

What is OHI?

- **Diagnose the internal state** of an organization as measured by the ten dimensions of Organizational Health.
 - Display these data in conceptual models that provide frameworks for moving individuals and teams from **Dependence to Independence to Interdependence.**
- Provide a systematic, collaborative process for **helping leaders improve** their leadership and organizational skills through the use of effective coaching models.
- Facilitate the development and **implementation of structures** and strategies necessary to accomplish district-wide goals.

Simply Put!

- ▶ an organization's ability to *function* effectively, to *cope* adequately, to *change* appropriately, and to *grow* from within

The 10 OHI Dimensions

- ▶ **Goal Focus** - the ability of persons, groups, or organizations to have clarity, acceptance, support, and advocacy of school-wide goals and objectives.
- ▶ **Communication Adequacy** - that state when information is relatively distortion free and travels both vertically and horizontally across the boundaries of an organization.
- ▶ **Optimal Power Equalization** - the ability to maintain a relatively equitable distribution of influence between the leader and members of his/her work unit.
- ▶ **Resource Utilization** - the ability to coordinate and maintain inputs, particularly personnel, effectively with a minimal sense of strain.
- ▶ **Cohesiveness** - the state when persons or groups have a clear sense of identify, are attracted to membership, want to stay, and are willing to influence and to be influenced.

10 OHI Dimensions cont.

- ▶ **Morale** - that state in which a person, group, or organization have feelings of security, satisfaction, well-being, and pleasure.
- ▶ **Innovativeness** - that ability to be and allow others to be inventive, diverse, creative, and risk-taking.
- ▶ **Autonomy** - that state in which a person, group, or organization have the freedom to fulfill their roles and responsibilities.
- ▶ **Adaptation** - that ability to tolerate stress and maintain stability while changing to meet the unique needs of their stake holders.
- ▶ **Problem-Solving Adequacy** - an organization's ability to perceive problems and to solve them with minimal energy. Problems get solved, stay solved and the problem solving procedures are strengthened.

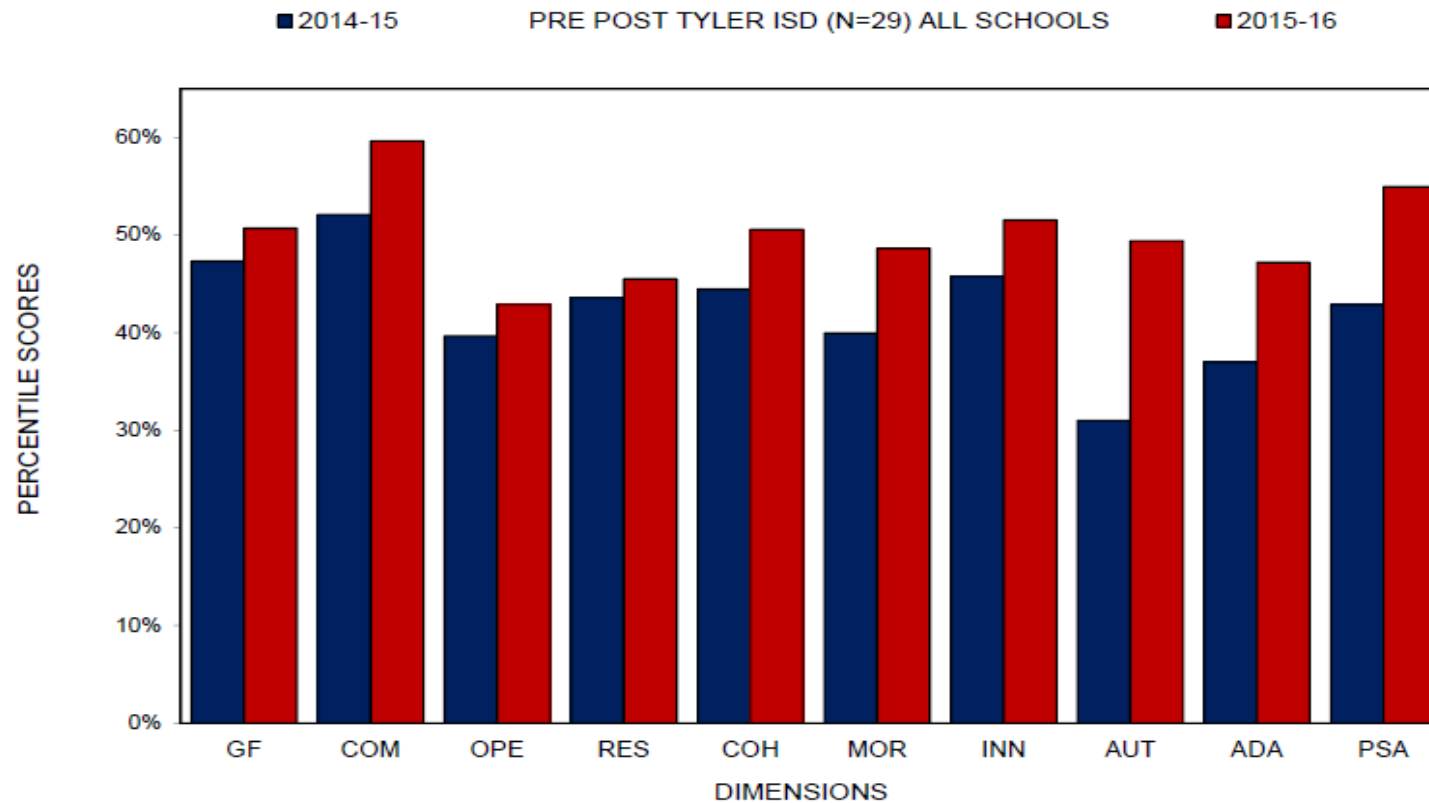


Organizational Health Improvement Cycle

- ▶ Orientation Session
- ▶ Data Collection
- ▶ Overview of OH Report
- ▶ Interpretation Conference
- ▶ Resource Team Conference
- ▶ Practice Time
- ▶ Share OH
- ▶ Planning Session
- ▶ Team Training Session
- ▶ Implement Plan of Action
- ▶ Follow-Up Support

The then and now....

ORGANIZATIONAL HEALTH PROFILE



Next steps...

- April 11 - 15: Resource Team Conferences
- June 8-9; 13-14; and 22-23: Team Training

Breakthrough Coaching

"Great coaches never impact the outcome of a game by sitting behind a desk all day. Great coaches are on the field where the game is being played. Your job as an Instructional Leader is to be 'on the field' where the game is being played, and in your case, that's the classroom."

*Malachi Pancoast, President,
The Breakthrough Coach*

Figure 2: Principal Time-Use by Task Category

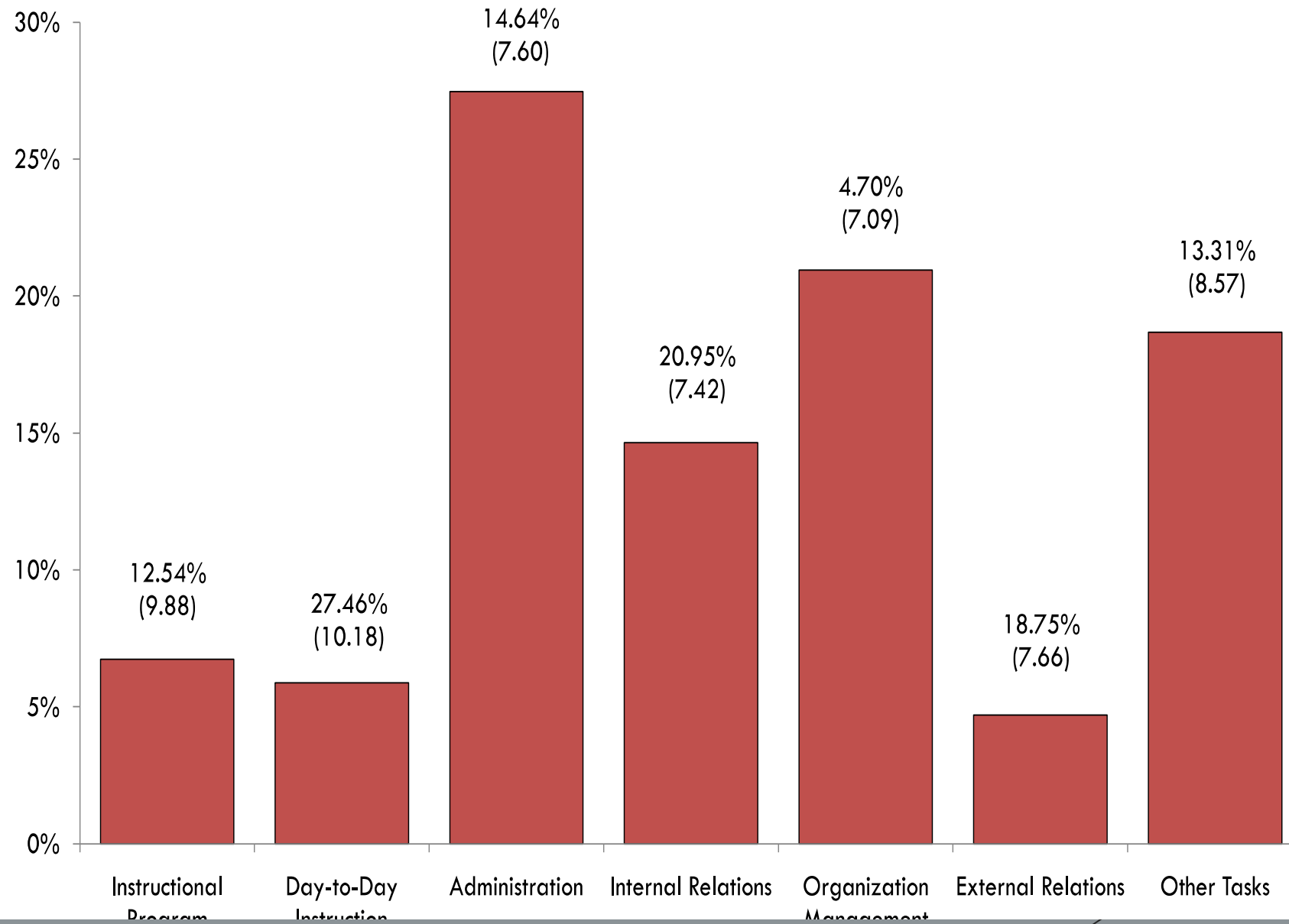
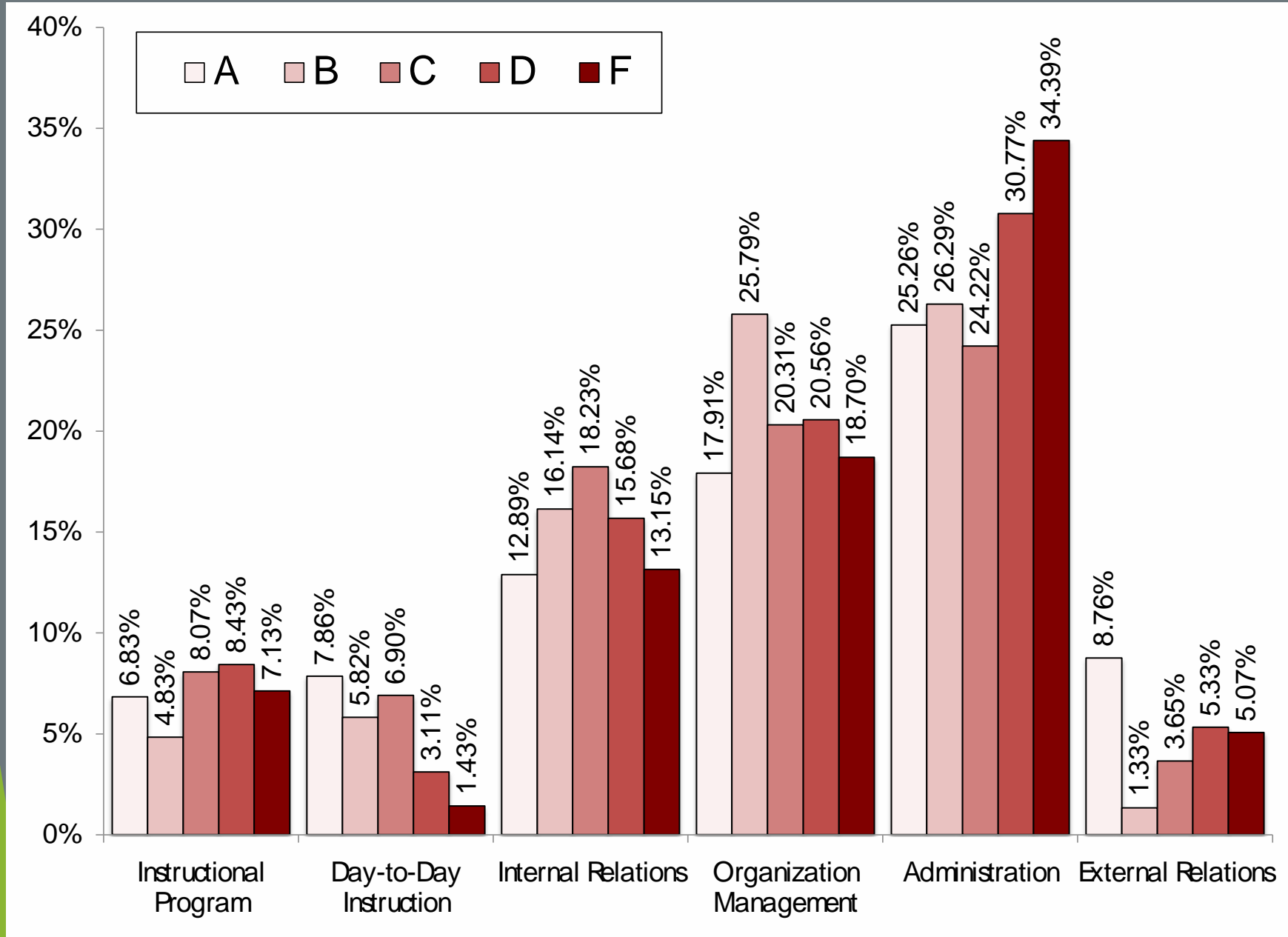


Figure 3: Principal Time-Use by School Grade



What can Breakthrough Coaching do for Tyler ISD?

In This Program Participants Will Learn How To:

- ▶ Maintain a sensible workweek by increasing personal productivity and efficiency;
- ▶ Observe classroom instruction for two days each week;
- ▶ Fulfill the role as "Instructional Leader";
- ▶ Employ best practices for using administrative support;
- ▶ Organize the school community to produce breakthroughs in student achievement

Where are we?

- ▶ Principals - 2 Day Training
- ▶ Some Executive Staff - 2 Day Training

Next Steps:

- ▶ 1 day Follow up Training
- ▶ Continued Podcasts and updates