

Choosing Excellence Overview

Our mission is to provide you with tools, techniques, and strategies to increase student achievement, improve student behavior, and maintain focus on your school as an enjoyable place to work and learn.

Choosing Excellence™ professional development teaches instructional staff and administrators how to blend the Glasser Quality Schools Model and the Baldrige Education Criteria for Performance Excellence in order to hone leadership skills, increase teacher effectiveness, and help students to acknowledge and take responsibility for their own learning.

There are three main areas of emphasis:



- Dr. William Glasser's Choice Theory
- Baldrige Education Criteria for Performance Excellence
- Quality Tools for schools and classrooms

Major concepts within Choice Theory include Basic Needs, Quality World, Perceptions, and Total Behavior. In addition, participants in the training are taught and practice the Glasser Questioning Process, which focuses on identifying goals, reflecting on what is being done to reach those goals, the effectiveness of the actions, and how to plan for improvement. Keeping these concepts in mind when working with students and colleagues increases learning and decreases disruptions and behavior problems.

The Baldrige Education Criteria for Performance Excellence provides a framework for analyzing schools from a systems perspective. The framework includes seven categories: Leadership; Strategy; Customers; Measurement, Analysis & Knowledge Management; Workforce; Operations; and Results. Using the Criteria allows school personnel to evaluate each area in order to identify opportunities, problem-solve, and plan for improvement.

The use of Quality Tools provides educators with ways to gather, organize, and analyze information in order to make effective decisions. Tools used during Choosing Excellence include the Issue Bin, Vision and Mission Statements, Mind Mapping, Affinity Diagram, Consensogram, Plus-Delta, Plan-Do-Study-Act (PDSA) Improvement Model, SMART Goals and Action Plans, Data Walls, Data Folders, and the Force Field Analysis.

Choosing Excellence focuses on reflecting on performance and planning for improvement. When implemented with fidelity, outcomes include

- Increased student achievement
- Decreased achievement gaps between student subgroups
- Increased teacher effectiveness
- Increased leadership skills
- Decreased discipline referrals
- A more enjoyable place to work and learn

For additional information please contact Bob Hoglund at Bob@bobhoglund.com .

Education is the process through which we discover that learning adds quality to our lives.

Dr. William Glasser