

## LESSONS LEARNED

### Kaizen! (Deming)

- Ongoing review of consumer needs and organizational services
- Assisting schools to become more proactive in their long range planning
- Self-evaluation of the system
- Willingness to adopt effective and legitimate teaching/administering styles
- Assisting our schools in becoming pinnacles of success in the preparation of tomorrow's leaders while encouraging growth and success among educators

### Gambare (Sergiovanni)

- Envision schools as communities rather than organizations
- Professionalism and professional virtue
- Elevating teaching to a form of stewardship- which in turn becomes a form of self-management
- Stewardship at the governance level is integrity
- Collaboration to share a common vision, common values, a commitment to parents and students
- Dedicated membership requires action, while action from the heart is service.

### Metanoia (Senge)

- A change of heart or change of way
- A new mindset of success and of school
- We are in the process of creating transformation
- Use professional expertise
- Facilitate providing a way for parents to educate the system
- Sensitize board members to the importance of multiple stakeholders

And remember:

What gets defined in itself is a highly political issue  
The road to a world-class economy runs through the classroom door  
Train governance boards to think broadly, and not get stuck in minutia  
Reculturing before restructuring