



## Fostering Innovation in MMSD

Board of Education  
November 16, 2015

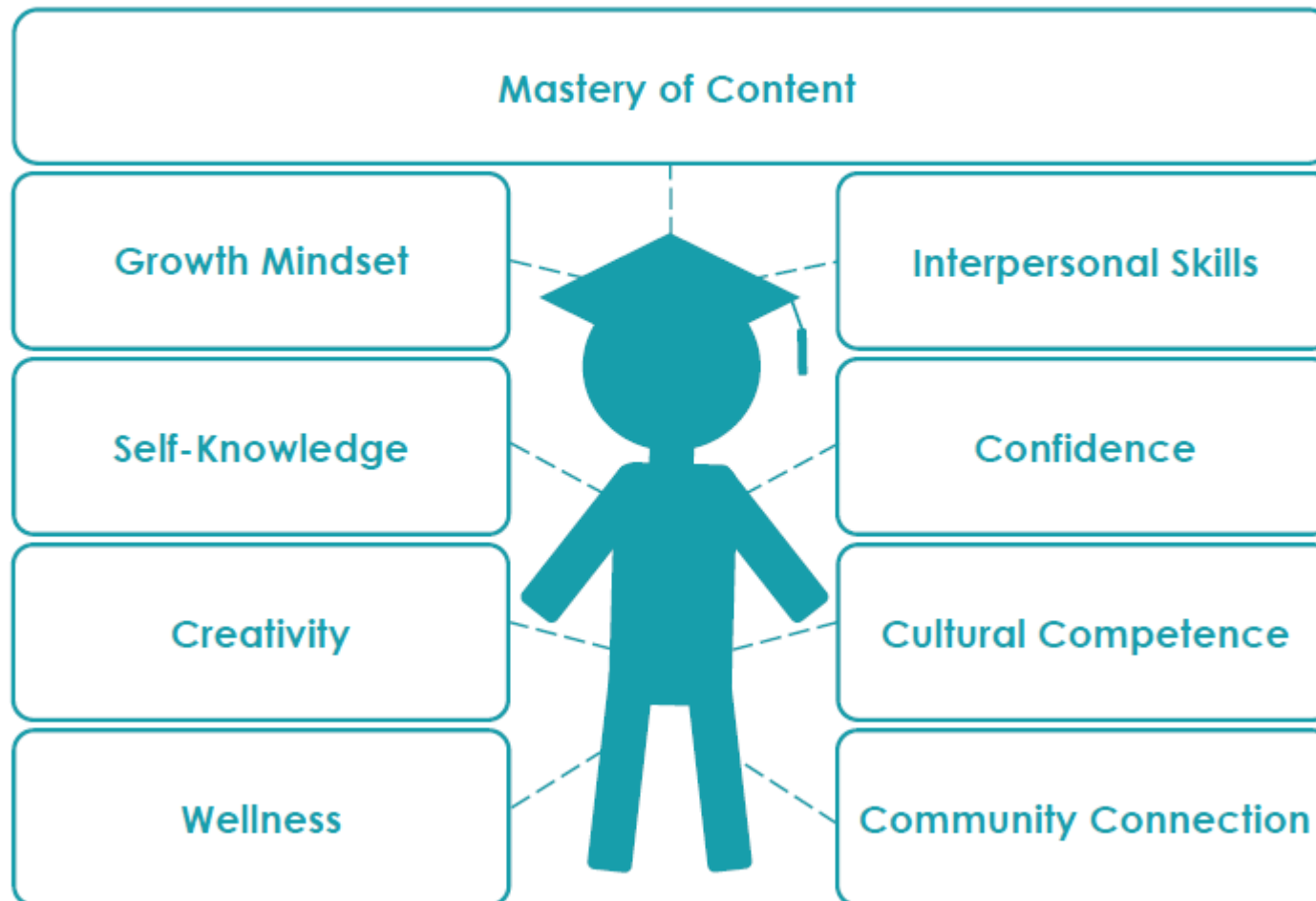
# Meeting Outcomes

- Develop shared understanding of how innovation relates to our long-term vision and current strategy
- Discuss the role of MMSD charter schools to foster innovation



## Vision for College, Career, and Community Ready Graduates MMSD Scholars

Through the school year, the district engaged more than 2,500 staff, students, and community members in 88 meetings, all focused on articulating our vision for the skills and abilities our student need to be successful. This document summarizes the vision that emerged from those conversations.



# Vision 2030 Findings

Figure 2: Top Themes for Schools

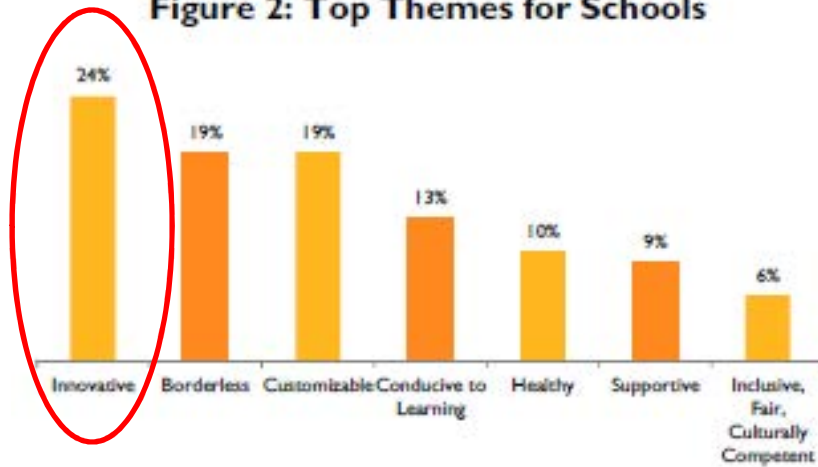
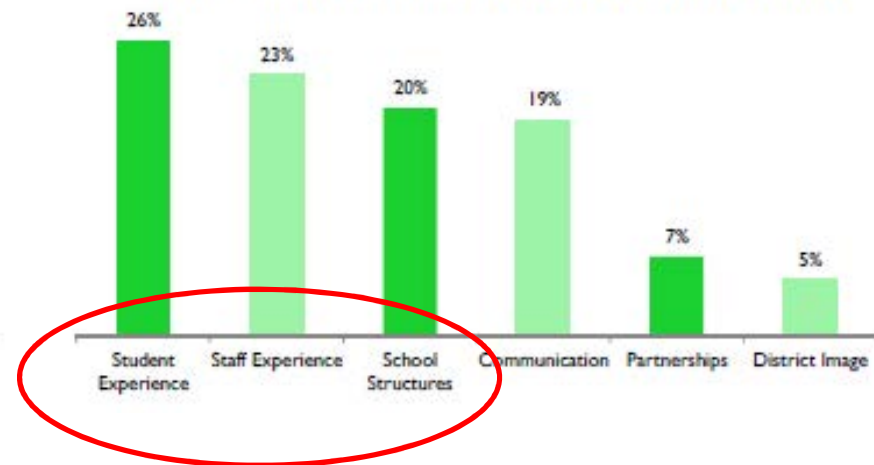


Figure 5: Top Themes for Maximize and Explore



Our community seeks....

- Graduates who are imaginative, flexible and able to turn new ideas into reality
- Educators who innovate and take risks on behalf of student learning
- Schools that are customizable, personalized, flexible, and borderless



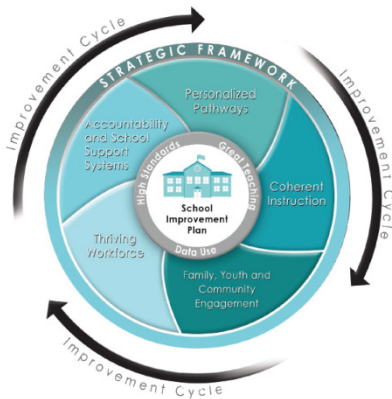
# Future of Opportunity

- Madison region as research and innovation hub
- New jobs and evolving industries
- Growth in bioscience, information technology sectors and entrepreneurial start-ups
- New technologies
- New competition -- open enrollment, vouchers, charter schools



# MAXIMIZE

Current strategies focused on continuous improvement



School improvement process

Common learning agenda

Priority areas

Information and technology plan



# EXPLORE

Exploration of new strategies focused on discontinuous change



Existing Opportunities

Action research

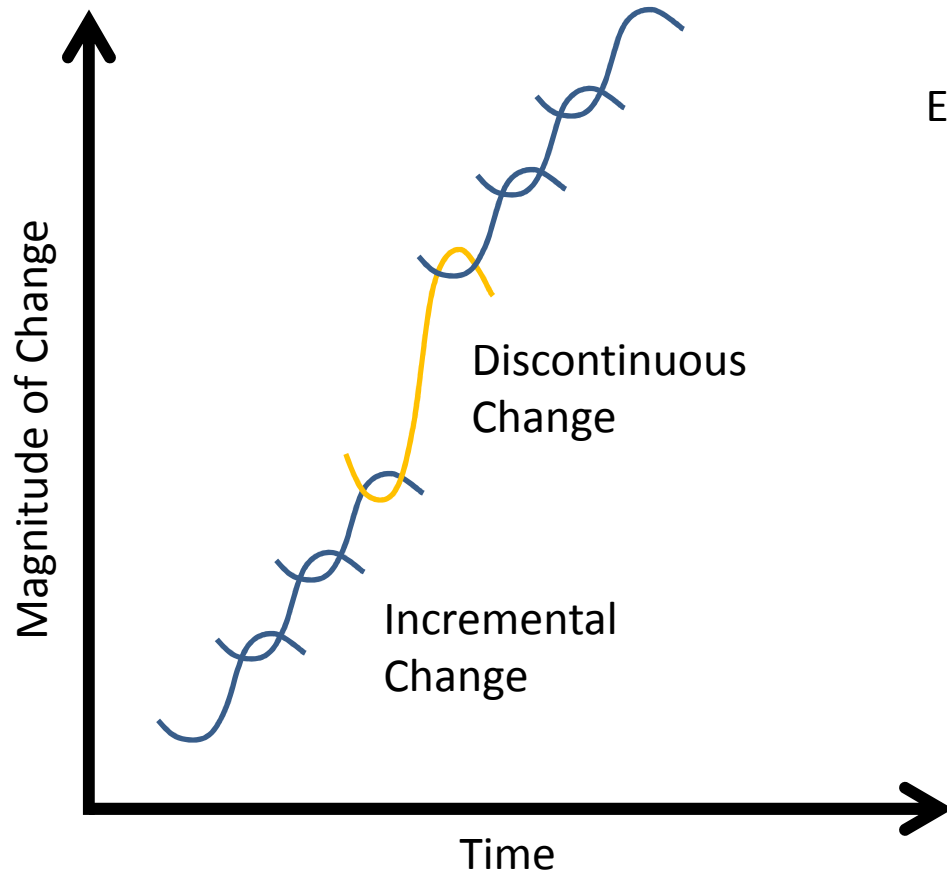
Innovation grant program

Charter schools





# Organizational Evolution and Innovation



Example:  
Elementary Restorative Justice Initiative



Tushman, M., & Reilly, C. (1997). *Winning through innovation a practical guide to leading organizational change and renewal*. Boston, Mass.: Harvard Business School Press.



## Innovation in MMSD

**Definition:** Innovation is the process of trying something new or different that has the potential to solve an identified need and produce better outcomes for students.





# Guiding Principles

## We believe...

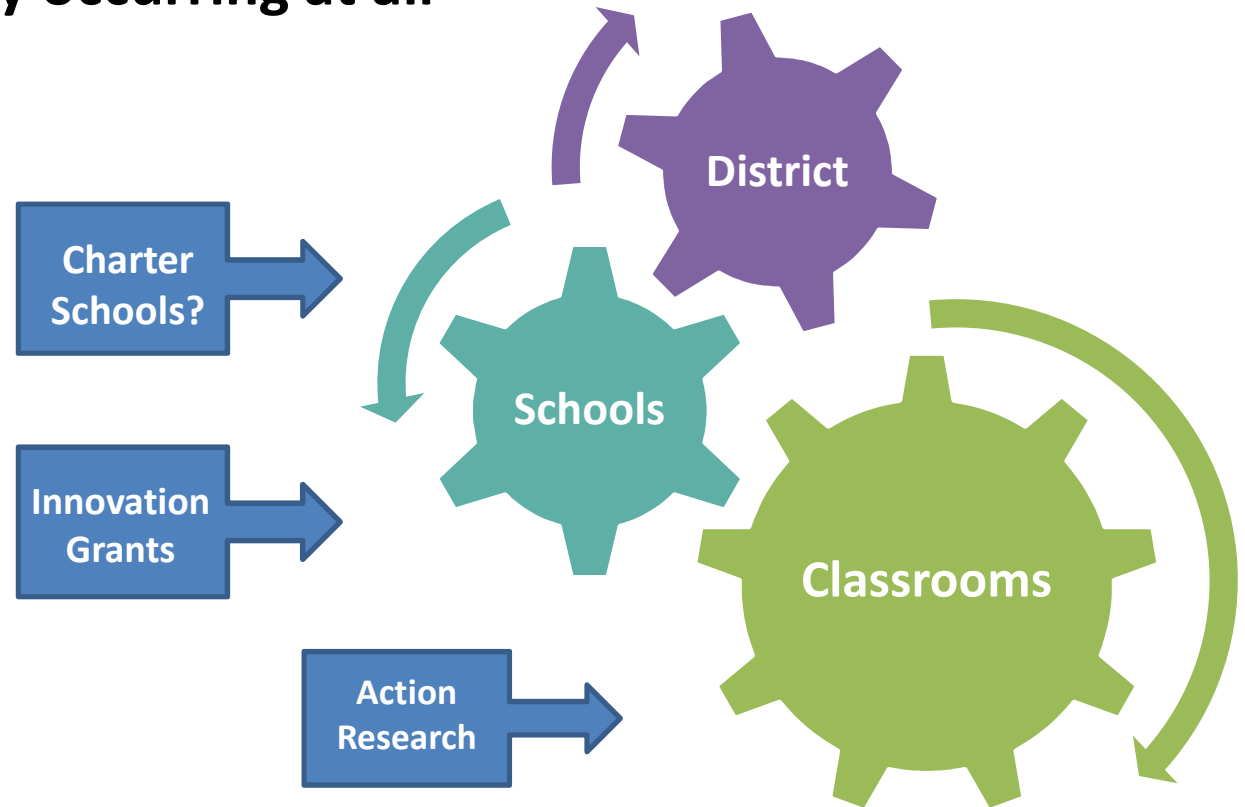
- The long-term success of our district requires complementary, synchronous efforts focused on **continuous improvement and innovation** in all schools.
- Innovation is fostered through a **culture** and iterative learning processes that encourage calculated risk-taking, critical thinking, inquiry, collaboration, exchange of ideas and acceptance of failure as a necessary part of the process.
- Innovation strategies must include a **data-driven design cycle** to assess impact and inform improvement, replication and scaling—not all ideas or approaches are expected to be taken to scale.
- Opportunities and structures for **innovation should exist at all levels of the system** – classrooms, teams, schools, district and community.



# Structures to Foster Innovation

Innovation is already occurring at all levels of the system

Central Office  
can provide  
structures that  
foster innovation  
**WITHIN LEVELS**  
and  
**BETWEEN LEVELS**



## Role of Charters

“Charter schools were designed to spur educational innovation in order to achieve better results...

Each charter school should add to the local educational menu in ways that target effective and equitable outcomes for all students.”

Mead, J.F. & Green, P.C. (2012). *Chartering Equity: Using Charter School Legislation and Policy to Advance Equal Educational Opportunity*. Boulder, CO: National Education Policy Center. Retrieved October 25, 2015 from <http://nepc.colorado.edu/publication/chartering-equity>.



## Discussion



What do you think of the definition and guiding principles for innovation?

What role can charter schools play in fostering innovation in MMSD?



Every school a thriving school that prepares every student for college, career and community.

