

INSTRUCTIONAL  
**LEADERSHIP**  
ASSOCIATION

Episode #61

## Continuity Project, Part 2

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Leadership  
Show

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A large graphic featuring the word "CONTINUITY" in white, bold, sans-serif capital letters. The text is overlaid on a series of concentric, wavy blue lines that create a sense of motion and depth. The background is a solid red color.

# CONTINUITY



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# Three Kinds of Challenges

- On a *practical* level, how will we get the work done?
- On a *cultural* level, what will unite us as a staff when we can't meet in person?
- On a *relational* level, how will we maintain strong relationships when we're physically separated?

# Two Kinds of Change

- **Technical** change—solving problems using our existing knowledge and processes
- **Adaptive** change—solving problems by changing *ourselves*

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# What Leaders Must Provide

- Ritual
- Metaphor

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# Essential Question

How can we develop new rituals to address the technical and adaptive challenges of reopening schools?

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# Why We Need Rituals

- Replace what will be lost
- Make people comfortable with what's new
- Strengthen relationships
- Reinforce procedures
- Reduce anxiety

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# The Loss of Casual Interaction

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# One-Way, One-At-A-Time Traffic

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# The Loss of Togetherness



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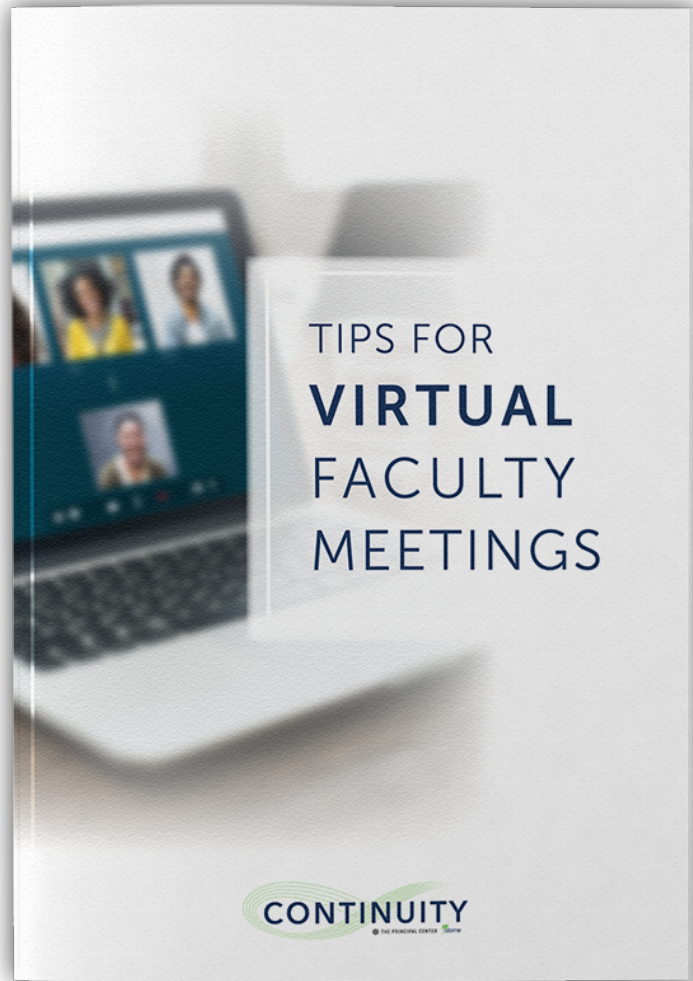
# Working Together, At A Distance



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# Virtual Faculty Meetings



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# What Is Ritual?

- Familiar pattern of behavior
- Shared and reinforced by group
- Solves a specific problem
- In a specific situation

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# Rituals for Important Moments

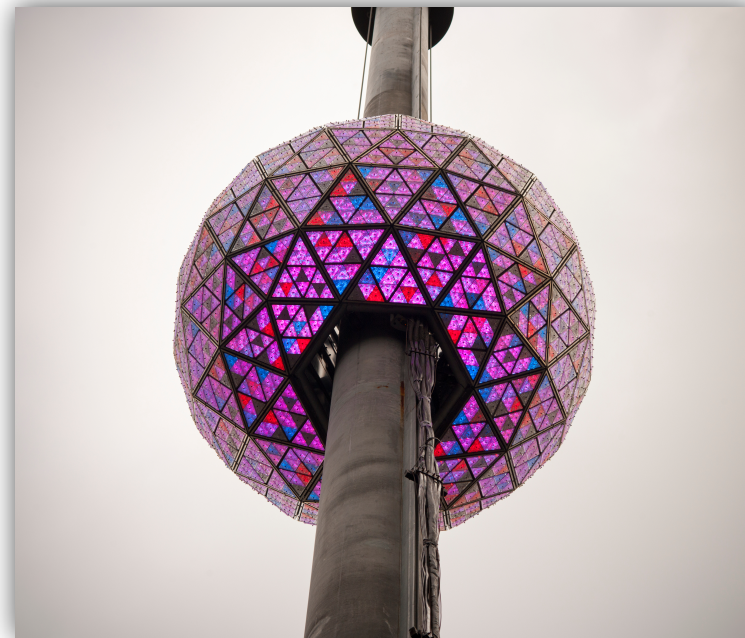
- Lowering a flag
- Graduation
- Wedding
- Funeral
- Religious service
- National anthem
- Baby shower/dedication
- Quinceañera
- Retirement party
- Bar/Bat Mitzvah
- Convocation
- Groundbreaking
- Ribbon-cutting
- Toast/Roast
- Olympic torch-lighting

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# Celebratory Rituals

- First pitch
- Birthday candles
- Applause
- Gifts
- Greeting cards
- Thank-you notes
- Parades
- Meals/foods



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# Cleansing



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# Prep/*Mise en place*

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# Safety



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# Safety



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# Social Distance



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# Sanitizing



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# Absences



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# Why Rituals Are Powerful

- Sense of comfort from familiarity
- Mutual trust from adherence
- Certainty reduces anxiety

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# Questions To Ask Yourself

- What do I need people to do?
- How do I want people to feel?
- What rituals would create consistency and comfort?
- How can we teach these rituals in a welcoming way?
- How can we “brand” these rituals to make them *our* way?

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# Your Turn

- What rituals will you need to develop for the new year?
- What do you have in mind?

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