

# Change, Collaboration, and Clarity

An Educational and Administrative  
Journey in the Rocky Mountain West

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# Wyoming

**Heard  
of it?**

**Been  
there?**

# Growing online theory says Wyoming doesn't exist

By JAKE GOODRICK

November 22, 2020

## About Community



r/wyomingdoesntexist

Wyoming - A conspiracy about a 'state' that is unknown to its actual purpose.

33.0k

Members

14

Online



Created Oct 8, 2016

Join

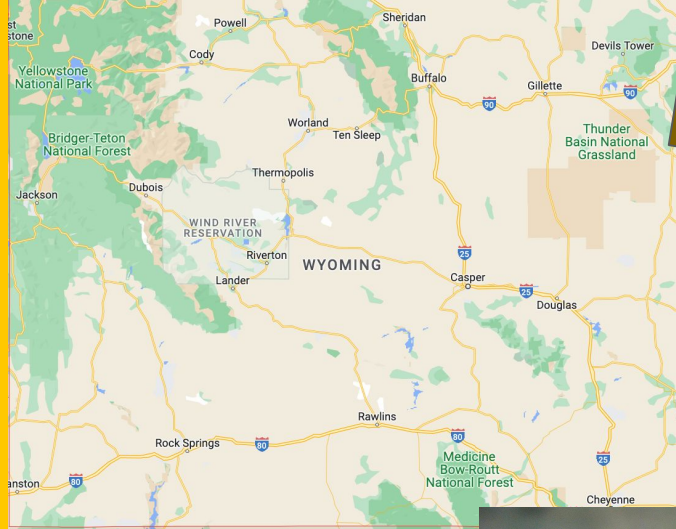


**253,596 square km**

**576,851 people**

**5.9 people per square km**

**A small town with very long streets.**

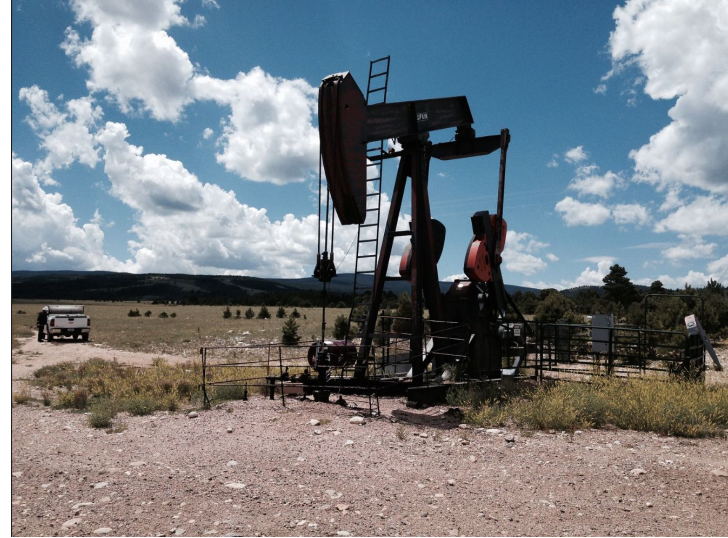


**Wyoming**





# Wyoming





# Wyoming



# Wyoming









# University of Wyoming



# Lessons learned....

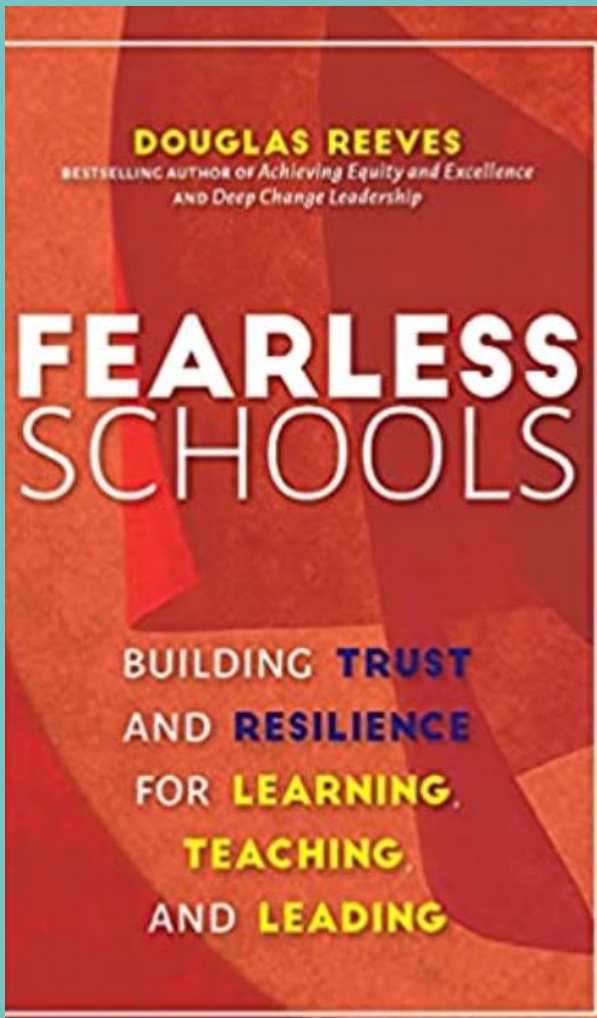


**Change**

**Collaboration**

**Clarity**





How can we ensure that our institutional settings are, at a systems level, the kinds of organizations that are trusting and resilient?

### Look for

Unstated assumptions behind simple and traditional solutions to problems.

## **Redefine resistance.**

**Successful leaders don't mind when naysayers rock the boat.**

**In fact, doubters sometimes have important points.**

**Leaders look for ways to address those concerns.**

**Michael Fullan, 2002**

Imagine  
storytelling  
around  
a campfire...





**Thank the critic.**

**Learn from the criticism.**

**Embrace the opportunity for "good friction."**

**Remember that you don't have the full picture.**

**Pause for a moment and breathe.**

**Turn a negative into a positive.**

**Mindset Shifts:**

**Time**

**Resistance**

# Turn and talk...

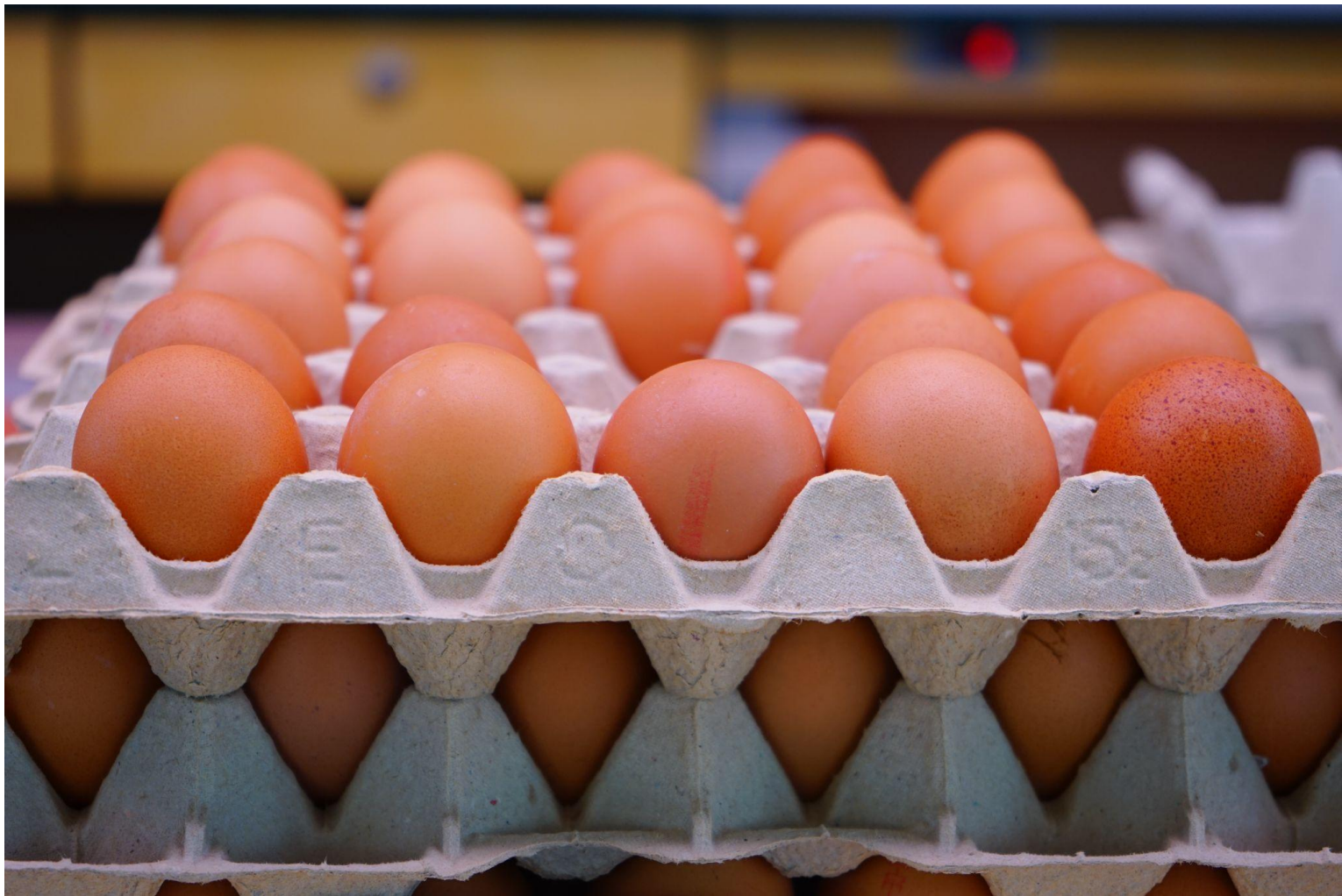
Describe an ongoing project in your educational setting where things are taking longer than you expected, or perhaps there is some resistance to those changes.

What might you do as an individual to support the change process in a way that will support the development of trusting, safe educational spaces?





**Collaboration**



# Teacher Collaboration in Perspective: A Guide to Research

## Teacher Turnover

**connection between schools with lower teacher turnover and higher collaboration;**

## Vulnerability

**practicing collaboration means that the collaborators must be vulnerable to each other and must have difficult conversations.**



Again, at the  
campfire...



**Mindset Shifts:**

**Clear and Specific Goals**

**Knowledge Sharing**



**Clarity**

**“You gain strength, courage and confidence by every experience in which you really stop to look fear in the face.**

**You must do the thing you think you cannot do.”**

Eleanor Roosevelt



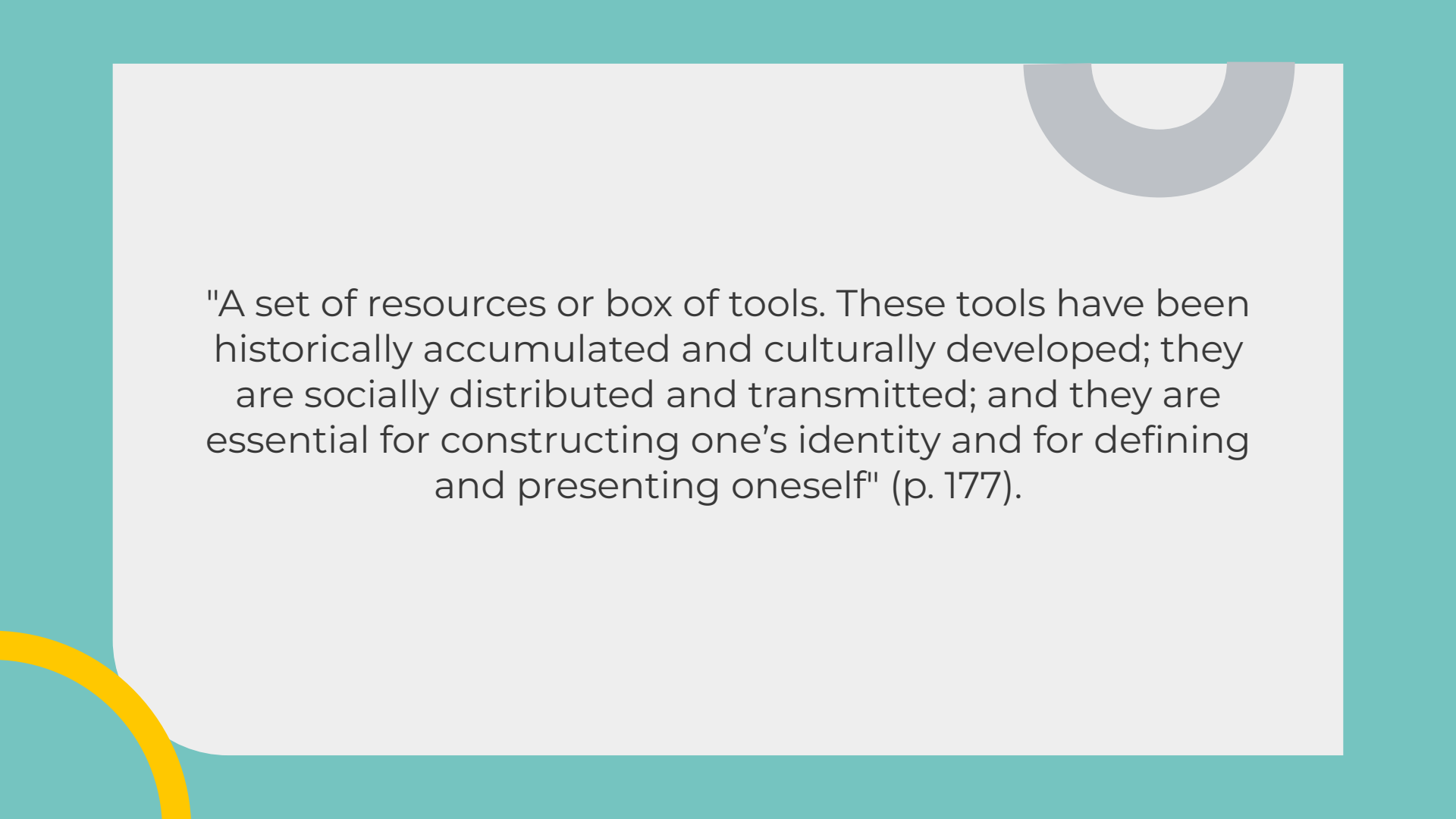
**TABLE 1   Four Ways to View Identity**

Process		Power	Source of power
1. Nature-identity: a state	developed from	forces	in nature
2. Institution-identity: a position	authorized by	authorities	within institutions
3. Discourse-identity: an individual trait	recognized in	the discourse/ dialogue	of/with “rational” individuals
4. Affinity-identity: experiences	shared in	the practice	of “affinity groups”

# Hogg and Volman, 2020

Funds of Identity work sees identities as multiple, influenced by history and culture.

Therefore, the understanding of identity is distributed among people, activities, settings, and things.



"A set of resources or box of tools. These tools have been historically accumulated and culturally developed; they are socially distributed and transmitted; and they are essential for constructing one's identity and for defining and presenting oneself" (p. 177).

**What do these modern  
and multifaceted  
approaches to identity  
mean when we apply  
them to an educational  
setting?**

## **Identities**

No individual is only one thing.

## **Historical/Cultural**

All identities are situated.



One more  
campfire story ...



# Think about these questions ...

How might gaining clarity in the multiple facets of your own identity strengthen your life, in any setting, whether within school or outside of it?

How might a multi-layered perspective on identity change how we view and interact with our colleagues? our family members? our students?

# Wrapping it up...

## Change

Change takes **time** and **effort**, and can be supported by **rethinking resistance** as an integral part of the change process.

## Collaboration

Collaboration that provides **clear and specific goals** and **knowledge sharing** has the potential to greatly impact not only our processes of working together but also the products that are the result of that collaboration.

## Clarity

Gaining clarity on the **multiplicity** of aspects of our **identities**, as well as the identities of those we work with and those we educate, makes it possible for us as individuals to be a force for good in the world.

