



IB CONFERENCE OF THE AMERICAS 2015

Chicago, IL • 23–26 July



IB CONFERENCE OF THE AMERICAS 2015

Chicago, IL • 23–26 July



IB CONFERENCE
OF THE AMERICAS 2015
Chicago, IL • 23–26 July

Learning to improve your leadership (and life) through the natural change process

Dr. Dave Webb, Superintendent, South St. Paul Schools
Dr. Chad Schmidt, Director of Learning, South St. Paul Schools
Minnesota's First K-12 World Schools District



IB CONFERENCE
OF THE AMERICAS 2015
Chicago, IL • 23–26 July

DROPBOX:

http://bit.ly/naturalchange_IBCHI2015

Welcome

- Introductions
- Purpose/Outcomes

IBO Mission Statement:

The International Baccalaureate® aims to develop inquiring, knowledgeable and caring young people who help to create a better and more peaceful world through intercultural understanding and respect... These programmes encourage students across the world to become active, compassionate and lifelong learners who understand that other people, with their differences, can also be right.

SSP Mission Statement:

Ignite a passion in every learner to inquire, continuously improve and engage in positively changing our world.



IB CONFERENCE
OF THE AMERICAS 2015
Chicago, IL • 23–26 July

Reflective Writing

- Improvement Survey

IMPROVEMENT SURVEY

Reflecting on your current position,

1. What is working well?
2. What isn't working as well as it could be?



IB CONFERENCE
OF THE AMERICAS 2015
Chicago, IL • 23–26 July

Scenarios





IB CONFERENCE
OF THE AMERICAS 2015
Chicago, IL • 23–26 July

Scenarios





IB CONFERENCE
OF THE AMERICAS 2015
Chicago, IL • 23–26 July

Scenarios





IB CONFERENCE
OF THE AMERICAS 2015
Chicago, IL • 23–26 July

Scenarios





IB CONFERENCE
OF THE AMERICAS 2015
Chicago, IL • 23–26 July

Natural Change Process

- What is it? What are the essential components?
How do they fit together?



IB CONFERENCE
OF THE AMERICAS 2015
Chicago, IL • 23–26 July

Natural Change Process

- Complex processes involved when thinking, reflecting or making a decision
- Nervous system is:
 - Data-gathering
 - Emotional-processing
 - Meaning-creation
 - Decisional/implementing

~Schein, 1987



IB CONFERENCE
OF THE AMERICAS 2015
Chicago, IL • 23–26 July

Natural Change Process

- Presuppositions
 - Discover “reality of life” through 5 senses
 - “Authentic feelings and emotions” grow out of sensory experiences
 - “Meaning is something we have to work at constantly”
 - Reflections include projecting toward future



IB CONFERENCE
OF THE AMERICAS 2015
Chicago, IL • 23–26 July

Natural Change Process

- Whole-system process
 - Uses senses, memories and feelings
 - 4 stages/levels
 - Objective
 - Reflective
 - Interpretive
 - Decisional



IB CONFERENCE
OF THE AMERICAS 2015
Chicago, IL • 23–26 July

Natural Change Process

- What is it? **What are the essential components? How do they fit together?**
- Jigsaw
 - Chapter 3 from *The Art of Focused Conversation: 1000 Ways to Access Group Wisdom in the Workplace*. Edited by Brian Stansfield. Canadian Institute for Cultural Affairs, 2000.
- ALL: “Applying Method...” p. 25
 - A: Objective p. 25-26
 - B: Reflective p. 26-27
 - C: Interpretive p. 27-28
 - D: Decisional p. 28-29



IB CONFERENCE
OF THE AMERICAS 2015
Chicago, IL • 23–26 July

Focused Conversation Method

LAURA SPENCER'S FOCUSED CONVERSATION METHOD O.R.I.D. Decision-making Process

TOPIC: _____

GOAL: _____

<p>Objective Level</p> <ul style="list-style-type: none"> • Facts • Data • Details • Information 	<ol style="list-style-type: none"> 1. What facts, data and information do we need to know about << topic >>? 2. What additional facts, data, and information do we need to know about? 	<p>The objective step draws out the facts about the experience or event. The group recalls information and details that re-create the event so that it's clear in everyone's memory.</p>
<p>Reflective Level</p> <ul style="list-style-type: none"> • Reactions • Associations • Feelings • Emotions 	<ol style="list-style-type: none"> 3. What are your reflections to the facts, data, and information about << topic>>? 4. What additional reflections do you have to the facts, data, and information? 	<p>The reflective step draws out the how the group feels about the event or experience. Emotional responses and thought associations about the experience are brought into the open and acknowledged.</p>



IB CONFERENCE
OF THE AMERICAS 2015
Chicago, IL • 23–26 July

<p>Objective Level</p> <ul style="list-style-type: none"> • Facts • Data • Details • Information 	<ol style="list-style-type: none"> 1. What facts, data and information do we need to know about << topic >>? 2. What additional facts, data, and information do we need to know about? 	<p>The objective step draws out the facts about the experience or event. The group recalls information and details that re-create the event so that it's clear in everyone's memory.</p>
<p>Reflective Level</p> <ul style="list-style-type: none"> • Reactions • Associations • Feelings • Emotions 	<ol style="list-style-type: none"> 3. What are your reflections to the facts, data, and information about << topic >>? 4. What additional reflections do you have to the facts, data, and information? 	<p>The reflective step draws out the how the group feels about the event or experience. Emotional responses and thought associations about the experience are brought into the open and acknowledged.</p>
<p>Interpretive Level</p> <ul style="list-style-type: none"> • Values • Meaning • Significance • Analysis 	<ol style="list-style-type: none"> 5. What ideas can we brainstorm to best move forward with << topic >>? 6. What additional brainstorm ideas do you have to best move forward? 	<p>The interpretive step allows the group to put the event into perspective and determine its impact. This level involves an examination of options and possibilities before the next step.</p>
<p>Decisional Level</p> <ul style="list-style-type: none"> • Conclusions • Decisions • Resolves • Actions 	<ol style="list-style-type: none"> 7. What idea(s) do you believe will best help us move forward with << topic >>? 8. Can everyone fully support this team decision? 	<p>The decisional step is where the group conceives a response by deciding what decision is necessary or what action is required.</p>



IB CONFERENCE
OF THE AMERICAS 2015
Chicago, IL • 23–26 July

What does baseball have to do with natural change?

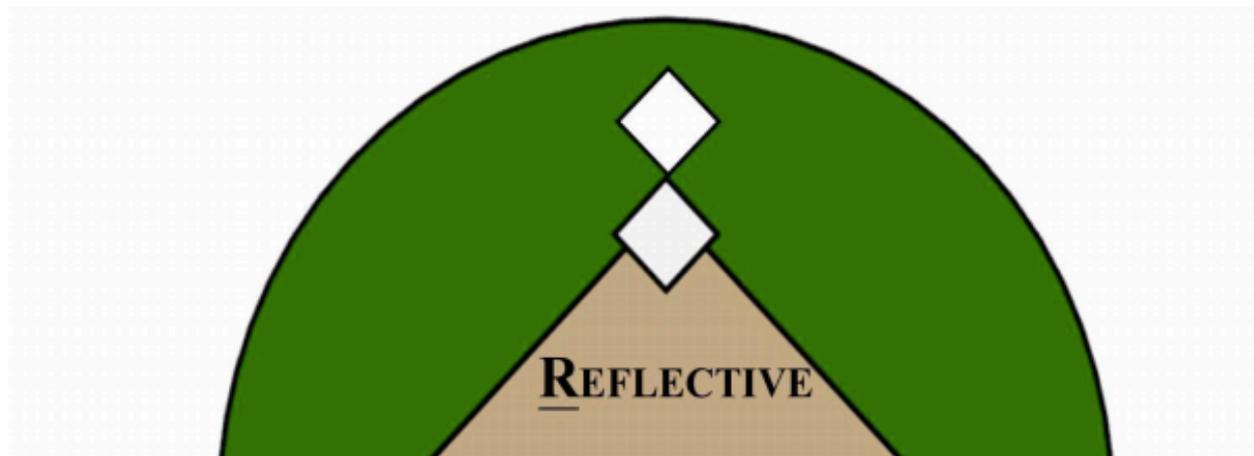




IB CONFERENCE
OF THE AMERICAS 2015
Chicago, IL • 23–26 July

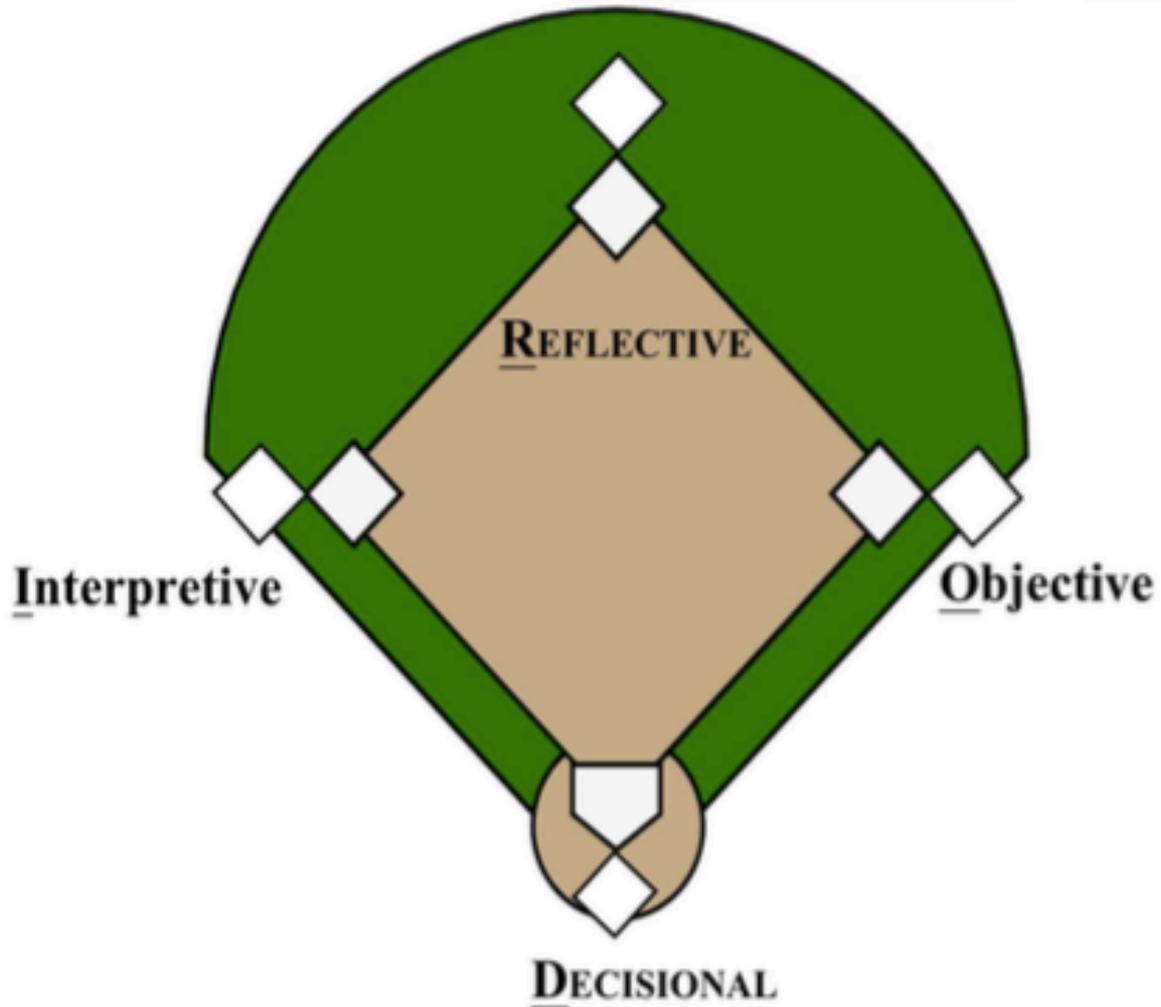
ORID Shared Decision-Making Process

NATURAL CHANGE/ORID DECISION-MAKING PROCESS





NATURAL CHANGE/ORID DECISION-MAKING PROCESS





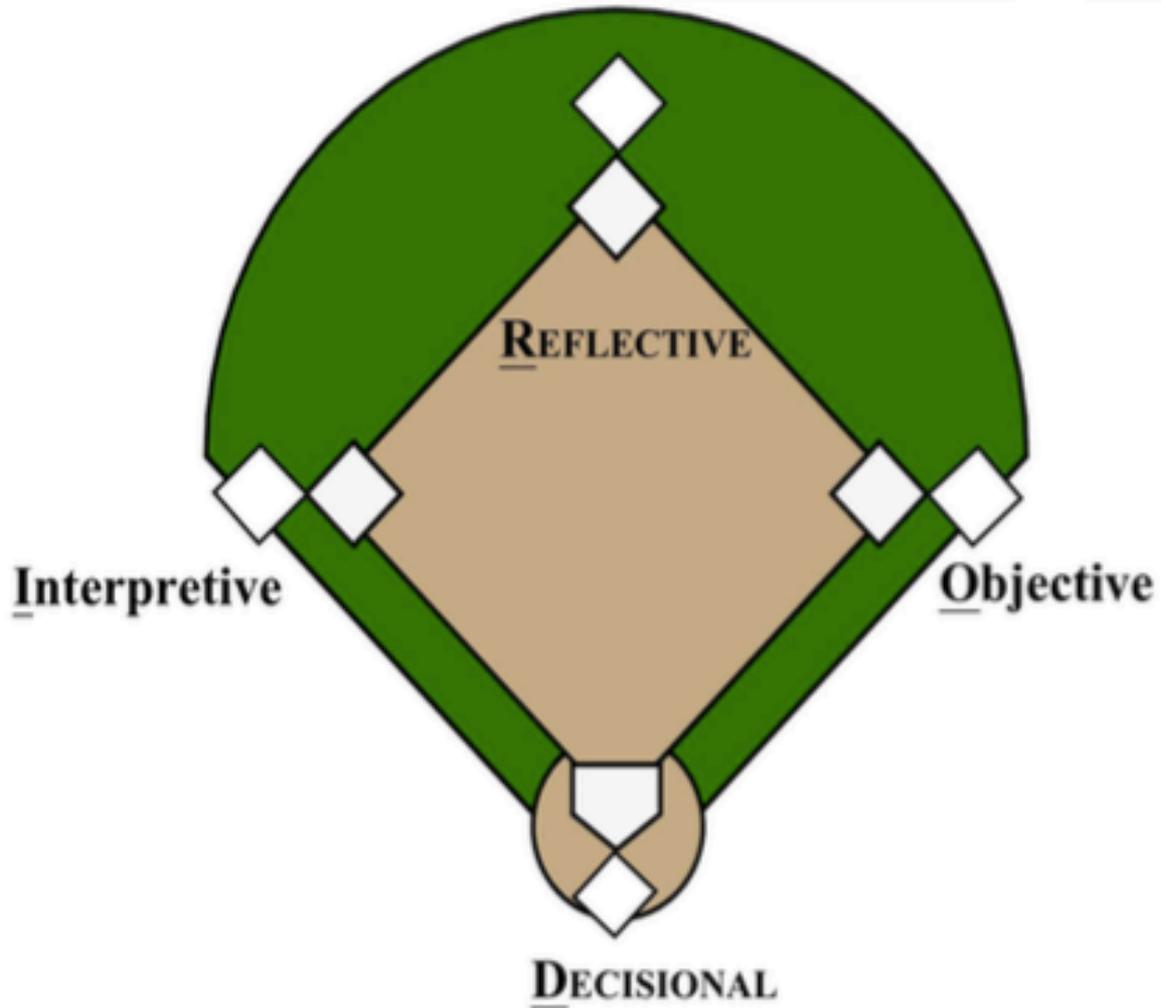
IB CONFERENCE
OF THE AMERICAS 2015
Chicago, IL • 23–26 July

Let's revisit





NATURAL CHANGE/ORID DECISION-MAKING PROCESS





IB CONFERENCE
OF THE AMERICAS 2015
Chicago, IL • 23–26 July

Let's practice...

- Identify problem/challenge
 - xxx
- Develop ORID questions
 - Objective
 - Reflective
 - Interpretive
 - Decisional



IB CONFERENCE
OF THE AMERICAS 2015
Chicago, IL • 23–26 July

Making ORID Visible...

Facts	Reactions	Options	Decision



IB CONFERENCE
OF THE AMERICAS 2015
Chicago, IL • 23–26 July

Application...

- Identify problem/challenge
 - xxx
- Develop ORID questions
 - Objective
 - Reflective
 - Interpretive
 - Decisional
- Share/practice with partner



IB CONFERENCE
OF THE AMERICAS 2015
Chicago, IL • 23–26 July

Closing

- In what ways does the ORID process align with the IB Learner Profile?

IB learner profile

The aim of all IB programmes is to develop internationally minded people who, recognizing their common humanity and shared guardianship of the planet, help to create a better and more peaceful world.

As IB learners we strive to be:

INQUIRERS

We nurture our curiosity, developing skills for inquiry and research. We know how to learn independently and with others. We learn with enthusiasm and sustain our love of learning throughout life.

KNOWLEDGEABLE

We develop and use conceptual understanding, exploring knowledge across a range of disciplines. We engage with issues and ideas that have local and global significance.

THINKERS

We use critical and creative thinking skills to analyse and take responsible action on complex problems. We exercise initiative in making reasoned, ethical decisions.

COMMUNICATORS

We express ourselves confidently and creatively in more than one language and in many ways. We collaborate effectively, listening carefully to the perspectives of other individuals and groups.

PRINCIPLED

We act with integrity and honesty, with a strong sense of fairness and justice, and with respect for the dignity and rights of people everywhere. We take responsibility for our actions and their consequences.

OPEN-MINDED

We critically appreciate our own cultures and personal histories, as well as the values and traditions of others. We seek and evaluate a range of points of view, and we are willing to grow from the experience.

CARING

We show empathy, compassion and respect. We have a commitment to service, and we act to make a positive difference in the lives of others and in the world around us.

RISK-TAKERS

We approach uncertainty with forethought and determination; we work independently and cooperatively to explore new ideas and innovative strategies. We are resourceful and resilient in the face of challenges and change.

BALANCED

We understand the importance of balancing different aspects of our lives—intellectual, physical, and emotional—to achieve well-being for ourselves and others. We recognize our interdependence with other people and with the world in which we live.

REFLECTIVE

We thoughtfully consider the world and our own ideas and experience. We work to understand our strengths and weaknesses in order to support our learning and personal development.



IB CONFERENCE
OF THE AMERICAS 2015
Chicago, IL • 23–26 July

Thank You!

DROPBOX:

http://bit.ly/naturalchange_IBCHI2015

Dr. Dave Webb:

dave.webb@sspps.org or @SSP_Super

Dr. Chad Schmidt:

chad.schmidt@sspps.org or @chad_schmidt