

**Pre-Conference
Workshop One,
Session Three**

13:30-14:30

Getting Started: A Toolkit for Successful Innovation

@GrantLichtman

www.GrantLichtman.com

Teacher mindset

Develop a growth mindset

Find and use your strengths

What is best for the students

Get outside your silo

Feel valued, but not at the center

SHIFT BIG THINKING

FROM

TO

INWARD

OUTWARD

BACKWARD

FORWARD

EPISODIC

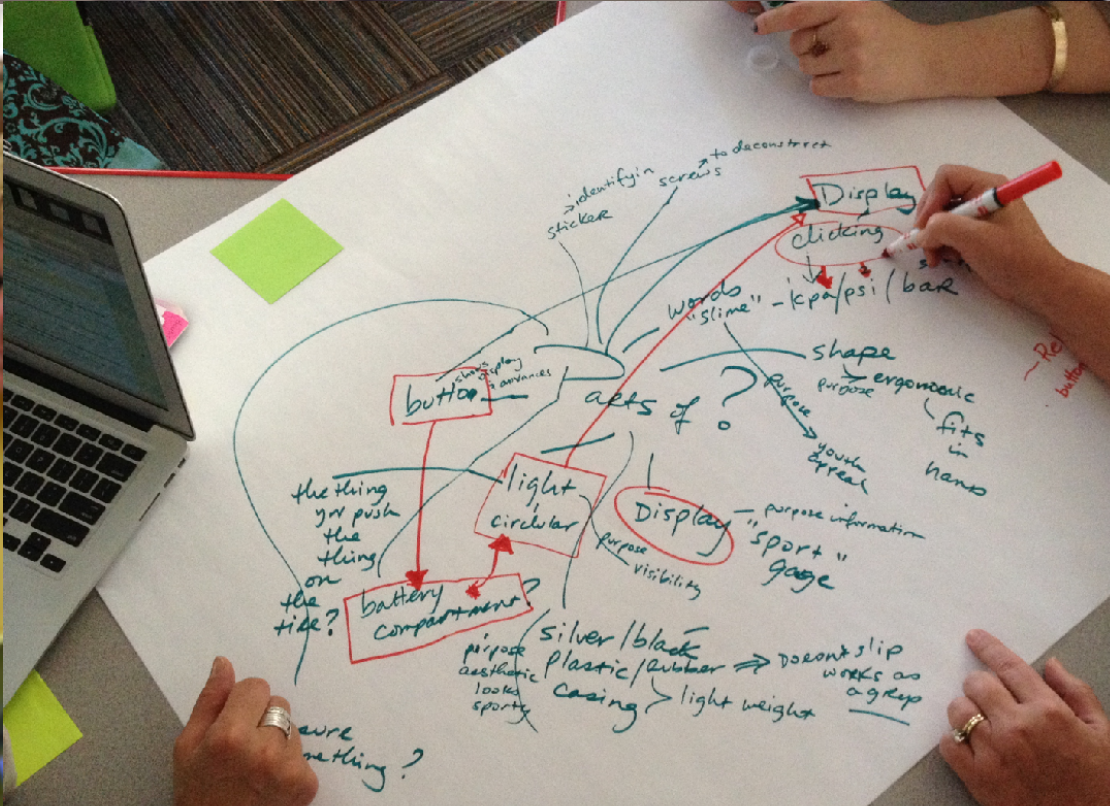
ONGOING

MEDIUM TERM

LONG RANGE

TACTICAL

STRATEGIC



expansive...transparent...inclusive...systemic...ongoing...messy

Tilton School

Search: "Tilton Experience"

Steps

- **Create a sense of urgency around a big opportunity**
- **Unwrap and articulate a North Star**
- **Attract a growing volunteer army**
- **Accelerate movement by removing barriers**
- **Design and test**
- **Visibly celebrate significant early wins**
- **Institutionalize changes in culture**

JUMP STARTING INNOVATION

1. Inspire Stretch Results

Name it: What is
holding you back? Do
you feel failure?

**Connect with your
purpose.**

Play under the lights.



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AUGUST 2016***

JUMP STARTING INNOVATION

2. Build Rich Interactions

**Practice Radical
Empathy**

**Get Out of Your
Silos**



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3. Dump rigidity

**Fall in Love with
Your Problem NOT
Your Solution**

Embrace the Pivot



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JUMP STARTING INNOVATION

4. Experiment

**Start with
assumptions, use a
logic model**

**When in doubt, try
it out.**

Draw it or build it.



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three critical tools

LOGIC



**WHAT
RESOURCES
DO YOU**

**WHAT WILL
YOU DO?

HOW WILL
YOU APPLY
THESE**

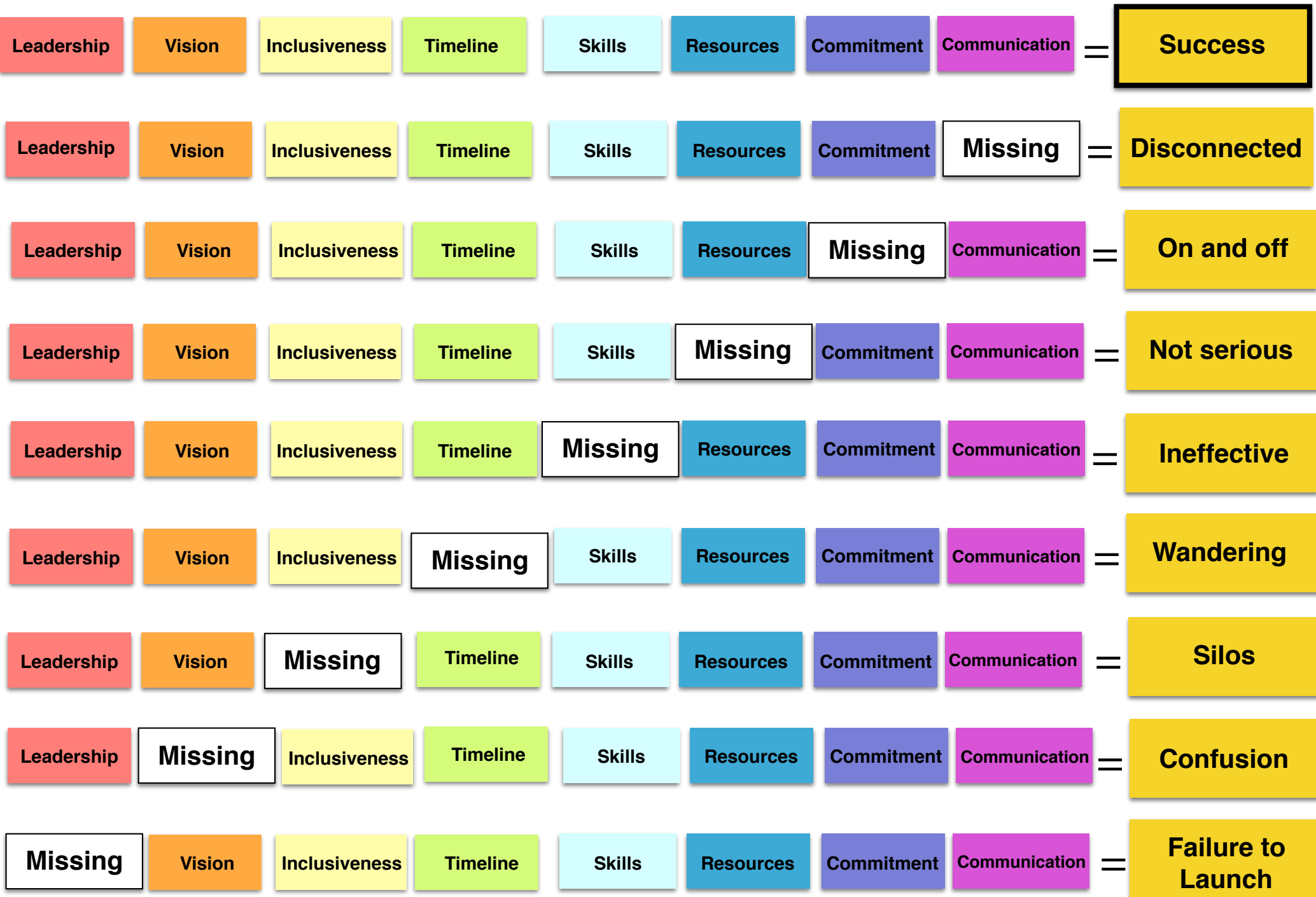
**HOW WILL
STUDENTS
AND
TEACHERS**

**WHAT
CHANGES IN
THE SCHOOL
OR
COMMUNITY
DO YOU WANT**

YOUR PLANNED

YOUR INTENDED

Stairway of Successful Innovation



Grant Lichtman, 2014; (expanded from M. Lippett, 1987 and T. Knoster, 1991)

Pick an idea...No constraints...Push out to the“Third Horizon”



Horizon 1: Known;
incremental;
modernizing curriculum



Horizon 2 : Semi-
known; new pathways
& centers of
excellence



Horizon 3 :
Unknown;
revolutionary; create
a school of
consequence