

# A FRAMEWORK FOR INNOVATION



ST ALBAN'S COLLEGE

## Preparing young men for 2020 and beyond

If St Alban's College is to meet the challenges of preparing young men for a world that is changing rapidly, we have to embrace new, and innovative ways of educating our students. We must be on the forefront of educational research and innovation. We must understand our boys and the skills they need to thrive in the years after they leave our care.

**We have to innovate.**

### ONE: BUILDING THE FOUNDATION

### BEING VULNERABLE, SHOWING UP AND DARING GREATLY

#### ENCOURAGEMENT AND PERMISSION

St Alban's College teachers need to be encouraged to embrace **thinking** and, as a result, become **deep thinkers**. Our team needs permission to pursue and implement **new ideas**.



*The biggest barrier to innovation is "the fear of introducing an idea and being ridiculed, laughed at and belittled" - Kevin Surace*

*"We need people to be braver, and we need to create a culture that allows for bravery." - Brené Brown*



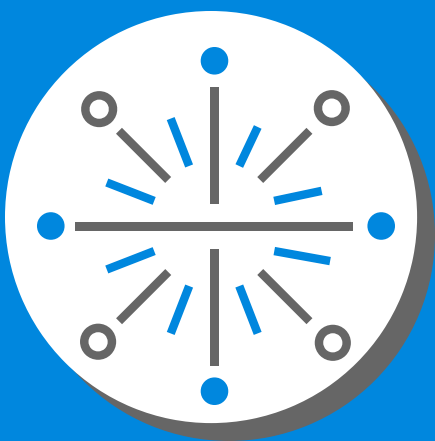
#### EMPOWERMENT AND PROVISION

We cannot have an **expectation** for innovation without **empowering** our teachers to do so. Furthermore, we have to **provide the tools and training** they need to become instigators, disruptors and innovators.

#### FREEDOM

Our culture has to celebrate the power of learning from **failure**. Our teachers need the **freedom** to try new things, even if outcomes are far from perfect.

If we are to model **resilience** and **growth-mindset**, "failure" needs to be part of our vocabulary



*"What did you learn today? What mistake did you make that taught you something? What did you try hard at today?" - Carol Dweck*

*"I only accept and pay attention to feedback from people who are also in the arena..." - Brené Brown*



#### SUPPORTING EACH OTHER

We have to value our teachers and help them to **"rise strong"** when they've tried, and failed. We must engender a culture of being **together in the arena**. We need to be **safety nets** for and "co-innovators" with our colleagues.

Furthermore, we need to start practicing **generative listening**.

#### CELEBRATING CURIOSITY

A culture needs to be created at St Alban's in which our teachers have a **strong desire to learn, solve problems** and **ask penetrating questions**. The **enquiring minds** of our teachers will become one of our most valuable assets



*"...a society that believes in progress, innovation and creativity will cultivate [curiosity], recognising that the enquiring minds of its people constitute its most valuable asset." - Ian Leslie*

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**TWO: BUILDING THE CORNERSTONES**

**THE VALUES THAT DRIVE A CULTURE OF INNOVATION**

## A CULTURAL SHIFT

**GIVING AND RECEIVING HELP**

**GIVING AND RECEIVING AUTHENTIC FEEDBACK**

**ACCOUNTABILITY IN PLACE OF BLAME**

**ACTIVELY RESISTING GOSSIP, NAME-CALLING AND FAVOURITISM**

**INTENTIONALLY BUILDING COMMUNITY**

**COURAGEOUS LEADERSHIP AND DECISION-MAKING**

## **STRONG PROFESSIONAL DEVELOPMENT**

A strong Continuing Professional Development program will be necessary to drive an innovative vision and cement the values that underpin new and creative thought, and action.

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## THREE: STRATEGIES FOR SUCCESS | ESTABLISHING AND SUSTAINING A CULTURE OF INNOVATION

### COLLABORATION



St Alban's teachers must **collaborate** more. A culture of **cooperation** between departments needs to be developed. Furthermore, we need to be actively engaging with innovative educators in other schools in order to cultivate paradigm-challenging **personal learning networks**.

### RESEARCH

More St Alban's teachers need to be actively researching current and future global **educational trends**. We need to understand what **best practice** means in our context. We must encourage **action research** (IBSC and internal), and other - more formal - research programmes. **Informed practice** is key



### GROWING STAFF



St Alban's needs to work hard at **cultivating innovators**. This must be a strategic investment. Furthermore, we need to **retain** innovative thinkers. Our **recruitment process** needs to celebrate innovation as a key skill. Outside input is key to challenging our paradigms

### SETTING TRENDS

St Alban's has always been known as an **educational trendsetter**. We are perceived as an innovative organisation. We have to authentically earn and reclaim this moniker. We have the kind of team that can **lead the way** in South African education and abroad. Ke Nako!



### REDEFINING PURPOSE



Our definition of success **cannot be narrowly defined** by stereotypical masculinity. Rather, we need to develop a definition of success that is **inclusive** and **affirming** of ALL our boys. We need to help boys understand their purpose.

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**FOUR: CHALLENGING OUR CURRICULUM | DREAMING, RESEARCHING, REINVENTING AND IMPLIMENTING**

## A CURRICULUM REDESIGN

We need to envision and design a curriculum that meets the following criteria\*:

### 1: FOUNDATIONAL LITERACIES



**LITERACY**

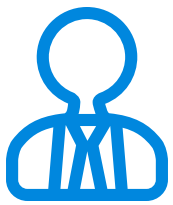
**NUMERACY**



**ICT LITERACY**



**SCIENTIFIC LITERACY**



**CULTURAL AND CIVIC LITERACY**

**FINANCIAL LITERACY**



### 2: COMPETENCIES

**CRITICAL THINKING & PROBLEM SOLVING**



**CREATIVITY**



**COMMUNICATION**

**COLLABORATION**



### 3: CHARACTER QUALITIES

**CURIOSITY**

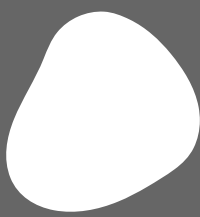


**INITIATIVE**

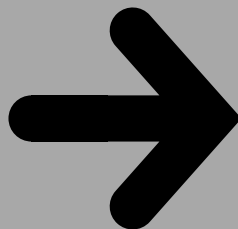


**PERSISTENCE**

**ADAPTABILITY**



**LEADERSHIP**



**SOCIAL & CULTURAL AWARENESS**

\*based on the WEF's article, "What are the 21st-century skills every student needs?"

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