Creating Environments of Success

Michele Andorfer, Ph.D.
Diamond Innovations, LLC

Walter Leipart
Superintendent - Gilman
Why do some schools struggle to achieve their goals and desired results?

Why are their issues with climate and culture?

Why are students disengaged with learning?

Why is attendance and achievement a continual problem?

Why are some students and staff not happy?
What if?

❖ All staff members worked together to achieve a collective goal?
❖ All students were motivated and engaged in their learning?
❖ The climate and culture was collaborative, innovative and supportive?
❖ Everyone took responsibility for their jobs and their roles?
❖ Students were achieving at high levels
❖ Technology worked
❖ Individuals viewed evaluation systems as a way to grow rather than being judged
❖ All members of the school environment felt safe
The Research

Collective Efficacy – “judgements of teachers in a school that the faculty as a whole can organize and execute the courses of action required to have a positive effect on students.” (Goddard, Hoy, & Woolfolk Hoy, 2004)

John Hattie (2016) – #1 factor that impacts student achievement is teacher collective efficacy
Research on successful organizations and successful individuals

Applying specific behaviors and mindsets will result in achieving anything you want
Environments
“Surrounding Conditions”

- Work Environments
- Family Environment
- Social Environment
- Personal Environment
To guarantee success in any of your environments, there are specific behaviors and mindsets found within 4 commitmentS:

❖ Responsible
❖ Collaborative
❖ Supportive
❖ Innovative with a Growth Mindset
Within each commitment, there are 16 core elements (Behaviors and Mindsets)
Responsibility

Commitments to taking 100% responsibility for everything in your life shifts your mindset and eliminates blaming and complaining and focuses on what you can do.

Activity:

5% more responsibility
The power of knowing your purpose (why you are here)

❖ Born with life purpose
❖ Why you were put on the earth
❖ Doing what you love to do, what you’re good at, and accomplishing what’s important to you
❖ Your inner guidance system is JOY!
Michele’s Life Purpose

My purpose is to use my vision and passion

to inspire, lead, engage and support leaders so that
they work collaboratively and harmoniously to
embrace and lead the necessary changes to support all
21st century learners.
Applying specific behaviors and mindsets will result in achieving anything you want.