

DEVELOPING ADAPTIVE SCHOOLS:  
SKILLS TO SUPPORT & SUSTAIN  
PROFESSIONAL LEARNING COMMUNITIES

JUNE 14-17, 2010

Presenters

Bob Garmston, Ed.D.  
*Center for Adaptive Schools*

Christine Amato  
*Center for Adaptive Schools*

Kendall Zoller, d.D.  
*Sierra Training Associates, Inc.*

***Acquire the technical and social resources to develop a collaborative school culture and realize continuing student improvement***

EVENT INFORMATION

Time:

8:00 a.m.—4:00 p.m.  
(Doors will open at 7:30 a.m.)

Location:

June 14th-16th PCOE Burns Room  
360 Nevada Street  
Auburn, CA 95603  
June 17th Roseville City Board Room  
(1050 Main Street Roseville CA)

Cost:

\$300 Placer County  
\$600 Outside Placer County  
(Includes Adaptive Schools Book)

Lunch: Working Lunch

Bring one with you or pre-order lunch from the menu on our PLC website listed at the bottom of this flyer

REGISTRATION INFORMATION

On-line registration only:  
<http://sites.placercoe.k12.ca.us/POWER>

If you need assistance with on-line registration, please contact Kerri Walker at 530-745-1476 [kwalker@placercoe.k12.ca.us](mailto:kwalker@placercoe.k12.ca.us) Ruth Hardin 530-745-1482 [rhardin@placercoe.k12.ca.us](mailto:rhardin@placercoe.k12.ca.us)

Registration/Cancellation Deadline:  
May 24, 2010

Full fee will be charged for cancellations or no shows after the deadline

For schools to ensure quality learning for all students, they must simultaneously address two perennial goals:

- The professional development of individual educators.
- The development of the organization's capacity to learn and be adaptive. Both build the capacity for school improvement, without which reform efforts will fail.

In this training, learn how to build strong collaborative cultures in which results-oriented team members work together for continuous school improvement. Explore the latest practical findings in organizational development, team learning and navigating the currents of change.

Participants will learn about practical frameworks and acquire tools for developing collaborative groups that share collective responsibility for student learning.

This workshop is specifically designed to support site administrators, teachers, and district leaders who convene and manage work teams, site councils, PLCs, shared decision making groups and faculty committees.

*Participants will develop:*

- *An increased capacity to initiate, develop and sustain high functioning teams*
- *An expanded repertoire of practical facilitation tools*
- *Skills to move groups beyond consensus to common focus*
- *Ways to value and use dissension, argument and conflict*
- *Strategies for keeping group members on track, on topic, energized and resourceful*

For additional information about this workshop please visit our PLC Website at:  
<http://www2.placercoe.k12.ca.us/departments/profdev/plc/>

## DEVELOPING ADAPTIVE SCHOOLS: SKILLS TO SUPPORT & SUSTAIN PROFESSIONAL LEARNING COMMUNITIES

The four days of the workshop offer these themes:

### Day 1—“Entering the Territory”

- Understand the research findings regarding professional communities in schools
- Increase awareness of the why, what and how of becoming “adaptive”
- Learn about structures and processes for collaborative conversations

### Day 2—“Developing Collaborative Groups”

- Develop a repertoire of facilitation strategies
- Internalize four group member capabilities
- Apply seven norms of collaboration
- Increase skills in authentic paraphrasing and asking questions

### Day 3—“Meetings Inside and Out”

- Distinguish dialogue from discussion
- Apply Meeting Success Structures
- Apply Norms to guide group work

### Day 4— “Meeting Standards and Strategies”

- Apply Meeting Success Structures and Standards
- Develop perspectives and tools for discussion
- Transfer tools, concepts, and strategies from the workshop to the work place

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*Sierra Training Associates, Inc.*



Kendall Zoller, Ed. D., is President of Sierra Training Associates, Inc., and a faculty member at the College of Education, California State University, Sacramento. Kendall provides presentations, keynotes and professional learning seminars to corporations, schools, districts, universities and state agencies in North

America. In 2007 he introduced the theory of nonverbal communicative intelligence to explain the neurological, physiological, cognitive and social foundations of nonverbal communication. He has extensive experience in presenting nonverbal classroom management to faculty, coaching and mentoring teachers in the classroom, and assisting teachers with inquiry, collaboration, best practices, and strategies to support critical thinking in the classroom.



Dr. Garmston is Professor Emeritus, School of Education, at California State University, Sacramento and director of Facilitation Associates, an educational consulting firm specializing in leadership, learning, and organizational development. He is co-developer of Cognitive Coaching<sup>SM</sup> and co-founder of the Institute for

Intelligent Behavior with Dr. Art Costa. He is co-author and co-developer of the Adaptive Schools materials with Bruce Wellman, an initiative developing collaborative groups within schools intent on strengthening student achievement.

Dr. Garmston is an award-winning author of books and articles dealing with educational leadership, learning, coaching, and staff development. Formerly a teacher, principal, superintendent and curriculum director, he now consults with schools throughout North America and in Africa, South-East Asia, Eastern Europe, South America, and the Middle East. He lives near Sacramento, California, close to his five children and four (bright and cute) grandchildren.