

REENERGIZE, RECHARGE, REFOCUS
At Our Best Every Day
So Our Students Can Be At Their Best

OHIO SCHOOL BOARDS ASSOCIATION
CAPITAL CONFERENCE

MURRAY BANKS
murray@murraybanks.com
802/899-4246

WHO YOU ARE IS AS IMPORTANT AS WHAT YOU KNOW

Pressure & fatigue alter your persona, which affects interaction with colleagues
Your leadership style sets the tone for morale, focus & teamwork among colleagues

Energy, enthusiasm, optimism and humor are contagious

Go the "B.A.R." when you need to – Breath And Refocus

"The disposition of the leaders becomes the disposition of the organization."

HOW YOU COMMUNICATE IS JUST AS IMPORTANT AS WHAT YOU COMMUNICATE

Your leadership style sets the tone for morale, focus & problem solving

Make emails, agendas, signage and media positive

The little things matter: tone of voice, body language, expression

Create a process for providing good news

Go the "B.A.R." when you need to

"If you do not have positive energy that is contagious, whatever you do have is also contagious."

CREATE POSITIVE WEATHER, CLIMATE, ATMOSPHERE

Create an appealing agenda

Start & end meetings with positives

Start and finish on time

Move the meetings occasionally to classrooms to remind us of mission

"When you are going through Hell, keep going!"

USE THE RICHTER SCALE OF STRESS

"Is this a 10 or a 2?" Give it a number then, give it the energy it deserves

Keep the focus on the big issues – don't waste time on the minor ones

"The main thing is to keep the main thing the main thing!"

YOUR LIFE COMES TO MEETINGS WITH YOU AND LEAKS OUT

When the pressure is on, keep your balance

Our wellbeing affects our stamina, energy, attitude & ability to focus

Eat smart for alertness & energy, workout for stamina & toughness

Laugh, have fun, recharge daily

“You can tell a lot about a person by what they take two at a time, pills or stairs!”

BUILD CAMMARADERIE, SPIRIT & TEAMWORK

To every challenge, look for a potential solution

Colleagues appreciate problem solving and trouble-shooting

Never allow “G.G.” in your faculty rooms or board meetings (Group Gripping)

Start meetings with positives & keep them focused on the agenda

Make interactions with colleagues positive and energetic

“A positive attitude may not solve all your problems, but it sure will annoy enough people to make it worth the effort.”

THE SUCCESS OF YOUR SCHOOL DISTRICT WILL REQUIRE A LAVA LAMP PHILOSOPHY”

Avoid the comfort zone... Go for resilient, agile & responsive

Prohibit “Psychosclerosis” (hardening of the attitude)

Reward innovation, imagination and trouble-shooting

When things don't turn out as planned, stay focused

*“The illiterate of the future are not those who cannot read and write,
but those who cannot learn, unlearn and relearn!”*

WHAT YOU FOCUS ON... EXPANDS

Focus on the “the powder, not the crevices” - solutions not problems

Optimism is powerful and spreads easily

Use the “10/90” Rule to reach goals - 10% problem, 90% solution

“Tenacity is easier when you have no choice.”

MURRAY'S OTHER FAVORITE QUOTES...

"You can tell your susceptibility to "psychosclerosis", by the amount of pain you feel when you come in contact with a new idea"

"We graft the best of the new onto the best of the old."

"Have you noticed that when you are tired and stressed, people around you get real stupid!"

"It's the little things that make the difference ... smile, eye contact, body language & tone of voice."

"Anticipating change is more stressful than the change itself!"

CAVE DWELLERS are the folks who are Consistently Against Virtually Everything!"

Lava Lamp leaders are always changing; they are agile, resilient, innovative, imaginative, clever, flexible, adaptable."

"People don't resist change, they resist being changed."

"When the going gets tough... the tough team up."

"The world is moving so fast that the man who says it can't be done is generally interrupted by someone doing it!"

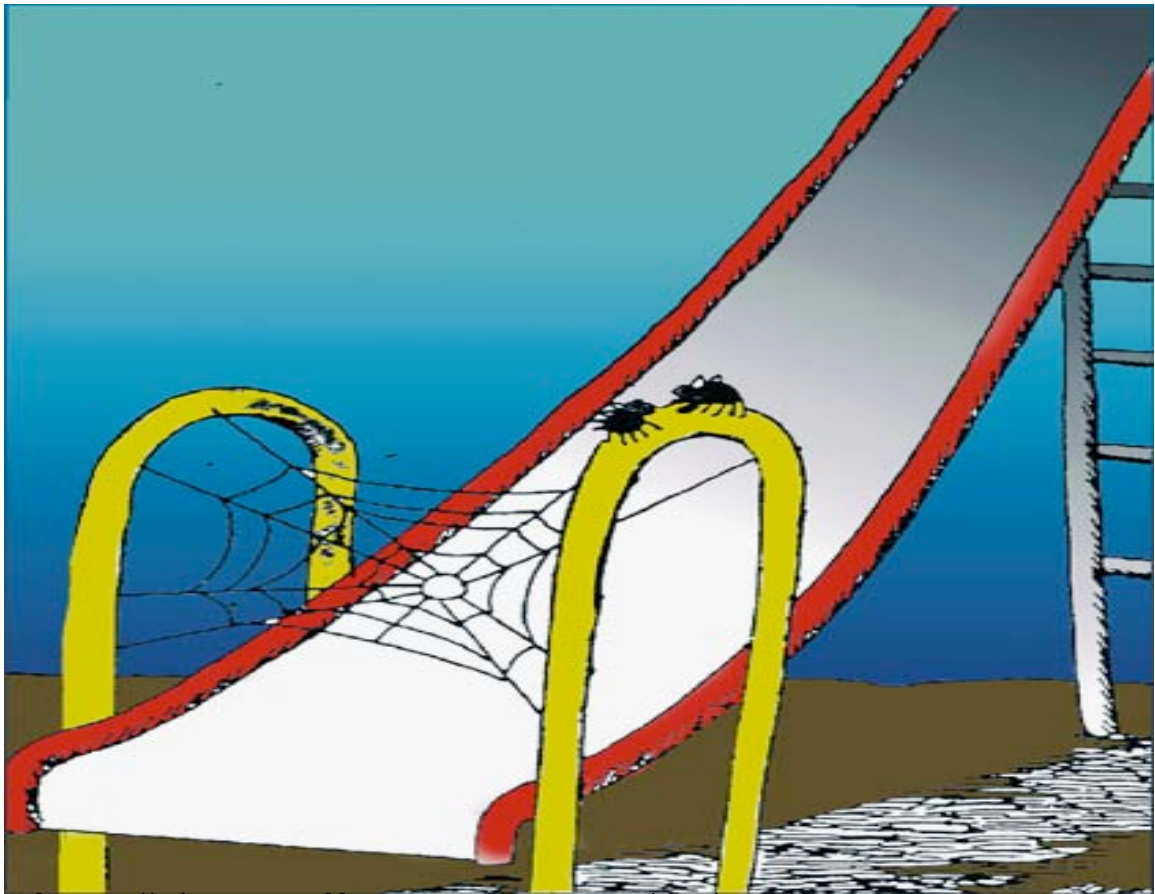
"If we always do what we've always done... we'll always get what we've always got!"

"You know you are under stress when you wake up screaming and realize you haven't fallen asleep yet!"

"Good is the enemy of Great."



“That’s why I never walk in front.”



“If we pull this one off, we’re going to eat like kings man!”

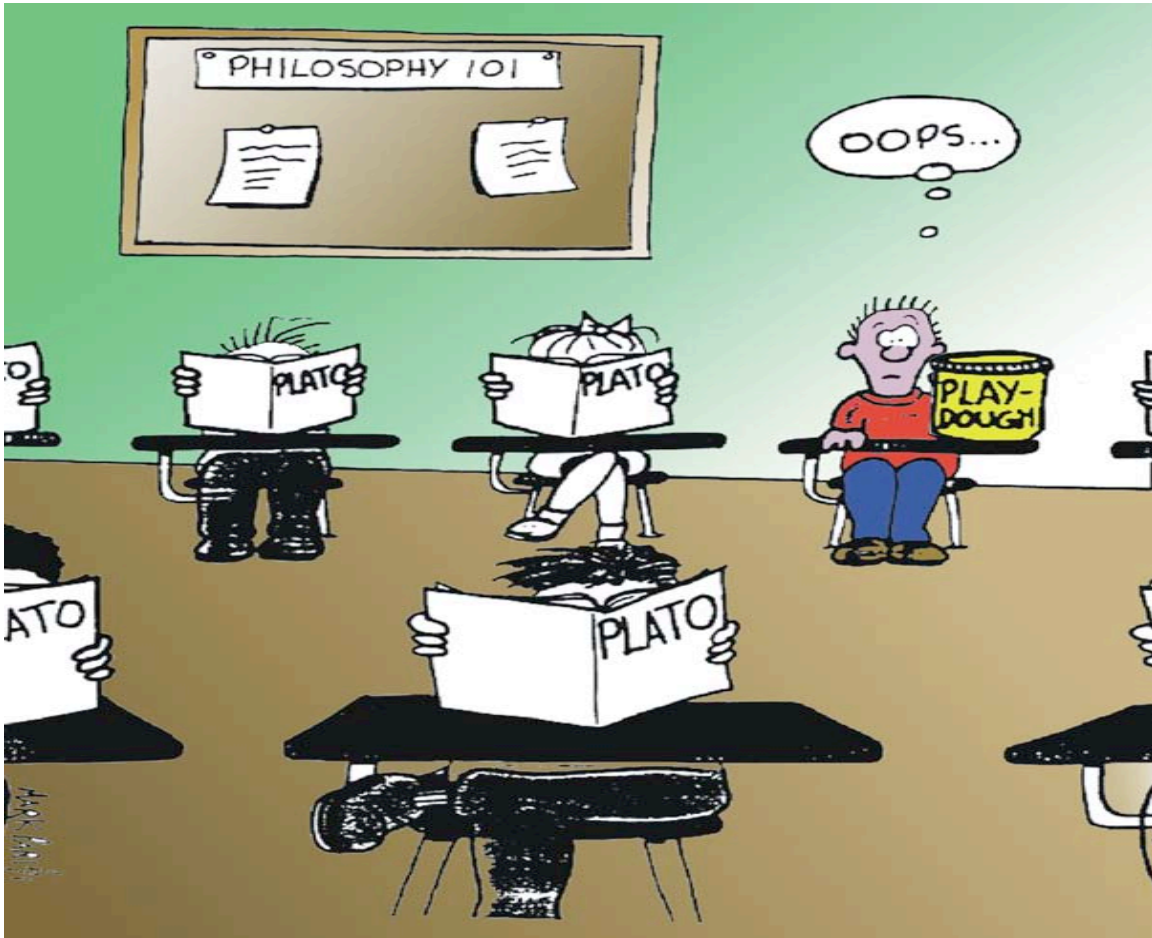


Lava Lamp Philosophy





When things don't turn out as planned... stay focused!



TEACHING IS A LOT LIKE FARMING...

Teaching is a lot like farming, where you have to take into account the weather, soil, equipment, markets and seed quality. Some farmers work magic even in terrible conditions.

So do some teachers.

If a school were a business, the faculty would be what a school had to sell. Other things count, but in the end, the quality of the school depends upon the quality of the teaching.

TO BE SUCCESSFUL...

Every morning in Africa, a gazelle wakes up.

It knows it must run faster than the fastest lion, or it will be killed.

Every morning in Africa, a lion wakes up.

It knows it must outrun the slowest gazelle or it will starve to death.

It doesn't matter whether you are a lion or a gazelle: when the sun comes up, you better be running!

BEYOND MEDIOCRITY...

"Those who turn good into great are motivated by a deep creative urge and inner compulsion for sheer unadulterated excellence for its' own sake!"

POSSIBLE RETENTION RATES FOR DIFFERENT TEACHING METHODOLOGIES...

5% LECTURE

10% READING

20% AUDIO VISUAL

30% DEMONSTRATION

50% DISCUSSION

75% PRACTICE BY DOING

90 % TEACHING OTHERS

What is your predominant teaching style?

THERE CAN BE A LOT OF HUMOR IN A CLASSROOM...

The first grade teacher was reading the story of Chicken Little to her class and when she came to the part of the story where Chicken Little tried to warn the farmer, she read: "and so Chicken Little went up to the farmer and said, 'the sky is falling, the sky is falling!'" The teacher paused for affect, then asked "And what do you think the farmer said?" A little boy raised his hand and said, "I think the farmer said 'holy crap, a talking chicken!'" And the teacher was unable to teach for nearly 5 minutes!

Communication is critical in our school districts...

HURRAY FOR HALLEY'S COMET

A SCHOOL SUPERINTENDENT TOLD HIS ASS'T SUP'T...

"Next Thursday Halley's Comet will appear over this area. This is an event that occurs only once every 75 years. Call the school principals and have them assemble their teachers and classes on their athletic field and explain this phenomenon to them. If it rains, then cancel the observation and have the classes meet in the auditorium to see a film about the comet."

ASS'T SUP'T TO THE SCHOOL PRINCIPALS...

"By order of the sup't of schools, next Thursday Halley's Comet will appear over your athletic field. If it rains, cancel classes and report to the auditorium with your teachers and students where you will be shown films, a phenomenal event which occurs only once every 75 years."

PRINCIPALS TO TEACHERS...

"By order of the phenomenal sup't of schools, next Thursday Halley's Comet will appear in the auditorium. In case of rain over the athletic field, the sup't will give another order, something which occurs every 75 years."

TEACHERS TO STUDENTS...

"Next Thursday, the sup't of schools will appear in our auditorium with Halley's Comet, something which occurs every 75 years. If it rains, the sup't will cancel the comet and order us all out to our phenomenal athletic field."

STUDENTS TO PARENTS...

"When it rains next Thursday over the school athletic field, the phenomenal 75 year old sup't of schools will cancel all classes and appear before the whole school in the auditorium, accompanied by Bill Halley and the Comets."

WHY PEOPLE ARE RESISTANT TO CHANGE IN TOUGH TIMES...

Ever wonder why people say, “we’ve always done it that way.” Maybe this will help clarify... The US standard railroad gauge (distance between the rails) is 4 feet, 8.5 inches. That is an exceedingly odd number, so why was that gauge used? Because that’s the way they built them in England, and the English expatriates built the US railroads. So, why did the English build them like that? Because the first rail lines were built by the same people who built the pre-rail tramways, and that’s the gauge they used.

Why did ‘they’ use that gauge? Because the people who built the tramways used the same jigs and tools that they used for building wagons, which used that wheel spacing. OK, why did the wagons have that particular odd spacing? Well, if they tried to use any other spacing, the wagon wheels would break on some of the old, long distance roads in England, because that’s the spacing of the wheel ruts.

So, who built the old rutted roads? Imperial Rome built the first long distance roads in Europe (and England) for their legions. The roads have been used ever since. And, the ruts in the roads? Roman war chariots formed the initial ruts, which everyone else had to match for fear of destroying their wagon wheels. Since the chariots were made for Imperial Rome, they were all alike in the matter of wheel spacing. The US standard railroad gauge of 4 feet, 8.5 inches is derived from the original specifications for an imperial Roman war chariot.

So, the next time you are told “we’ve always done it that way” and wonder what horse’s ass came up with that, you may be exactly right... you see, the Imperial Roman war chariots were made just wide enough to accommodate the back ends of two war horses.

Now, the twist to the story...

When you see a Space Shuttle sitting on its launch pad, there are two big booster rockets attached to the sides of the main fuel tank... these are Solid Rocket Boosters or SRB’s. Thiokol makes these at their factory in Utah and the engineers who designed the SRB’s would have preferred to make them a bit fatter. But, the SRB’s have to be shipped by train from the factory to the launch site. The rail line from the factory happens to run through a tunnel in the mountains. For the SRB’s to fit through the tunnel, they had to be slightly wider than the railroad track, and the railroad track as you know is about as wide as two horses’ behinds. So... the major Space Shuttle design feature, of what is arguably the world’s most advanced transportation system, was determined over 2000 years ago by the width of two horses’ behinds.

So now, when someone says “we’ve always done it that way” and you wonder what “horses ass” come up with that idea, you’ll know what you are up against!