

# TURNING THE SHIP AROUND

Sustaining Holistic Improvement Practices

Office of School Improvement  
SIG Leadership Institute

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MISSISSIPPI  
DEPARTMENT OF  
EDUCATION

Ensuring a bright *future* for every child

**Ms. Shakinna Patterson**

Bureau Director II  
Office of School Improvement

## VISION

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To create a world-class educational system that gives students the knowledge and skills to be successful in college and the workforce, and to flourish as parents and citizens

## MISSION

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To provide leadership through the development of policy and accountability systems so that all students are prepared to compete in the global community

1. All Students Proficient and Showing Growth in All Assessed Areas
2. Every Student Graduates from High School and is Ready for College and Career
3. Every Child Has Access to a High-Quality Early Childhood Program
4. Every School Has Effective Teachers and Leaders
5. Every Community Effectively Uses a World-Class Data System to Improve Student Outcomes
- 6. Every School and District is Rated “C” or Higher**

# Learning Targets

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- To enhance awareness of effective leadership skills that support school transformation
- To identify mechanisms utilized to build Intent-Based Leadership

# Meeting Norms

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- Ask questions for clarification
- Actively listen to others
- Listen to understand
- CHOOSE to be present
- Allow every voice to be heard
- ALL voices count

# Turn the Ship Around! by David Marquet

“How do we release the intellect and initiative of each member of the organization toward a common purpose? Here’s the answer: with fascinating storytelling and a deep understanding of what motivates and inspires. Davis Marquet provides leaders in the military, business, and education a powerful vehicle that will delight, provoke and encourage them to act.”

--Michael P. Peters, president, St. John’s College, Santa Fe



# Marshmallow Tower Challenge

## Chapter Overview – Part I

**Objective:** In 10 minutes, build the tallest free-standing structure out of the available resources. One marshmallow must be on top.



# Part I: Chapter Overview

- Pain
- Business as Usual
- Change of Course
- Frustration





# Part 1: Chapter Overview

- Call to Action
- Whatever They Tell Me to Do
- I Relieve You

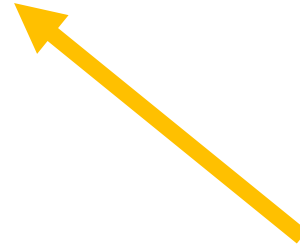


**ACT YOUR WAY TO NEW THINKING**

# S. O. S.

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- ❑ S – stop what you are doing.
- ❑ O – open your ears.
- ❑ S – show you care.



# Part 3 – Competence

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**Control without competence is chaos...**

**Video**

# Part 3 – Competence – Reflection



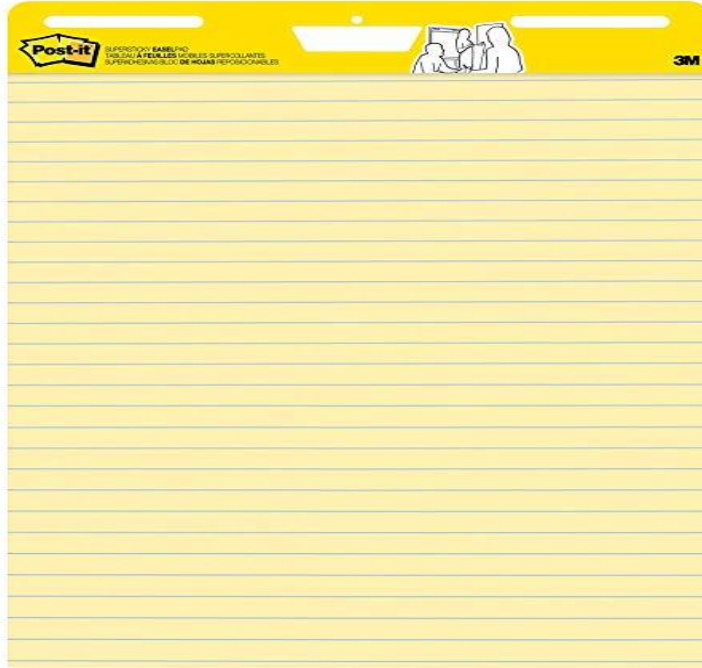
If all you need to do is what you're told, then you don't need to understand what you're doing – but when you are given more power to make decisions, you need intimate technical knowledge on which to make those decisions.

# Turn the Ship Around! Part IV

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- Take care of your people and build trust.
- Use you legacy for clarity.
- Use guiding principles for decision criteria.
- Immediately reward desired behaviors.
- Begin with the end in mind.
- Encourage a questioning attitude over blind obedience.

# Turn the Ship Around! Part IV



# Lunch Ticket

What's your "aha" moment?





# Questions



# School Improvement Contact Information

**Dr. Sonja J. Robertson**  
**Executive Director**  
[srobertson@mdek12.org](mailto:srobertson@mdek12.org)

**Ms. Shakinna Patterson, Ed.S.**  
**Bureau Director II**  
[spatterson@mdek12.org](mailto:spatterson@mdek12.org)

**Dr. Lekeisha Sutton**  
**Lead Implementation Specialist/UM**  
[lsutton@mdek12.org](mailto:lsutton@mdek12.org)

**Dr. Bonita Harris**  
**Office Director**  
[bharris@mdek12.org](mailto:bharris@mdek12.org)

**Mrs. Jeanne Park**  
**Lead Implementation Specialist/UM**  
[jeanne.park@mdek12.org](mailto:jeanne.park@mdek12.org)

**Mr. Deowarski McDonald**  
**Staff Officer III**  
[dmcDonald@mdek12.org](mailto:dmcDonald@mdek12.org)

**Mr. Jerry Moore**  
**Lead Implementation Specialist/UM**  
[jerry.moore@mdek12.org](mailto:jerry.moore@mdek12.org)

**Ms. Alfie Clark**  
**Staff Officer III**  
[lharris@mdek12.org](mailto:lharris@mdek12.org)

**Dr. Lea Johnson**  
**Lead Implementation Specialist/UM**  
[lea.johnson@mdek12.org](mailto:lea.johnson@mdek12.org)

**Ms. Joyce Jones**  
**Project Officer II**  
[vsmith@mdek12.org](mailto:vsmith@mdek12.org)

**Ms. Re'Nona Jackson**  
**Project Officer II**  
[rjackson@mde.k12.org](mailto:rjackson@mde.k12.org)

## Office of School Improvement

359 North West St.  
P. O. Box 771  
Jackson, MS 39205-07

<http://www.mdek12.org/OSI>