

Continuous Improvement

"No one escapes continuous improvement" - Jay Marino

Children must own their own learning, self clarify their goals and communicate and accountability. Ownership really does get the best out of yourself. Together with others to keep learning and development is a continuous process. In the 21st century it is of the utmost importance that everyone continues to learn. Ownership in pupils assumes that teachers, teams and directors own their work, know what they stand for (focus) and a continuous learning attitude. And in connection with students, colleagues and environment they search for what works and what can be improved. It is continuously targeted improving education, for example, professional learning communities, improvement teams focused HRM policy and a strong focus in the organization: here we stand for. The core concepts: What you want children to learn, you live for in their own teaching practice at all levels. The power of the learning organization, parallel processes and ownership at all levels, in connection (alignment) and work from a clear focus. Ownership in pupils assumes that teachers, teams and directors own their work, know what they stand for (focus) and have a continuous learning attitude. And in connection with students, colleagues and environment they search for what works and what can be improved. It is continuously targeted improving education, for example, professional learning communities, improvement teams focused HRM policy and a strong focus in the organization: here we stand for. The core concepts: What you want children to learn, you live for in their own teaching practice at all levels. The power of the learning organization, parallel processes and ownership at all levels, in connection (alignment) and work from a clear focus.



The approach to continuous improvement is consistent with the theory of successful change Kotter, which stresses the importance of the following critical success factors:

- Develop sense of urgency
- Create a guiding coalition
- Develop a clear vision
- Share the vision, communicate.
- Provide the ability to overcome obstacles
- Anchor the change
- Consolidate and keep moving
- Deposit successes

Who is Jay Marino?

Jay Marino focuses as responsible head teacher in primary and secondary education in different districts of America in the process of continuous improvement, organizational learning and learning in the 21st century.

He has a PhD on this subject and in this respect has written several books and publications . In the Netherlands, he is much in demand and inspiring keynote speaker at national conferences, governments and schools. Its good practice appeals to a wide audience, because he of connection and ownership at all levels a contemporary responds to appropriate education in a contemporary learning environment to match the skills of the 21st century.



Visit Jay Marino in March 2015 and September 2015

Jay Marino was in the week of March 23 to 29 for the 14th time in the Netherlands. Now employs some 100 schools with the philosophy of continuous improvement. He gives presentations to school boards and schools, as well as master classes and train-the-trainer courses for executives, teams and teachers / lecturers. At School at Mount he is a welcome guest.

Program in September:

- Presentations by controlling for all employees
- School to Convert
- Masterclass for directors / management
- Train-the-trainer programs (Amersfoort)

How Continuous Improvement looks concretely in the school and the classroom?

Meanwhile, there are various good practices in the Netherlands. Should you wish to visit a school or speak to a driver we can put you in touch.

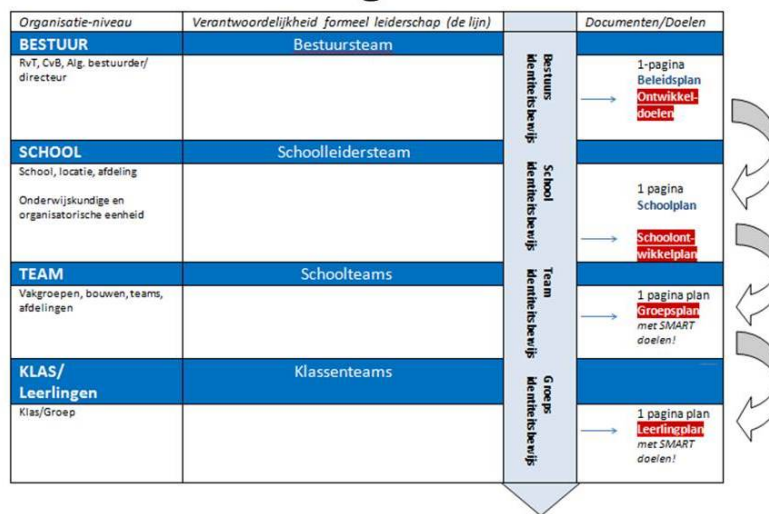
Email or call for this to: Dea Knol, E: dea.knol@expertis.nl, M: 06-166 14 283.

Also to work with your school?

Follow a Master or Train the Trainer! **Masterclass:** In a session tells Jay Marino how it works to improve educational outcomes sustainable. He tells an inspiring way everyone knows how to engage in school, explains the

connection between all levels and how he shared ownership and focus creates. He links the theory very recognizable to the everyday practice of concrete examples, photos and videos. Jay Marino is one of the small steps in a continuous process, and there is also the connection to the development of your school. **Train the Trainer:** From October 2015 we start with the train the trainer training Continuous Improvement. Directors and internal facilitators are prepared to lead and implement the sustainable school development 'at the level of the school, the team, the classroom and the student. The training starts with an inspiring inaugural meeting of Jay Marino in which he explains the principles of Continuous Improvement by means of practical examples. In these meetings, we develop the concept of 'sustainable school development "for your school with explicit attention to the connection between the board, school, classroom and student.

Schema alignment



Topics that will be addressed:

- ID: identity at all levels: where do you stand for, what are your motives (individual, class, team) and what does that mean for your school, team, class student and your own learning?
- Behavior and culture: what does this method of behavior of all those involved in the organization and what does that mean for the school culture?
- Objectives and results: how do you goals from

ownership, how do you make others own their goals and how do you evaluate the goals?

- Working with the PDSA cycle with emphasis on the analysis and use of data.
- Development and improvement structure. Which organization are helping to shape this process? Think working in professional learning communities.

The training turns again and again to the question: how do you all layers for continuous improvement, for ownership and for learning in each student? What does this the behavior of teachers and your leadership style? Theory and experience in change management are the basis for our way of working. The training consists of 14 sessions. The sessions consist of theory, interspersed with commands and examples. We visit schools that have successfully implemented continuous improvement throughout their working methods. The training takes place at Expertis in Amersfoort, and is intended for managers and internal facilitators (minimum 2 people per school) With enough participants, it is also possible to carry out the training to your location.



For more information about the master or the train the trainer?

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New book: 'Directing own learning'

Soon there will be in the range of Pica 'Primary School Management in Practice "a new book out," **Directing own learning** .

This book is written by consultants Expertis Onderwijsadviseurs. To work with our students in the 21st century skills is conditional that they feel ownership of their own learning process, therefore take responsibility and give myself steer successful. What concrete steps can the school organization to make durable students responsible for their own learning? How are schools from A to B? And how do we fix our education level results? In this publication we offer a brief theoretical foundation, multiple handles and lots of practice, where students take control.

Soon to order. Keep an eye on our website.

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