

## Transcript

As we're implementing an initiative that we want to be transformative, we also want it to be successful. And we need to look at what a lot of schools do. And we see a lot of schools that will start to take action when they receive a failing grade on some type of assessment or report. And then they look at the data and what has happened in demand. That point they start looking at what other schools are successful schools are doing, and try to copy what the things that they are doing at that moment. Their goal is that their numbers will start to increase, and then they will get that passing grade that they're looking for. Well, that isn't always the case. Take, for example, the LA County schools where they saw that iPads could be a really transformative change in their schools. And they went in and they implemented it all at once across the entire district. We're talking about third largest district in the United States. It did it all at once and they didn't follow all of their research. They didn't listen to Apple. They didn't listen to what the experts were saying. And consequently, those iPads are gone, and A lot of bad feelings remain in their little wells. As I work on putting in my project and implementing my, my innovation project, I want to start small, I need to look at what has been successful looking at a study in the European Union. And they were looking at modding gaming, and they said, start small, and then build on that. So really need to look at a one on one situation, one Sphero, keeping it simple, keeping it small, and then start bringing in other students and other people and then bringing in more devices. And then finally get creative and build on what the experiences build upon himself. Now really give me some really good successes as to what I'm working for. And then looking back at the Harvard Business Review article by John Kotter, I need to also be aware as I put this, in that I need to build a system of collaboration that will really get a spark started and bringing in more people and making it more impactful as we work together to bring about the change. And that only comes about when there's a clear vision that is clearly communicated to everybody that we're working with. And we'll keep that moving forward as we go through. And then finally turning that into the culture that we're looking for. And then building upon all of the successes that we see and that we've learned from everybody else.