



# Cultivating Communities of Practice among School Leaders: A Case Study of School Retool

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William & Mary

# THE SCHOOL RETOOL EXPERIENCE



*Don't overthink it, just try it.*



*Use "failures" as opportunities to learn.*

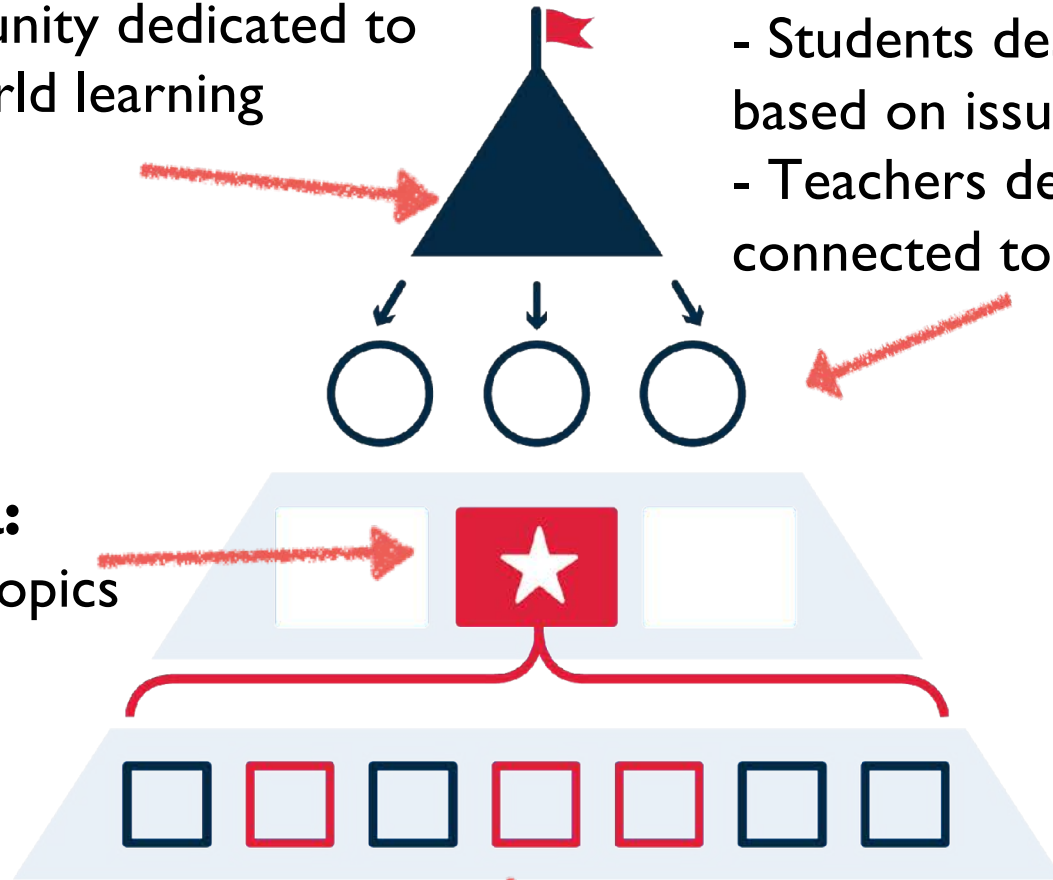
*Break down bigger goals into smaller ones that are quickly achievable. Keep the team tight and the timeframe short.*

**Aspiration:**

School community dedicated to real-world learning

**Desired Behaviors:**

- Students read texts on issues they are passionate about
- Students design projects based on issues and passions
- Teachers design units connected to students lives



**Big Idea:**

Real World Topics

**Uncommon Measures**

- students “seeing themselves” in their chosen books

**Hack:**

Used student interest poll to select book for “Real-World Readers” discussion in advisory

# What was the most significant aspect of the School Retool fellowship?



“I kind of had this idea of putting people on a pedestal because you had these huge facilities and these big counties and you have these bigger name newspapers covering your schools. And so working with people from Cloverleaf and Adelaide Counties, it’s not a whole lot different from one to the other. We’re dealing with the same problems. And, we’re trying to tackle them and there isn’t a magic bullet at any of them and it’s not like having three extra assistant principals or whatever is gonna make it magically happen at their school. They’re still--we’re still fighting the same battles.”

What features of the School Retool Fellowship led to the formation of a robust community of practice?

1. Relevance to their school contexts
2. Celebration of failure and experimentation
3. A sense of silliness and playfulness
4. Opportunities for active, hands-on learning

# Hack Mindset

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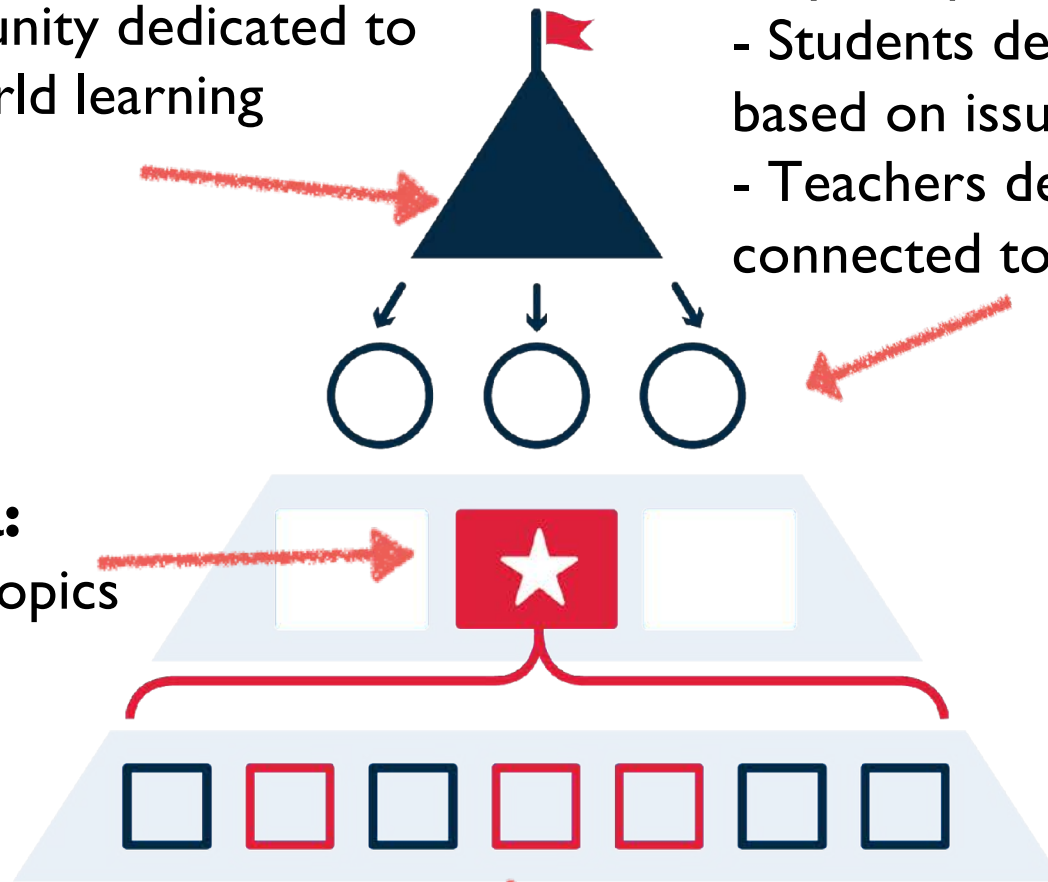


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## Opportunities for active, hands-on learning

- brainstorming sessions
- individual, paired, small group, and whole group work
- no more than 30 minutes on any given task
- facilitators served more as coaches than experts



- Playfulness:
- sock puppet videos
  - marshmallow design challenge
  - stokes