

Change, Collaboration, and Clarity

An Educational and Administrative
Journey in the Rocky Mountain West

Leslie S. Rush
Director, Wyoming School-University Partnership
College of Education
University of Wyoming



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

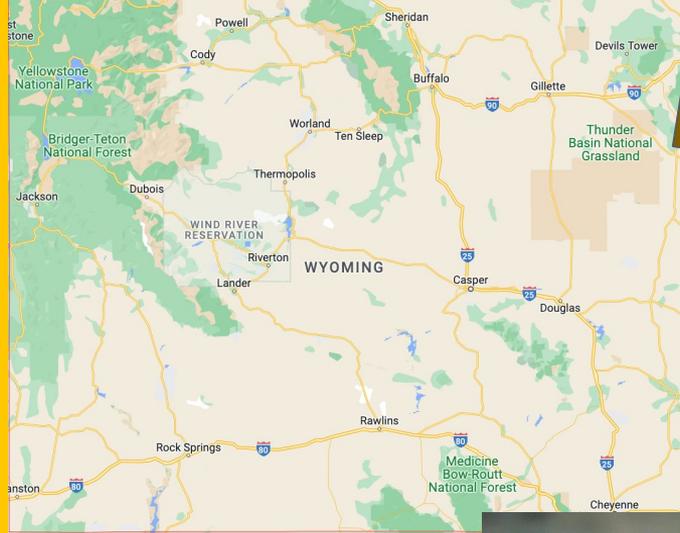


253,596 square km

576,851 people

5.9 people per square km

A small town with very long streets.



Wyoming



Wyoming



Wyoming



Wyoming





UNI WYO
FUTBOL CLUB DEL LINDO

WYOMING

WYOMING

WYOMING

WYOMING

WYOMING

WYOMING

WYOMING

WYOMING

Colony

University of Wyoming



Lessons learned...

Change

Collaboration

Clarity

DOUGLAS REEVES

BESTSELLING AUTHOR OF *Achieving Equity and Excellence*
AND *Deep Change Leadership*

FEARLESS SCHOOLS

BUILDING TRUST
AND RESILIENCE
FOR LEARNING,
TEACHING,
AND LEADING

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

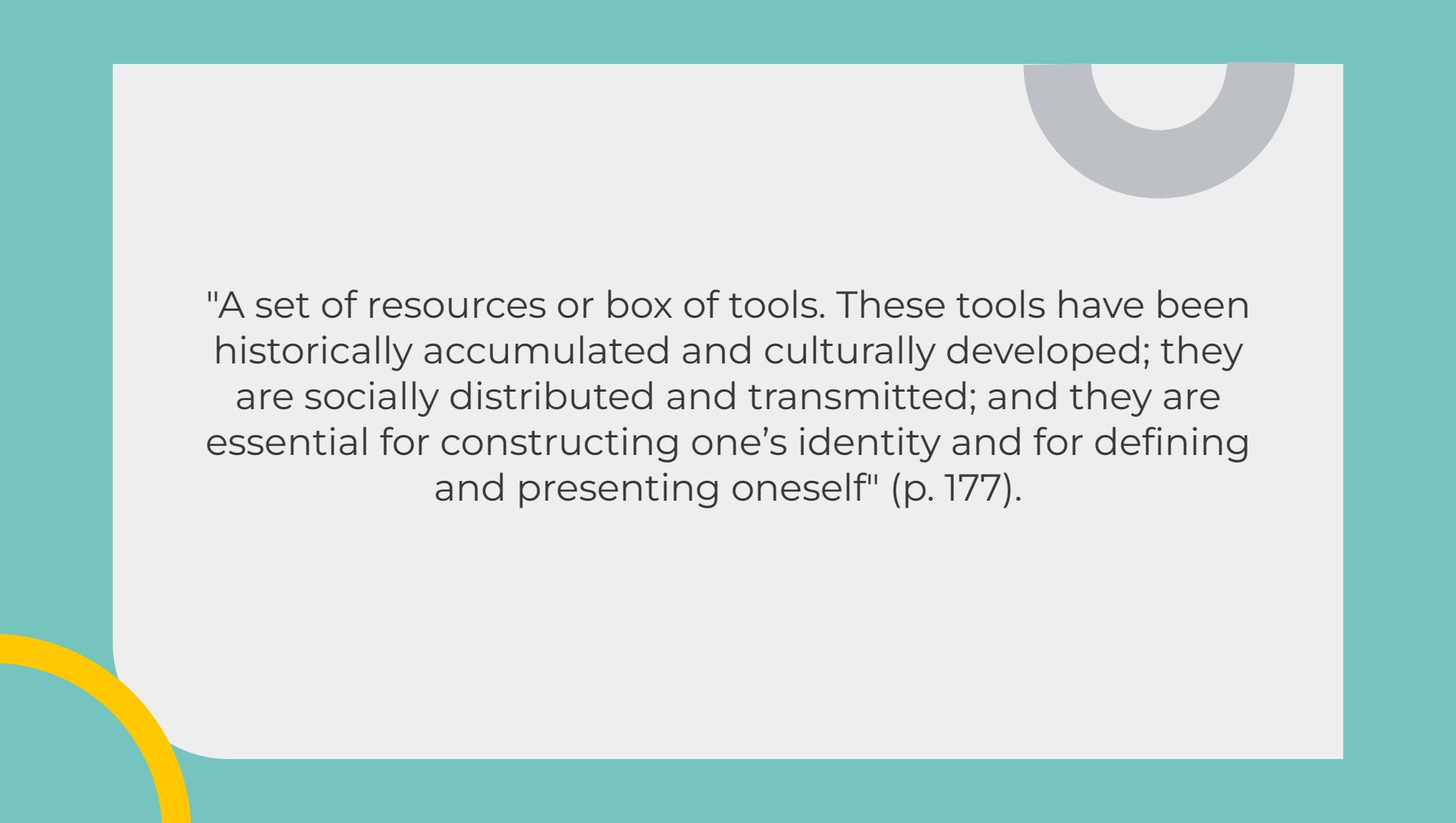
TABLE 1 Four Ways to View Identity

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.

