



## Assistant Principal *Ex*celeration

### Show Notes, Episode 32: The Flywheel with Dr. Melissa Burns

About this show:

In Jim Collins' iconic book, "Good to Great", he describes the flywheel. An organization's flywheel consists of some core practices that, when executed consistently, drive organizational excellence. If you've been listening for a while, you've heard me reference the flywheel, but we've never done a deep dive. The basic flywheel for schools goes like this: provide professional development for teachers, follow up with targeted observations, use the observation data to inform the next round of PD. When we execute this cycle repeatedly, we grow great teachers, and great teachers equals great schools. Let's be real, and let's be clear – the flywheel is going to look different in different schools. This fall in APEX we will be focusing on building each part of the flywheel, so I thought it would be a good time to bring back Melissa Burns, one of our most popular guests, to talk about their instructional team and what that flywheel concept looks like in her school.

#### Notable Quotes

**Dr. Melissa Burns:**

"Use collaboration when working with others in your instructional leadership team. We have some fabulous, amazing leaders, teacher leaders, specialists, and administrators. Collaborate. It is the work of many that makes the difference."

**Frederick:**

"Peer observation is one of the most powerful forms of professional development there is"

"There are legitimate reasons why people are resistant to change. If they are resistant, that is telling us that either we haven't helped them see what the real value is, or it is too much effort for the given value"

**Links:**

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