

Teach with Technology NOW... and Teach the World FOREVER!

Achieving Your Wildly Important Goals through The 4 Disciplines of Execution

The Four Disciplines of Execution

1. Focus on the Wildly Important
2. Act on the Lead Measures
3. Keep a Compelling Scoreboard
4. Create a Cadence of Accountability

Focus on the Wildly Important

- WIG #1: Increase Personal Digital Organization

25% of campus teachers use Microsoft OneNote on their district device for personal organization by January 1st, 2017

50% of campus teachers use Microsoft OneNote on their district device for personal organization by June 1st, 2017

Act on the Lead Measures

WIG #1 Lead Measures

- Teachers will set up a Microsoft OneNote notebook for all important info, meeting notes, to-do lists and much more to be stored all in one convenient location.
- Teachers get together for Appy Hour and download Microsoft OneNote on all of their devices.
- Tech Tuesday Tip of the Week: Teachers meet once a week for 15 min at the start of their conference period to share and discuss a OneNote feature they found helpful for personal organization.

WIG #1 Lag Measures

- Teachers form a personal attachment to their district device creating a necessity for its continual use.
- Teachers model for other teachers expected behaviors for technology use creating a digitally rich campus environment.

Focus on the Wildly Important

- WIG #2: Increase Professional Digital Organization

25% of campus teachers will engage 50% of their students in digital organization through the use of Microsoft OneNote by January 1st, 2017

50% of campus teachers will engage 50% of their students in digital organization through the use of Microsoft OneNote by June 1st, 2017

Act on the Lead Measures

WIG #2 Lead Measures

- Teachers will sign-up for a Microsoft Classroom account where they can manage all classes and assignment workflow for all students.
- Tech Tuesday's will be extended to 30 minutes where teachers will collaborate on ways to carry over those important behaviors learned from personally using Microsoft OneNote into their daily classroom routines.
- Teacher's will assist students in the set-up and organization of their Microsoft OneNote electronic binder.
- Teachers will transition to digitally preparing and presenting one lesson per week that students will electronically complete and return for immediate feedback.

WIG #2 Lag Measures

- Teachers help students to form a personal attachment to their district device creating a necessity for its continual use.
- Teachers model for students the expected behaviors for technology use creating a digitally rich campus environment.
- Student district device usage increases as a direct result of increased teacher use.
- Classrooms operate in a paperless environment.

Keep a Compelling Scoreboard

Lesson plans are checked each week by campus administration. Teachers who incorporate technology at least once per week during the six week grading period will receive an "I'm a Blender of Learning" sign to display outside of their classroom door. Teachers who complete the challenge each week will color their blender in to the appropriate level. At the end of each six weeks, teachers with a full blender of learning will be entered into a drawing for an actual brand new blender and a \$25 grocery store gift card.

A large blender thermometer goal poster will be displayed next to the teacher mailboxes in the high traffic common area of the workroom. Teachers who receive "I'm a Blender of Learning" signs will count towards the overall wildly important goal total of getting 25% of teachers using technology by Jan, 1st, 2017 and 50% of teachers using technology by June 1st, 2017,

All goals reached will be celebrated!

I'm a Blender of Learning



Create a Cadence of Accountability

Time will be allotted at weekly Tech Tuesday meetings (WIG sessions) for the team to report, review and recommit to the wildly important goals.

- ACCOUNT: Report on previous week's commitments.
- ASSESS: Review scoreboard – celebrate success, learn from failure.
- AIM: Recommit as a group to the plan.

5 Stages of Change

1. Getting Clear
2. Launch
3. Adoption
4. Optimization
5. Habits

1. Getting Clear

- Leader and team make commitment to perform at their highest level
- Team understands the 4DX model lay-out and its purpose
- WIG's are developed along with lag and lead measures
- Scoreboard is created and explained
- Team commits to attending weekly WIG sessions

2. Launch

- On your mark, get set...GO! “I’m a Blender of Learning” kick-off party to get the team excited for the challenge. Teachers will be treated to a make your own smoothie party hosted by the energetic, highly involved team captain.
- Team sets their eyes on the prize by pledging to remain focused and determined despite their day-to-day distractions.

3. Adoption

- Team members begin to trust the 4DX process as new behaviors lead the team towards achieving their wildly important goals.
- Negative Nelly's become Positive Polly's when team members tally accomplishments on their "I'm a Blender of Learning" signs for all to see.
- Team captain will make any necessary adjustments to the plan to continue moving forward.
- Team hears the concerns of the resisters and works to bring them into the fold.

4. Optimization

- The team is now working more intentionally than ever before to achieve their goals.
- Everything the team does has a purpose and a positive impact campus wide.
- Success breeds success.
- The team is now fully in it to WIN IT!

5. Habits

- The team has crossed the finish line TOGETHER! Not only meeting their goals but exceeding their goals.
- The team will take time to celebrate their accomplishments, but will move quickly to a new WIG riding the momentum created by their excellent execution of the plan.

References

McChesney, C., Covey, S., & Huling, J. (2012). *The Four Disciplines of Execution*. Franklin Covey, West Valley City, UT.

Patterson, K., Maxfield, D., McMillan, R., & Switzler, A. (2013). *Influencer: The new science of leading change*. McGraw-Hill Education.