



# No Crystal Ball Needed

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*A logical, collaborative, and meaningful way to  
embrace the future of learning*

**Welcome!**

**Dr. Colleen Mulholland**



Dean, College of Education  
University of Northern Iowa  
[colleen.mulholland@uni.edu](mailto:colleen.mulholland@uni.edu)



**Tara Estep**

Executive Director of Enrichment &  
Special Programs

[tara.estep@cfschools.org](mailto:tara.estep@cfschools.org)

@TaraEstep



# Today's Outcomes



01

**Reimagine  
Education**

Reflect & think beyond traditional practices.

02

**Inspired to  
Make Impact**

Celebrate and embrace our roles as leaders!

03

**Equipped With  
Tools**

Review & apply logical and authentic strategies.

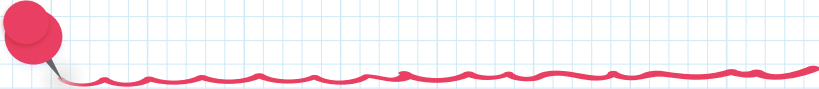


# Ask Your Questions!

[LINK  
HERE](#)

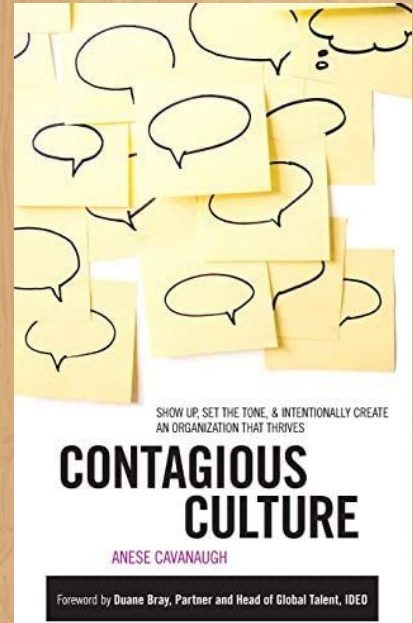
Please ask your questions throughout the presentation. Use the link or QR code. Written answers will be included after today's presentation.





“For good or for bad, for better or worse, your presence has impact—it is contagious. YOU are contagious.”

~Anese Cavanaugh







**Meet Your  
Thinking  
Partner**



# Reimagine Education

01

*What do we want to create  
AND  
why are we making it so  
hard?*





Who is your  
WHY?



# WHO is your WHY?

**WHO?**

*eee*



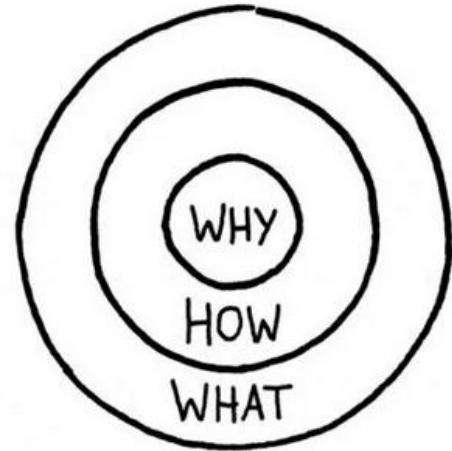
Who is that child that means everything to you?

**WHAT?**

*~~~~~*



WHAT do you want your school to do for that child?



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# Reimagine Education



Are we truly preparing our students to be **SUCCESSFUL** in today's world?



Is your list showing up in this video?



# Let's Examine That List Closer

- Accountability
- Exploration
- Leadership
- Initiative
- Responsibility
- Creativity
- Innovation
- Problem solving
- Accountability
- Cultural Awareness
- Communication
- Collaboration
- Productivity
- Civic Engagement

How can you be  
**INTENTIONAL**  
about embedding  
this into your  
work?

Iowa Model Competencies:  
*Universal Construct Competencies*

- CREATIVITY**
- COLLABORATION**
- CRITICAL THINKING**
- COMPLEX COMMUNICATION**
- FLEXIBILITY & ADAPTABILITY**
- PRODUCTIVITY & ACCOUNTABILITY**

# Start The Mindshift Now!

Collaboration Learning Progression

<b>COMPETENCY: Negotiate in a respectful team process</b> by contributing personal capacity to share ownership of outcomes that are larger than the individual.			
<b>What:</b> Successful collaborators foster a culture of risk-taking and trust by mediating ideas through consensus-building to optimize the team process.		<b>How:</b> Successful collaborators take personal responsibility for the team's success by thinking through tasks, contributing through personal strengths, and applying prior knowledge and skills.	
		<b>Why:</b> Successful collaborators foster collective capacity and co-own the full range of outcomes.	
<b>SKILL 1: NEGOTIATION: Successful collaborators foster a culture of risk-taking and trust by mediating ideas through consensus-building to optimize the team process.</b>			
Gateway to Intermediate	Gateway to Middle School	Gateway to High School	Gateway to College, Career, and Future readiness
<p><b>With support from...</b></p> <p><b>Negotiate respectfully by</b></p> <ul style="list-style-type: none"> <li>• developing a common purpose</li> <li>• setting the tone to address the problem/task</li> <li>• fostering a culture of risk-taking and trust by               <ul style="list-style-type: none"> <li>• developing relationships and managing conflict</li> <li>• negotiating alternative ideas</li> <li>• mediating ideas and addressing team consensus</li> <li>• making necessary compromises to accomplish</li> </ul> </li> </ul>	<p><b>Independently / with...</b></p> <p><b>Negotiate respectfully by</b></p> <ul style="list-style-type: none"> <li>• being vulnerable: able to hold consensus for</li> <li>• setting the tone to address the problem/task</li> <li>• fostering a culture of risk-taking and trust by               <ul style="list-style-type: none"> <li>• developing relationships and managing conflict</li> <li>• negotiating alternative ideas</li> <li>• mediating ideas and addressing team consensus</li> <li>• making necessary compromises to accomplish</li> </ul> </li> </ul>	<p><b>From...</b></p> <p><b>Negotiate respectfully by</b></p> <ul style="list-style-type: none"> <li>• being vulnerable: able to hold consensus for</li> <li>• setting the tone to address the problem/task</li> <li>• fostering a culture of risk-taking and trust by               <ul style="list-style-type: none"> <li>• developing relationships and managing conflict</li> <li>• negotiating alternative ideas</li> <li>• mediating ideas and addressing team consensus</li> <li>• making necessary compromises to accomplish</li> </ul> </li> </ul>	<p><b>Team...</b></p> <p><b>Negotiate respectfully by</b></p> <ul style="list-style-type: none"> <li>• being vulnerable: able to hold consensus for</li> <li>• setting the tone to address the problem/task</li> <li>• fostering a culture of risk-taking and trust by               <ul style="list-style-type: none"> <li>• developing relationships and managing conflict</li> <li>• negotiating alternative ideas</li> <li>• mediating ideas and addressing team consensus</li> <li>• making necessary compromises to accomplish</li> </ul> </li> </ul>

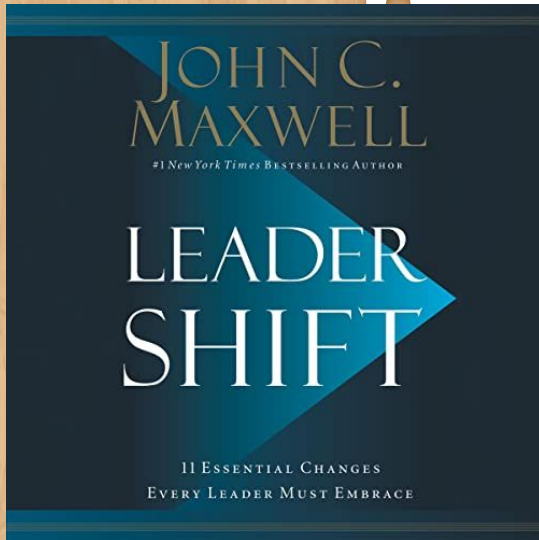
# Purple Pathway for Paraeducators

Are you a paraeducator or do you have staff who aspire to be licensed elementary teachers? The University of Northern Iowa is proud to offer an online, practice-based program for paraprofessionals interested in furthering their education to earn a **bachelor's degree in Elementary Education**.



# From Goals to Growth...

1. The **Focus** Shift: Soloist to Conductor
2. The **Personal Development** Shift: Goals to Growth
3. The **Cost** Shift: Perks to Price
4. The **Relational** Shift: Pleasing to Challenging People
5. The **Abundance** Shift: Maintaining to Creating
6. The **Reproduction** Shift: Ladder Climbing to Ladder Building
7. The **Communication** Shift: Directing to Connecting
8. The **Improvement** Shift: Team Uniformity to Team Diversity
9. The **Influence** Shift: Positional Authority to Moral Authority
10. The **Impact** Shift: Trained Leaders to Transformational Leaders
11. The **Passion** Shift: Career to Calling





How will  
**YOU**  
make an  
impact?



02





# Who Was That Leader?

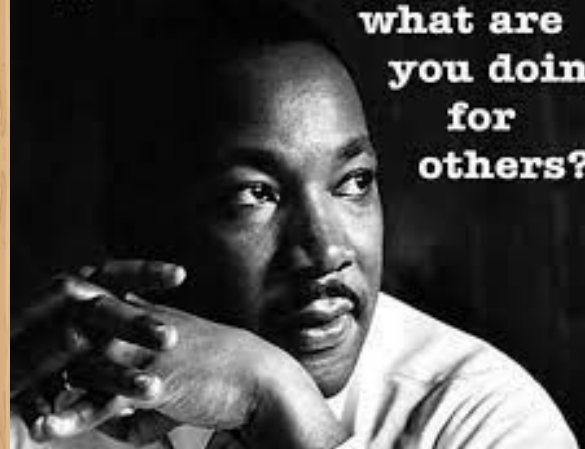
Who do you see that YOU  
can pour into?

Have You  
Thanked  
Them?



Life's most persistent and  
urgent question is,

**what are  
you doing  
for  
others?**





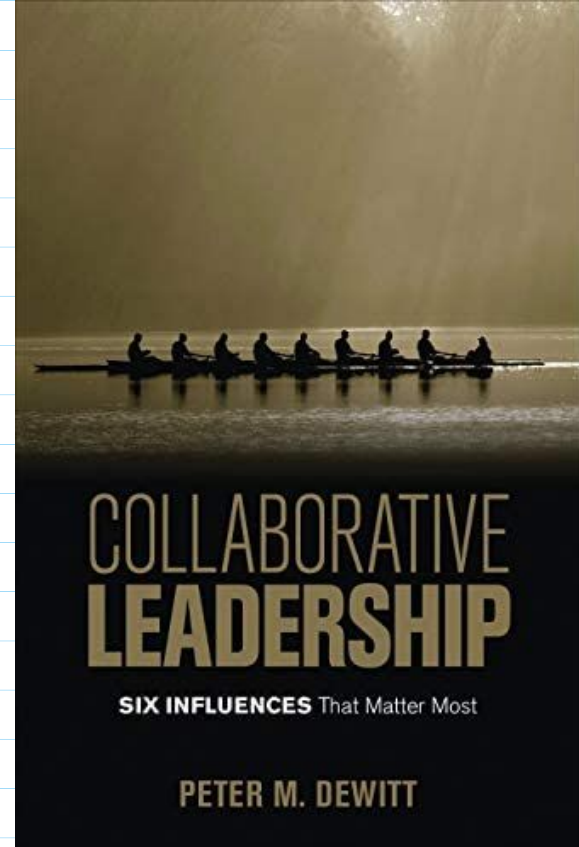
# Self Efficacy

1. Accomplish small tasks
2. Learn from the successes of others
3. Shape your goals
4. Create a positive physical space
5. Clear out negative thoughts
6. Look for role models



# Collective Efficacy

- John Hattie's *Visible Learning* synthesized results of 15 years of research involving millions of students
  - Representing the largest ever collection of evidence-based research (900+ meta analysis)
  - 150 influences on learning - if there is an effect size of over .40 it means that it offers more than a year's growth for a year's input
- Collective Efficacy: 1.57
  - Bring individual strengths together to maximize the strength



# Collective Efficacy In Action

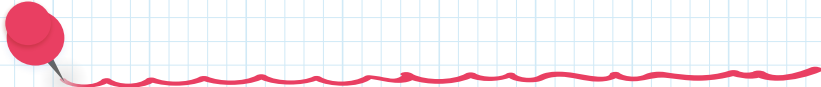
1. Motivate them
  - a. We want to work for people we like...
2. Climate - The plate everything lies on
  - a. Happy employees ensure happy customers
3. Make more deposits than withdrawals
  - a. Worry less about winning and more about finding a win-win
  - b. Have you created a TEAM?





*“Surround yourself with only people who  
are going to lift you higher.”*

~Oprah Winfrey



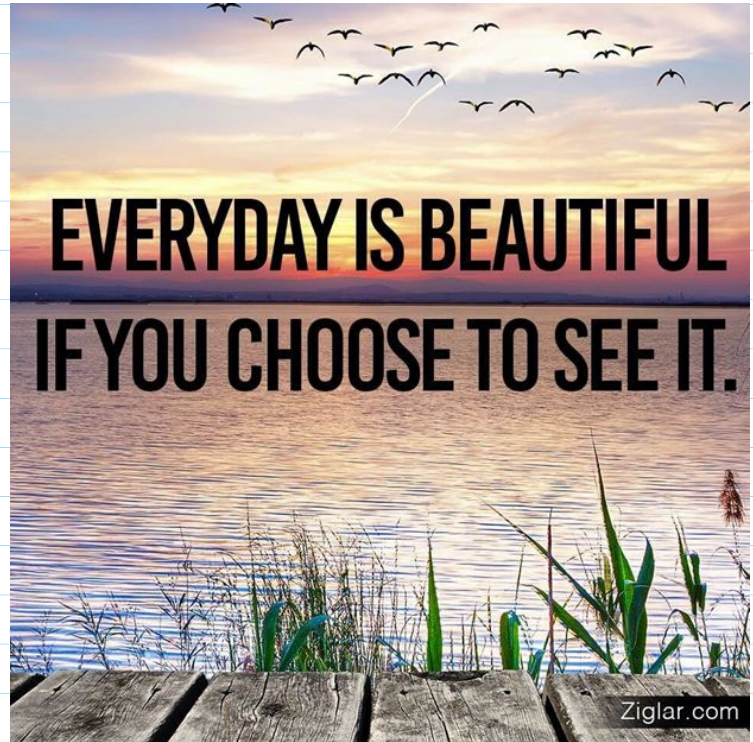
Jot down the characteristics  
of an IDEAL team member.



Are your  
characteristics  
showing up  
on this list?



1. Humble
2. Hungry
3. High EQ
4. They set big goals and monitor them!
5. They know the vision and live it
6. They are a **MAGNETIC** person
7. Trust—always



**Trust is like a forest...  
difficult to grow, but  
easy to destroy.**

"Incredibly viral message for sales!" —*Big Dog*, author's personal trainer

**THE  
TRUST  
EDGE**

*How Top Leaders Gain Faster Results,  
Deeper Relationships, and a  
Stronger Bottom Line*

DAVID HORSAGER





## **Pillar 1 Clarity**

*People trust the clear  
and mistrust the  
ambiguous.*

## **Pillar 2 Compassion**

*People put faith in  
those who care  
beyond themselves.*

## **Pillar 3 Character**

*People notice those  
who do what is right  
over what is easy.*



## **Pillar 4 Competency**

*People have  
confidence in those  
who stay fresh,  
relevant, and capable.*

## **Pillar 5 Commitment**

*People believe in  
those who stand  
through adversity.*


## **Pillar 6 Connection**

*People want to follow,  
buy from, and be  
around friends.*

## **Pillar 7 Contribution**

*People immediately  
respond to results.*

## **Pillar 8 Consistency**



*People love to see the  
little things done  
consistently.*

**HIGH**

***Discuss: Describe the characteristics in each quadrant...***

**Healthy  
BUT  
Unproductive**

**Healthy  
AND  
Productive**

**TEAM**

**HEALTH**

**Unhealthy  
AND  
Unproductive**

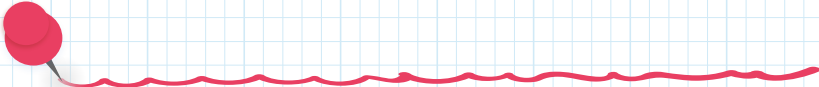
**Unhealthy  
BUT  
Productive**

**LOW**

**LOW**

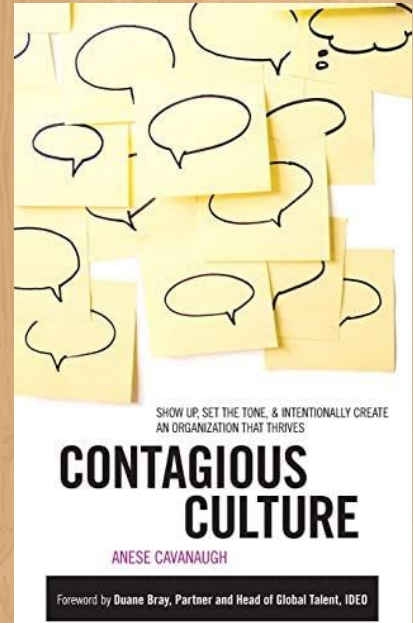
**TEAM PRODUCTIVITY**

**HIGH**



“To create impact you need people, purpose, and personal nourishment.”

~Anese Cavanaugh

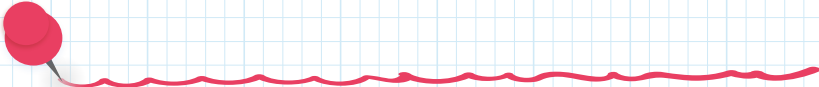




# Partner Talk

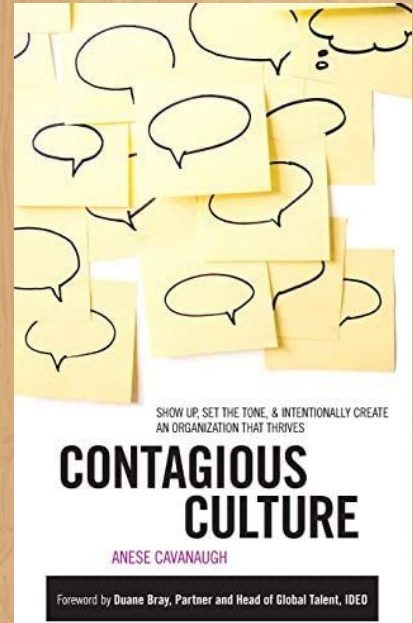
Are YOU feeling this? Pressure to do more, be more, strive harder, and push further?

We have to do better. What are you doing to find a leadership - life fit?



“There is no finish line. Keep driving and enjoy the ride.”

~Anese Cavanaugh





# Partner Talk

Have you been in the trap of BUSY?

We learned the antidote to busy. What can you do to live more in presence and intention?



03

#BetterTogether




# Ask Your Questions!

[LINK  
HERE](#)

Please ask your questions throughout the presentation. Use the link or QR code. Written answers will be included after today's presentation.







“If your actions create a legacy that inspires others to dream more, learn more, do more and become more, then, you are an excellent leader.”

-Dolly Parton

"You must love and care for yourself because that's when the best comes out."

-Tina Turner



# A Framework to Get Started



01

## Remember Your Why

Our work matters...there is always a **bigger picture**

02

## Find Your People

**Connect & collaborate** with like minded individuals

03

## Shift Your Mindset

Utilizing and embedding durable skills with **intention**

**Commit to YOU**

**Just. Pick. One.**

**What strategy or new idea  
will you commit to  
starting/trying next week?**

# THANKS!



**Tara Estep**

[Tara.Estep@cfschools.org](mailto:Tara.Estep@cfschools.org)

319.553.2439



@TaraEstep

**Colleen Mulholland**

[colleen.mulholland@uni.edu](mailto:colleen.mulholland@uni.edu)

319.273.2717



# RESOURCES

Berry, Byrd, & Wieder (2013) [Teacherpreneurs](#): Innovative Teachers Who Lead But Don't Leave 1st Edition  
ISBN-13: 978-1118456194

Cavanaugh, A. (2016) [Contagious Culture](#): Show Up, Set the Tone, & Intentionally Create an Organization That Thrives. ISBN-13: 978-1259584572

DeWitt, P. (2017) [Collaborative Leadership](#): Six Influences That Matter Most. ISBN-13: 978-1506337111

Heath & Heath (2010) [Switch](#): How to Change Things When Change Is Hard. ISBN-13: 978-0385528757

Johnson (1999) [Who Moved My Cheese?](#) : An Amazing Way to Deal With Change in Your Work and in Your Life ISBN-13 978-0091816971

Maxwell, John C.. (2019). [Leadershift: The 11 Essential Changes Every Leader Must Embrace](#). United State of America: HarperCollins. ISBN-13 : 978-1400212941

Wiseman, L. (2017) [Multipliers](#): How the Best Leaders Make Everyone Smarter 1st Edition. ISBN-13: 978-0062663078



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