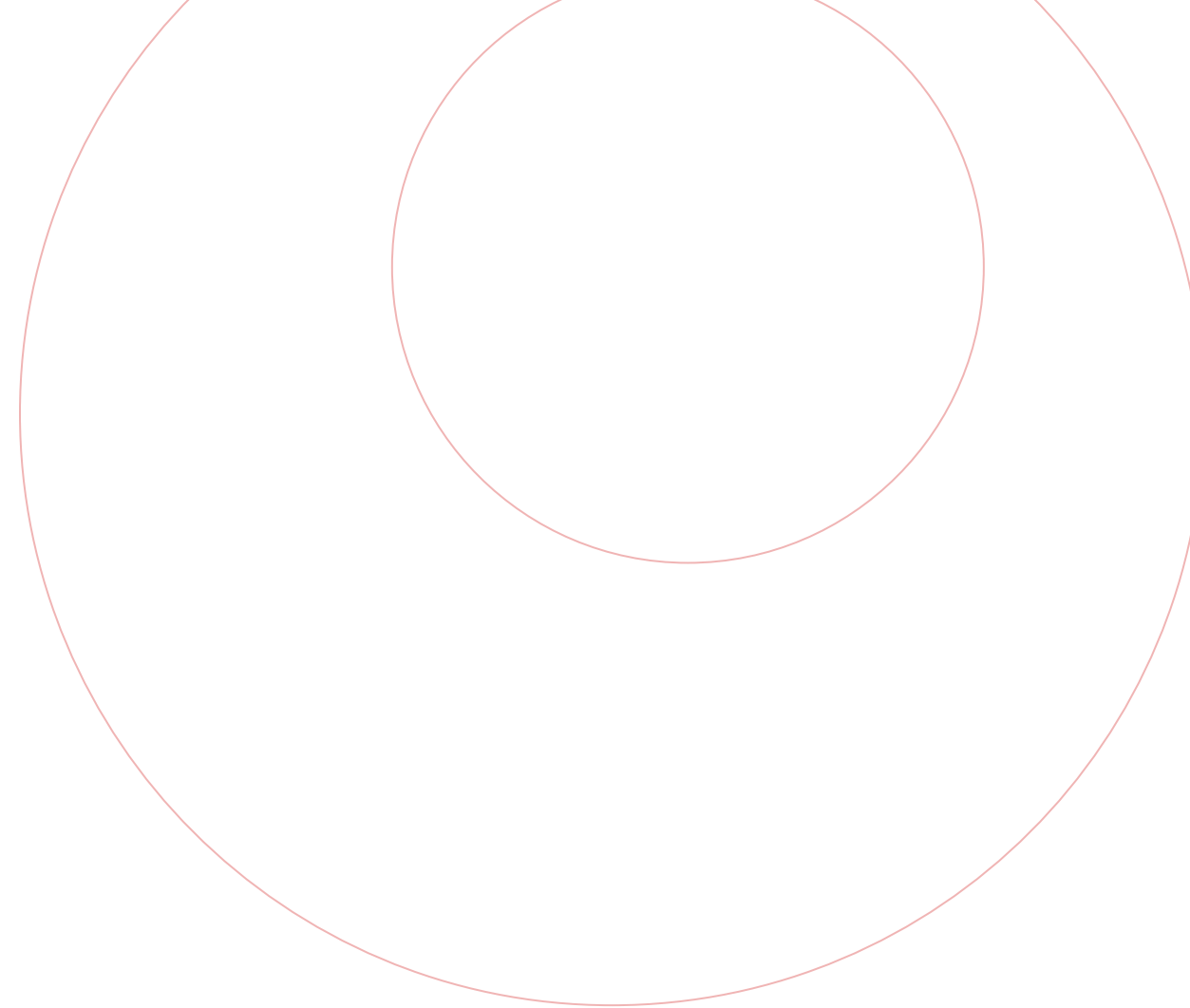
At the end, Tulakes was amongst the:

- ◆ Highest test scores in the district
- ◆ Lowest staff turnover
- ◆ Highest teacher morale
- ◆ Lowest student mobility
- ◆ Highest school image
- ◆ Lowest student retentions
- ◆ Highest parent involvement
- ◆ Lowest suspensions

FANTASTIC VOYAGE

THE END... ALMOST





PUT IT ALL TOGETHER

Let's Examine:

- Our Core Values
- Our Team
- Our Effort
- Our Leadership Model
- Our Families
- Our Relationships
- Our Level of Collective Hope
- Our Calling



DISCUSSION QUESTION:

On which of the four stages do you and your school need to focus, and what will be your first step?



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Coach, Champion and Change Agent

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