

The Continuum of Growth Framework: A Solutions-Based Leadership Approach

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Presentation

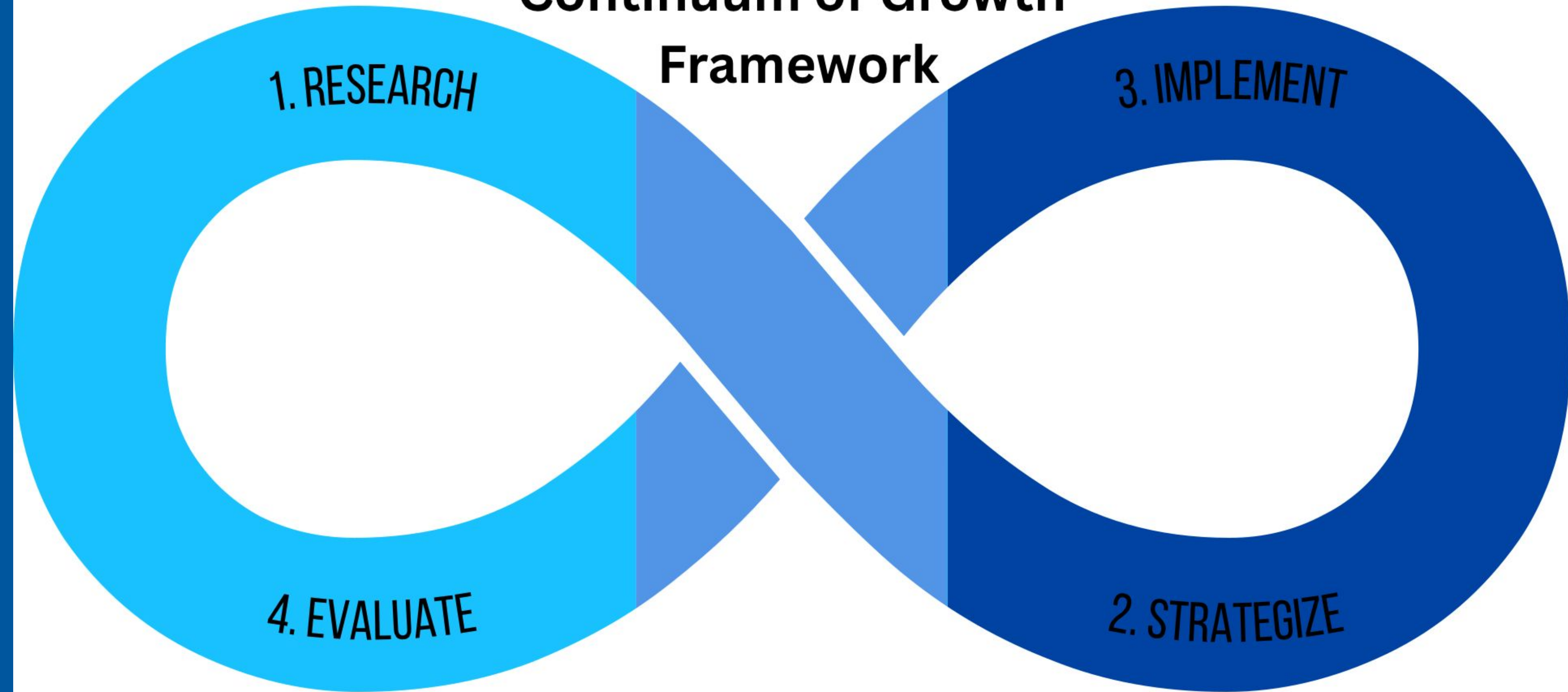
Outcomes

After this presentation is completed, learners will be able to:

1. Identify the core elements of the Continuum of Growth Framework
2. Apply steps of the Continuum of Growth process
3. Visualise the Continuum of Growth process through a case study



Continuum of Growth Framework



Research

1

Identify weaknesses, and opportunities through a strategic analysis. Utilizing a SWOT would be a good tool.

2

Seek rich stakeholder input. Connect with all different working groups and seek connections to others you may not expect.

3

Combine data from strategic analysis and data gathered from stakeholders to create a list of root issues facing the organization.

Strategize

1

Connect the root issues to the organization's core values. Alignment is necessary to build stakeholder buy-in.

2

Brainstorm solutions to the identified problems targeted for change. Allow groups to design solutions freely to innovate solutions.

3

Create change plan that addresses the problems identified. The change plan should include specific metrics for evaluation.

Implement

1

Communicate the change plan and intent with clear communication. Build a unified vision behind the change plan.

2

Align the plan to be effective across all levels of the organization. Work to build ownership throughout each working group.

3

Communicate the change and vision with all stakeholders. Communication is key. Continually align the change plan with the messaging from the organization.

Evaluate

1

Assess the implementation of the change plan with the specific evaluation metrics.

2

Rebuild and maintain stakeholder groups to gain details on buy-in and successes from all groups

3

Plan next steps and continue to build change in the system. Continuum begins with the research collected from the stakeholder groups.



Case Study: Foley Public Schools Strategic Plan

Research

1

Create stakeholder groups focusing on all different groups interacting at the school. Include students in the stakeholder process.

2

Complete strategic analysis and identify core growth areas.

Strategize

1

Connect core growth areas to Foley core values.

2

Create a focus within four domains:

1. Staff
2. Students
3. Schools
4. Community

Foley Core Values

Foley Public Schools Core Values			
We will: • provide learning opportunities and support for all students, families, and community members. • deliver a challenging academic curriculum that enables all students to be active and engaged learners. • build the foundation for lifelong learning in a global society. • celebrate our individual and collective strengths.	We will: • be a friendly and welcoming community recognizing everyone has value. • provide a caring environment where people are connected and engaged. • proudly serve with compassion and cultural understanding. • develop the capacity to forgive ourselves and others.	We will: • value and care for ourselves and each other. • demonstrate fairness in our decisions and actions. • appreciate the opportunities and privileges afforded us. • represent a positive image of our school and community.	We will: • embrace the uniqueness of each individual. • provide a safe, caring, and personalized learning environment. • work collaboratively with the community to achieve common goals. • build lasting relationships by encouraging positive ways to contribute to the broader community.

Implement

1

Implementation
Length: 3 years

2

Create periodic stakeholder meetings explaining and detailing process and progress. Maintain throughout the entire process.

3

Align goals across all stakeholder levels:

- Teaching Staff
- Paraprofessionals
- SEIU professionals
- Administration
 - Students
 - Community
 - And Beyond...

4

Share this vision beyond community outreach beyond what is expected.

Evaluate

1

Compare results from beginning of process. Determine if progress was made toward goals.

2

Invest more resources into the successes, prepare for next research and planning step. Begin continuum again.

Reflections

Continual Growth

I wanted the framework to be designed as a continuum to be able to strive for continual growth.

Embedded Concepts

I worked to include each of the weeks concepts across the framework. Many of the weeks overlapped from one part to the other.

Connections Focus

I feel that a lost element in building change is the connections between leaders and the voices on the ground. I built the framework with a communication and collaboration goal.

My Leadership

I must focus to be solutions driven as a leader. Building resources and coalitions in vital in identifying the root causes of problems.

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