

Adaptive Schools: Developing Collaborative Groups

Dates:

February 7-8 and March
28-29, 2012

Time:

8:30AM—3:00PM

Location:

OCM BOCES Campus
6820 Thompson Road
Syracuse, NY 13211

Presenters:

Peter McCarthy
Director of Administrative
Services
Solvay Schools
TBD

Fee:

Component Districts
Coser 547 funds covers
fee

**Non-Component
Districts**
\$860 per person plus
book fee

Target Audience:

Administrators, teachers
in leadership roles, and
staff developers

Additional information:

OCM BOCES
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Syracuse, NY 13221
(315) 433-2662

cia.ocmboces.org

In this Adaptive Schools workshop, learn how to build strong collaborative and caring work cultures, in which results oriented faculties work together for continuous school improvement. Explore the latest practical findings in organizational development, team learning and navigating the currents of change.

Participants will develop:

- an increased capacity to initiate, develop and sustain high functioning groups
- new lenses for diagnosing the stages and phases of group development
- an expanded repertoire of practical facilitation tools
- understandings of when and how to engage groups in dialogue and discussion, the limitations, forms and values of each
- skills to move groups beyond consensus to common focus
- ways to value and use dissension, argument and conflict
- strategies for keeping group members on track, on topic, energized and resourceful

Major benefits will include applications for new conceptual maps and increased confidence, repertoire and flexibility in guiding organizational tasks and development.

The workshop will emphasize:

- **Enlarge and refine** personal maps for developing schools and educational institutions as adaptive organizations
- **Conduct** planning, decision making and problem solving meetings that are focused, productive and satisfying
- **Develop** five natural energy sources for continuous school improvement
- **Gather** data for organizational diagnosis and **devise** initial interventions
- **Adopt and implement** seven norms of collaboration in school, district and team cultures
- **Convert** negative energy and work constructively with conflict
- **Develop** collaborative work groups

New York State Reform efforts consist of Standards, Data, Professional Practice and Culture. This session supports the work of NYS in: Professional Practice and Culture