

Reboot 1.0 - Chameleon Education

Cedar Integrated Primary School

“In order for your culture to be strong, your values must be clear and your values must be lived” - Simon Sinek

Chameleon Support for School Leaders

Facilitation | Training | Coaching



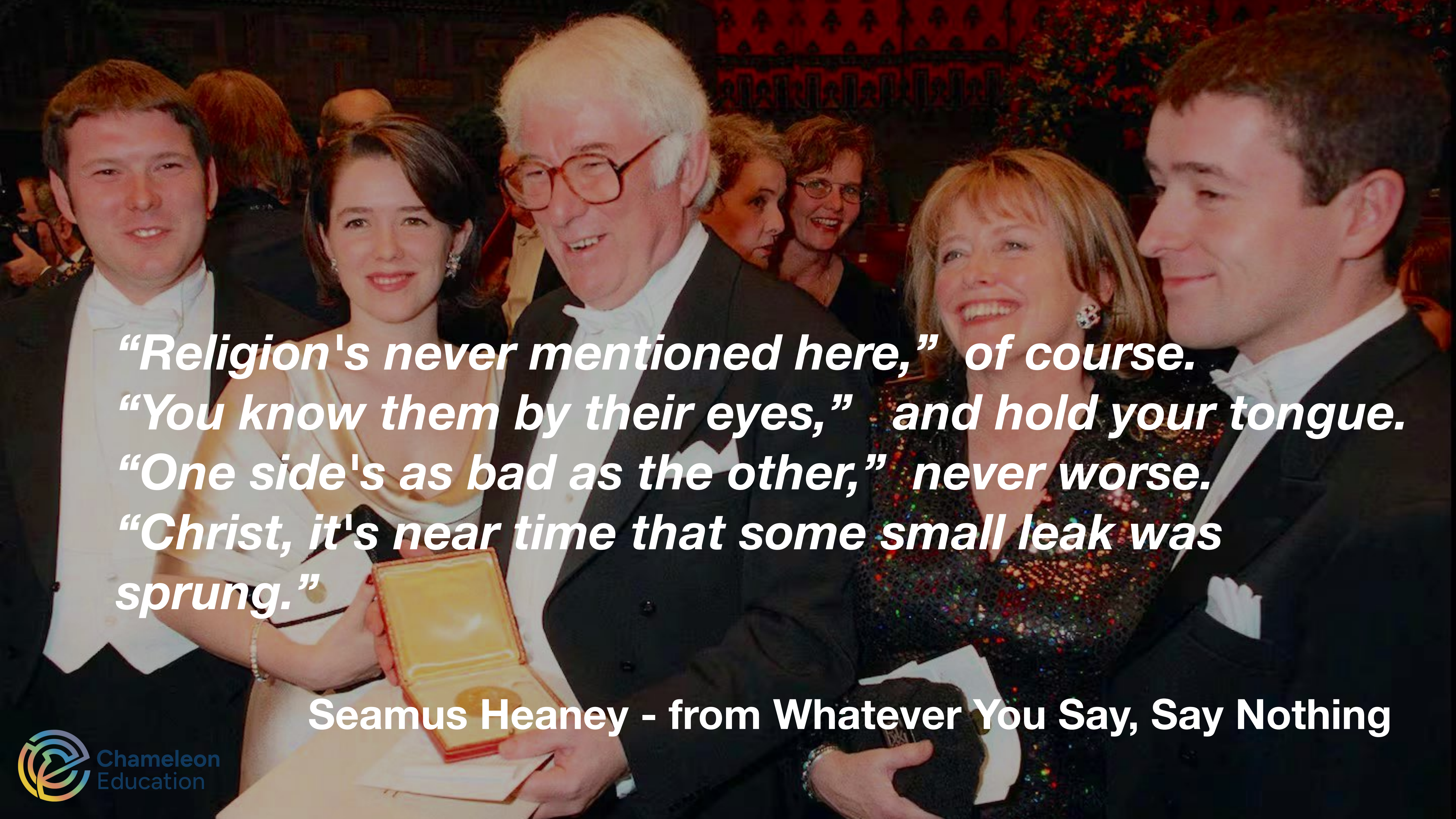


Let's get the conversation started....

Cedar Integrated Primary School

“In order for your culture to be strong, your values must be clear and your values must be lived” - Simon Sinek



A photograph of a group of people at a formal event, likely a gala or awards ceremony. In the center, an older man with white hair and glasses, wearing a tuxedo, is smiling and holding a small, open, gold-colored box. To his left, a young woman in a white dress is also smiling. To his right, a woman with blonde hair in a dark, patterned dress is smiling, and a man in a tuxedo is looking towards her. In the background, other people are visible, including a woman with glasses. The overall atmosphere is festive and celebratory.

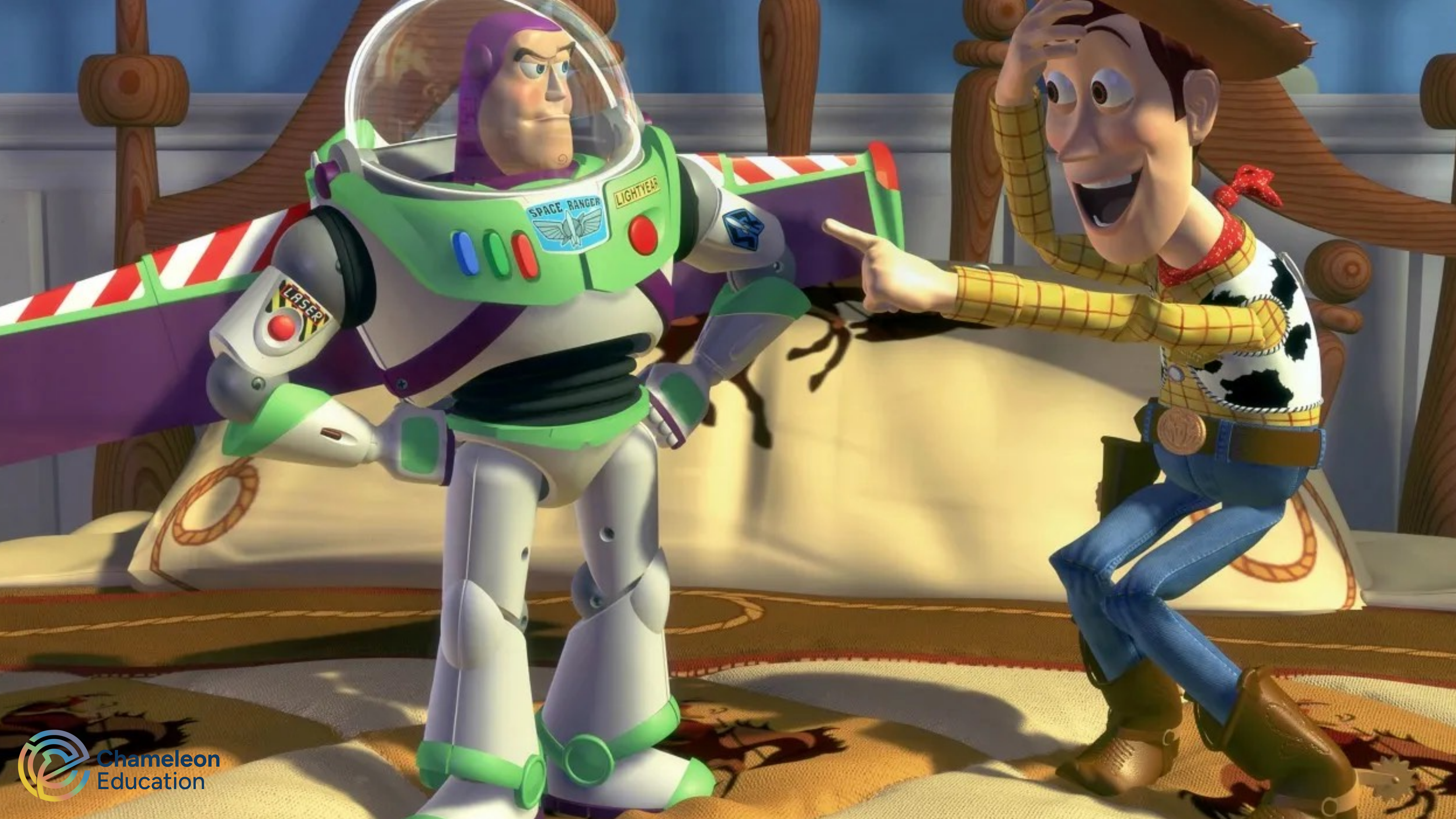
*“Religion's never mentioned here,” of course.
“You know them by their eyes,” and hold your tongue.
“One side's as bad as the other,” never worse.
“Christ, it's near time that some small leak was
sprung.”*

Seamus Heaney - from Whatever You Say, Say Nothing



Chameleon
Education







1995

*"Blowing out someone else's candle
What do you feel entering the school?
won't make yours shine brighter."*



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Facilitation | Training | Coaching

Core Purpose, Core Values & Vision



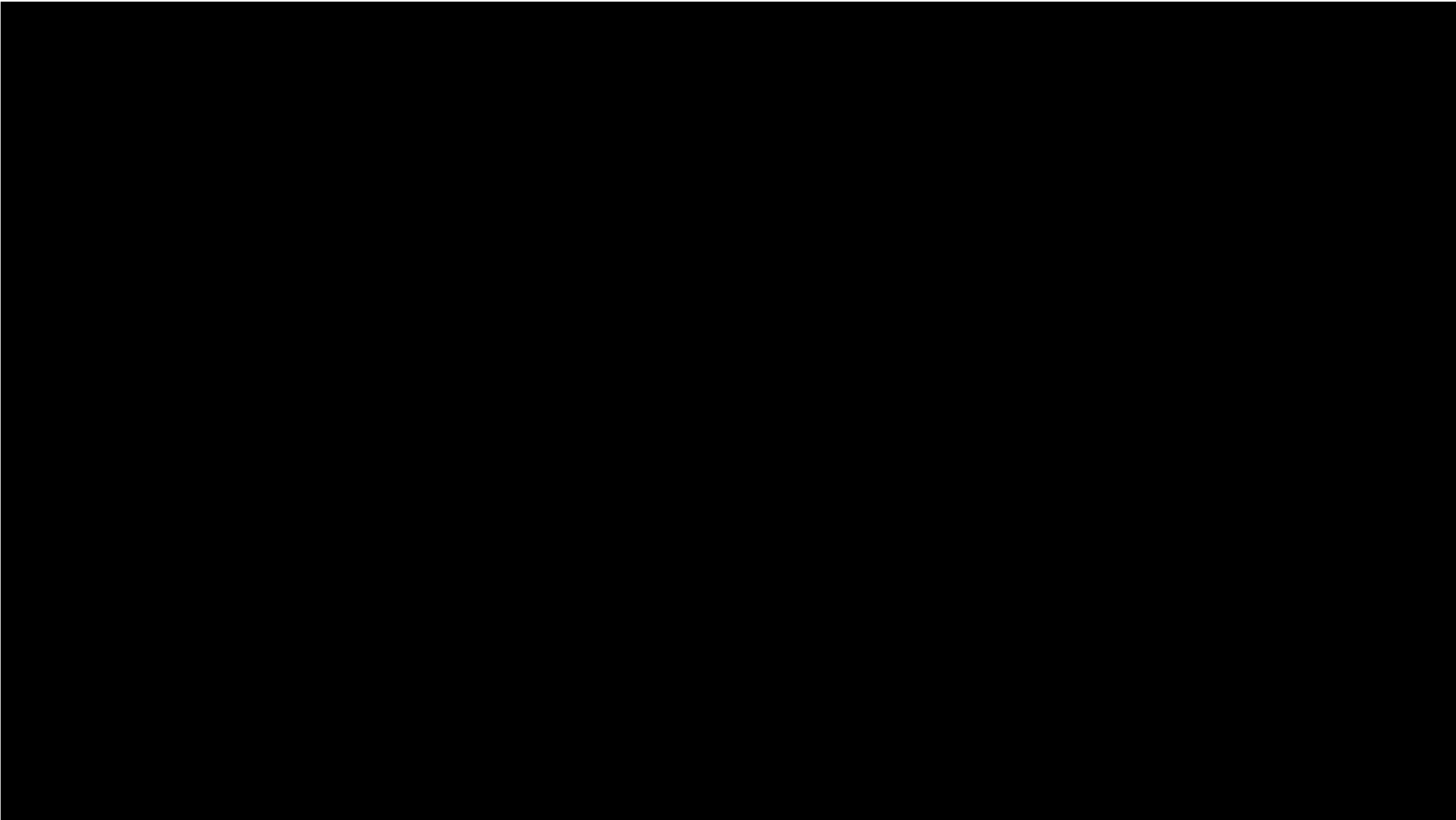
Discussion...

What are the three things about Cedar IPS that you want to protect at all cost?

Prioritise and list three things that you think need to improve?

Culture of a school = core values + behaviour

Why?





"At the heart of Cedar is a belief that every child is precious and unique."

"At the heart of Cedar is a belief that every child is precious and unique."

What does this mean?

What are you going to do about it?

How does this manifest itself in the everyday life of the school?

"At the heart of Cedar is a belief that every child is precious and unique."

Let's create a few more...

What else do you believe?

Refine & Articulate

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Core Values

- Why are these core values important?
- Do they change?
- What does change?
- What are the main challenges in meeting them consistently?
- How can you, as a school, best realise these values every minute of every day?
- Strength in consistency!
- Strength in unity!



"When you know where you're going and when you're truly committed the world conspires to help and support you in all sorts of ways that you could never have believed possible."

Goethe



Coffee/Tea Break

A photograph of a paved path leading through a dense forest. Sunlight filters through the trees, creating a bright, hazy glow in the distance and casting long, dappled shadows across the path. The overall mood is peaceful and hopeful.

Integrated Education isn't just about celebrating difference...

It's about making a difference

It's about building a community.

Safe spaces

Safe relationships

Safe experiences

This is particularly challenging in a VUCA World



VUCA

Volatile

Uncertain

Complex

Ambiguous

In an Educational/School
In a Global Context
Context
SPINS!



VUCA PRIME

Vision

why?

Understanding

Clarity

Agility

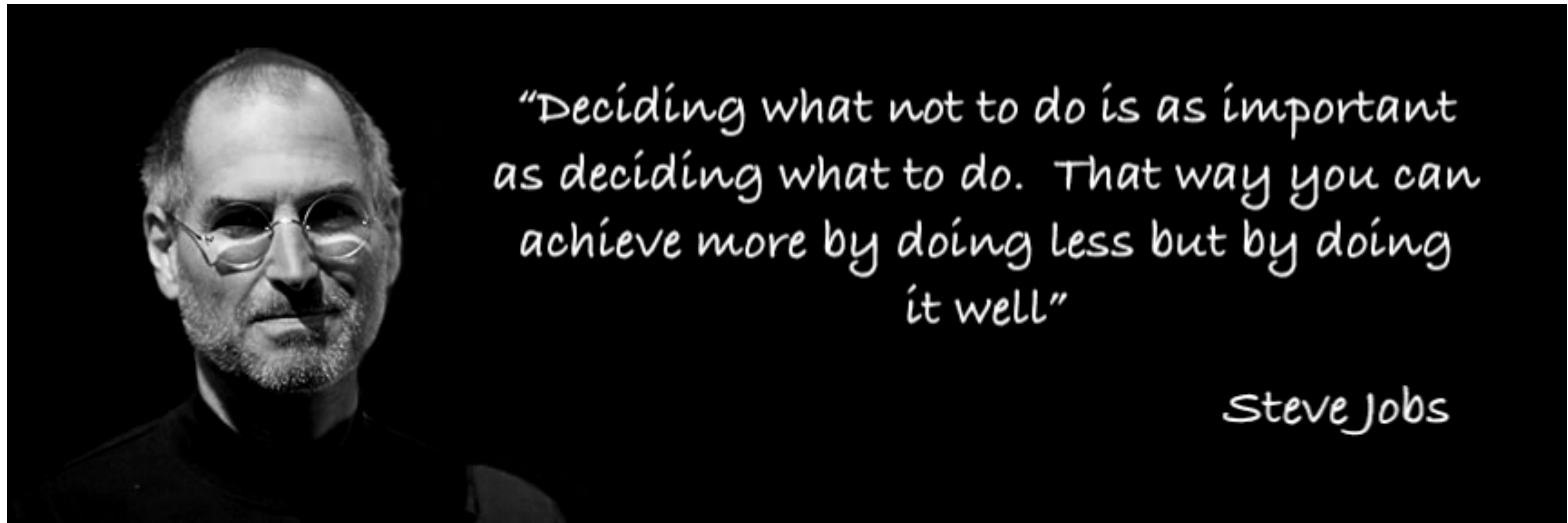
SMIT

Teams

In an Educational/School
In a Global Context
Context
at Cedar Integrated...



Understanding & Clarity - SDP simplicity & prioritisation is the key...



Learning & Teaching

Pastoral Dimension

SEND

Integration

Whole School Issues

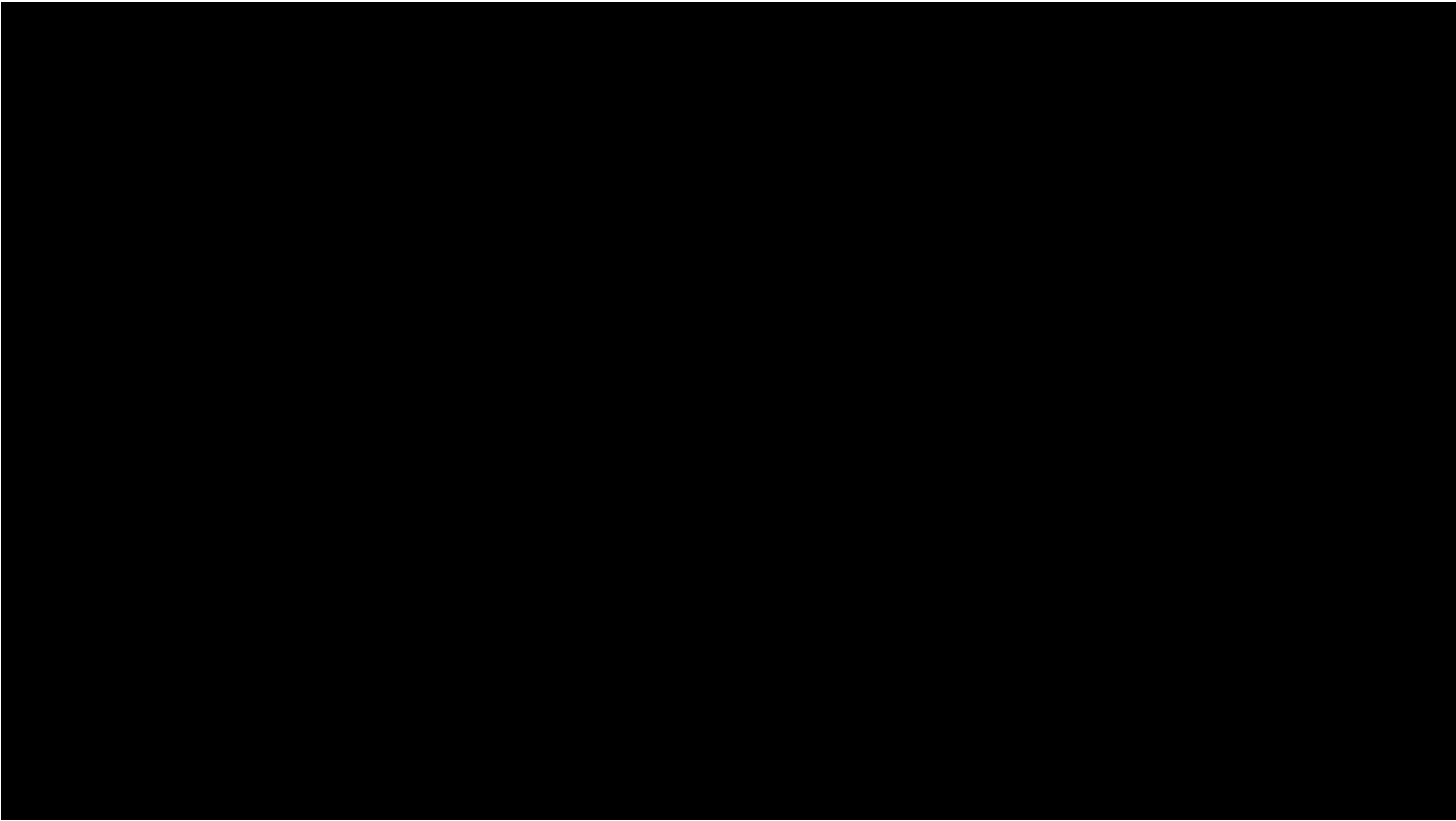
The Key Focus of an Outstanding School...

“When you compete against everyone else, no one wants to help you. But when you compete against yourself, everyone wants to help you.”

Simon Sinek



We should not ‘compete with other schools. Rather, we should compete with ourselves, to be better every day than we were the day before to realise our core values as a school.



Teambuilding & Trust - Activity 1

The VUCA Prime Uplift



Trust

Communication

Connection

Commitment

What are the main challenges in creating a 'high performing team'?



Table Discussion & Feedback

The 5 Dysfunctions of a Team - Patrick Lencioni



Status & Ego

Low Standards

Ambiguity

Artificial Harmony

Invulnerability

Teams fail when individuals prioritise personal success, status, or department goals over collective results. When there's weak commitment, teams avoid holding one another accountable for performance and behaviours.

Without open debate, teams struggle to commit. People may appear to agree but lack true buy-in.

When trust is low, teams avoid healthy debate and engage in artificial harmony. Teams lack trust when members are unwilling to be vulnerable with one another. Constructive conflict is necessary for better decisions. This includes admitting mistakes, asking for help, or acknowledging weaknesses.

What can we take from this?

ANDREW TRIMBLE

TEAMS THAT THRIVE



How can we all contribute to creating a high performing team?



Table Discussion & Feedback

Teambuilding & Trust - Activity 2

Trust the Vision

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Effective Teams

- Find a trusted partner and ‘pair up’
- Effective Teamwork
Trust Communication Connection Commitment
- Envelopes
Blindfold
Pencil
Answer Sheet
- The key message ...

Task



La educación inclusiva no se trata solo de celebrar la diferencia.



Integrated Education isn't just about celebrating difference.

Il s'agit de faire la différence. Il s'agit de bâtir une communauté.



It's about making a difference. It's about building a community.

Is é an t-aon bhealach chun seo a dhéanamh ná trí scoileanna comhtháite den scoth a fhorbairt.

The only way to do this is through the development of outstanding integrated schools.



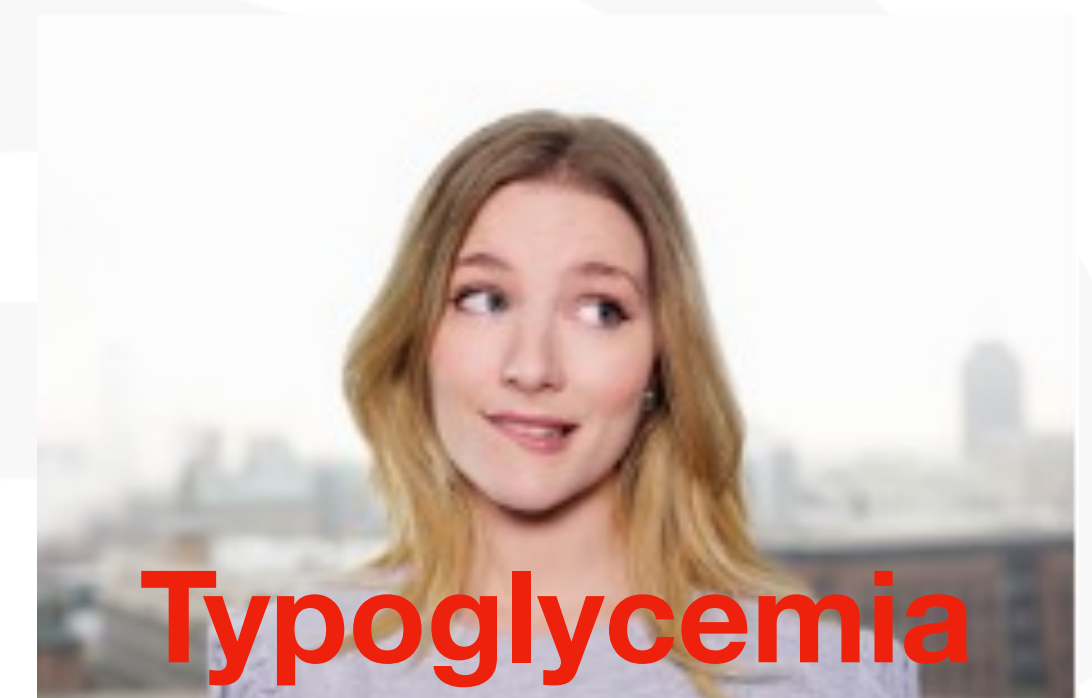
Bo pvutuboejoh ufbn jt uif lfz up vompdljoh uibu efwfmpqnfou.

An outstanding team is the key to unlocking that development.



Otsnniudag tmeas are btuli torhugh cmnoitauciman, cnntioceno, cmmtioemnt... and ttsur.

Outstanding teams are built through communication, connection, commitment... and trust.



Sometimes you just have to look at things differently...

Working together at Cedar Integrated Primary School and Nursery your future is in your hands



Integrated Education isn't just about celebrating difference.

It's about making a difference. It's about building a community.

The only way to do this is through the development of outstanding integrated schools.

An outstanding team is the key to unlocking that development.

Outstanding teams are built through communication, connection, commitment... and trust.

Working together at Cedar Integrated Primary School and Nursery your future is in your hands



“I have a great sense of pride when I see the work you are doing for Integrated Education, it's importance can never be underestimated. Keep beating the drum... eventually it will reach even the deafest of ears.”

Sam McCready

To Philip Reid, Principal - Mill Strand Integrated PS, October 2012

Feedback and Q&A

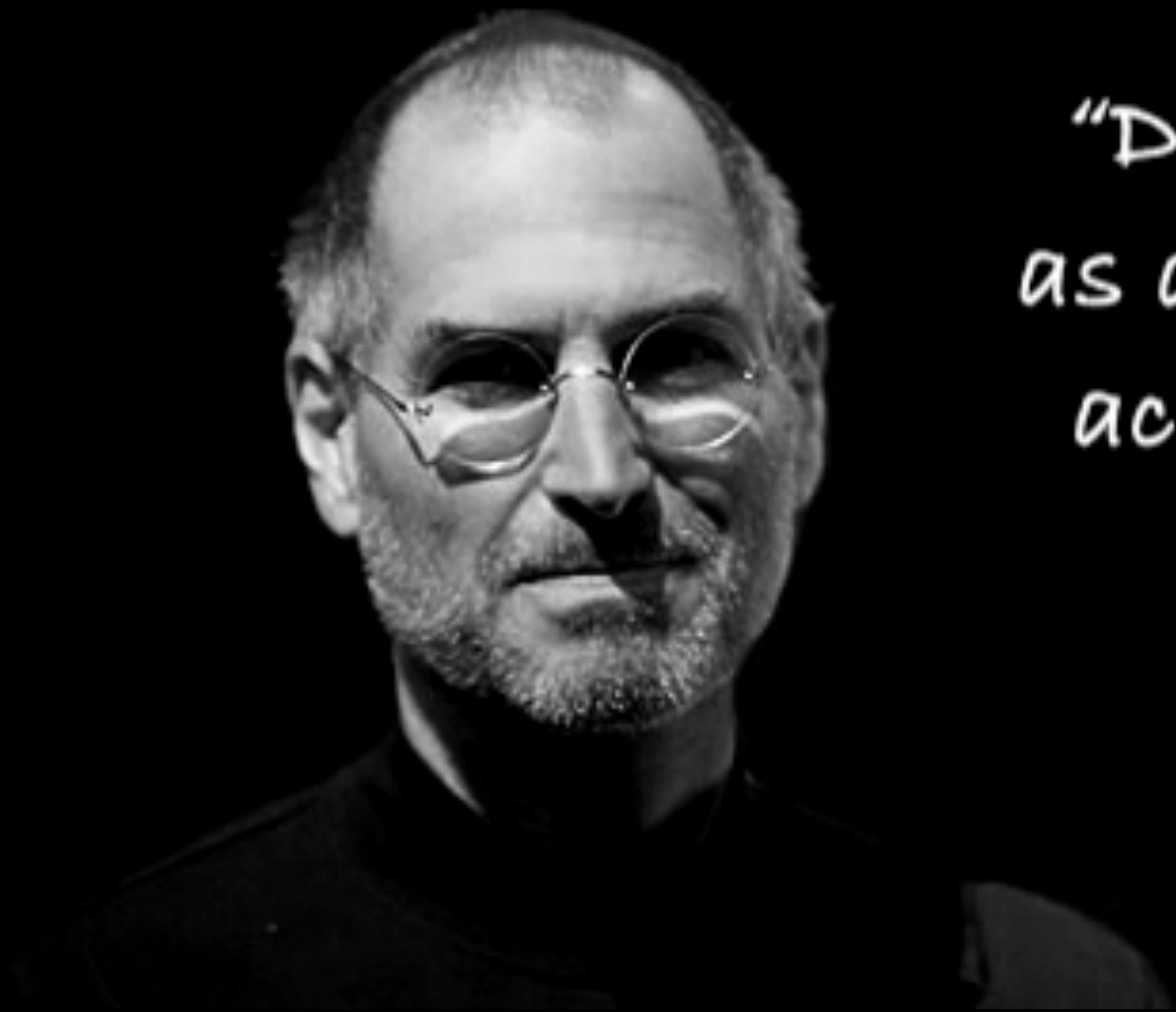


Thank You



How Slides -
Understanding &
Clarity... not used





"Deciding what not to do is as important as deciding what to do. That way you can achieve more by doing less but by doing it well"

Steve Jobs