

## University High School Leadership Retreat Summary

“Moving from Good to Great!”

**Attendance** – Candice Swift, Curt Christenson, Brian Conant, Jim Allen, Janiece Ives, Kathy Clesson, Diane Walker, Brad Dearing, Kevin Thompson, Jim Potter, Andrea Markert, Bob Fitzgerald, JimKurz, Mijke Sonderoth, Dirk Smid, Jeff Hill

**Others Invited** – Chris Corpus, Mike Troll, Corey Culbertson, Wendy Smith

### **Activity #1 Taking stock of our Values**

<b>Curt Group</b>	Tolerance	Quality	Autonomy	Respect	Innovation	Democracy		
<b>Bob group</b>		Teacher Education	Freedom/Flexibility	Socialization	Experimentation		Learning	Diverse Participation
<b>Kath group</b>		Excellence				Empowerment	Life long learning	Whole Child

### **Common Values**

1. Socialization-Respect
2. Autonomy-Freedom and flexibility
3. Experimentation-Innovation
4. Excellence-Quality product
5. Whole child-Diverse participation
6. Learning-Lifelong learning/critical thinking
7. Teacher education
8. Empowerment-Democracy
9. Service-Leadership

### **Activity # 2 – Identifying our Core Purpose**

1. Brian's group – To produce well-rounded successful students and to educate future teachers.

2. Janiece's group - To be a model institution for teaching, learning, and professionalism.
3. Brad's group - Be a pioneer in education by providing a dynamic, diverse and inspiring educational opportunity for all students.

### **Activity #3 Determining our Big Hairy Audacious Goal (BHAG)**

1. **Andrea's group – To be recognized as the top model high school for teacher education in the nation.\***
2. Jimmie's group – To be the flagship high school in the arenas of teaching, learning, teacher education, and facilities.
3. Dirk's group – We will be the most important part of ISU's teacher education program thereby significantly furthering their goal to be the best teacher education center in America.

\* Denotes agreed upon BHAG

#### **Questions generated from our BHAG discussion:**

What is a model school?

1. Is it what we do well?
2. Is it what we do differently?
3. Is our economic engine actually the College of Ed?
4. Is our "hedgehog" concept to be the best at preparing teacher candidates?
5. The more that we set ourselves apart from "traditional" public schools, the less we are able to be a model for them.
6. To what extent are we reaching out to other educators by demonstrating what we are doing?
7. Is there a need to promote what we do well?
8. What is it that we do really well?
9. Is there a need to reframe how we serve pre-service teachers?

#### **Observations**

**Core Values** – I think that we did a great job getting at our current core values. We probably could have gone into deeper discussion regarding the exact meaning, and will need to articulate them more clearly as we pursue our BHAG. The pursuit of our BHAG will force us to look at our values and assess whether or not we need to begin to value

other things more in place of current values. This will be where the rubber meets the road so to speak in regards to pursuing our BHAG.

**Core Purpose** – I really liked Janiece’s group the best, because I believe that it holds a unifying concept that we touched on but did not focus – professionalism. It seems to me that if we focus on professionalism we really encompass the issue of model where it makes the most impact; with our high school students and our future teachers. We would however, need to reexamine our core values and see how they affect our efforts in regards to professionalism. Just some thoughts.

**BHAG** – Jim Kurz really did not like this acronym, and believes we should search for others that are less offensive, so I am open to some ideas on that topic. I really liked how we were thinking big regarding teacher education. The key for us will be alignment. How does our current work align with our BHAG? What work are we doing needs to be put aside? What are our “base camps” on the way to our BHAG? How do our values align with our BHAG? These are all things that we need to consider as we move toward our BHAG.

I am sure that we need to meet again to continue to clarify these concepts. There is a great deal to consider, and we will need to discuss how to engage the rest of the faculty in refining these ideas into clear direction. Thanks again for your participation!

**Next meeting** - August 17<sup>th</sup>, 1:00. Meeting location to be determined.

**University High School Plan for Big Audacious Goal (BAG)**

"To be recognized as the model school for teacher education in the United States."

	<b>Sub-committee</b>	<b>Areas for policy development 2006-07</b>	<b>Areas for policy development 2007-08</b>
High-Quality Learning Experiences	School Development	*Identify skills, knowledge, and characteristics of U-High graduates	A continuous review process of curricula, assessment, and evaluation is implemented to ensure all our students' needs are being met.
	Co-Curricular Activities		
	Clinical Experiences	Determine number of interns for each department and 216 load	
	Laptop Initiative		
	Internship Program		
	Induction		
	Personnel	A system for continuous professional development is implemented that addresses our role as teacher educators and teachers.	Collectively redefine, maintain, and expect professionalism throughout the UHS faculty.
High-Quality Relationships	Shared Governance	*Finish Essential Structures document	
	School-Parent Relations	School-wide implementation of Edline	*Update Shared Governance webpage
	Safety	*Update and communicate safety plan	*Revise parent/teacher conference format
High-Quality Environment	Student Conduct	Student tardy policy	*Make recommendations for safety-related Physical Plant improvements

**University High School Plan for Big Audacious Goal (BAG)**

*"To be recognized as the model school for teacher education in the United States."*

<b>Areas for policy development 2008-09</b>	<b>Report Progress</b>
	Pending
Host Professional Development Workshops/Opportunities for teacher education students and area educators.	
	Pending

## University High School Big Audacious Goal (BAG)

*"To be recognized as the model school for teacher education in the United States."*

We will know that we are making progress toward this goal when:

1. A system of collaboration within the COE and other ISU departments is developed that increases communication and alignment.
2. Additional time and money is specifically allocated for external publications & presentations
3. Develop a strategy for gaining the perspective of other public schools through site visits/exchanges/etc...
4. A system for continuous professional development is implemented that addresses our role as teacher educators and teachers.
5. A continuous review process of curricula, assessment, & evaluation is implemented to insure all our students' needs are being met.
6. Gather and analyze data on the performance of our teacher education graduates and their feedback on their experience at UHIGH.
7. Host Professional Development Workshops/Opportunities for teacher education students and area educators.
8. Collectively redefine, maintain, and expect professionalism throughout the UHS faculty.