



"Houston We Have A Solution"
The Community Makes It Happen
in Houston Public Schools

Rose Haggerty
 October 10, 2009



Objectives for today's session

- Share information about a new collaborative underway in Houston
- Describe the Appreciative Inquiry approach - a whole systems approach to change
- Share immediate results and next steps





What is Appreciative Inquiry?

- A change approach based on two ideas:
 - Building on strength
 - Involving the whole system

"The task of leadership is to create an alignment of strengths...making a system's weaknesses irrelevant."


"Best way to predict the future is to create it"

-- Peter Drucker

Shifting from problems to strengths

Traditional Problem Solving	Appreciative Inquiry
Identify problem	Uncover and appreciate "What is"
Conduct root case analysis	Imagine "What might be"
Brainstorm solutions and analyze	Design "What should be"
Develop action plans	Create "What will be"




Success depends on whole system


- Broad enrollment: special configuration of people**
 - Whole system represented; innovation inspired by collaboration and co-creation
 - Leverages strengths and maintains continuity with the best of the past
- Big change fast**
 - Accomplishes months of work in a few days
 - Action focused around a clear task
 - Creates momentum for implementation
- Breakthrough results**
 - Opens door to new possibilities
 - Design quick wins, pilot projects and prototypes
 - Honoring differences and "common ground"

Success requirements

- The right conditions for engagement
- The right people in the room, in the right proportions
- Interaction and collaboration with different audiences



The AI 4-D Model of positive change



Steering Committee Defined Summit Objectives

- Identify opportunities and design initiatives and pilot programs that will:
 - Promote the importance of sound nutrition, physical education and physical activity for improving students' health and academic achievement.
 - Increase awareness about health and wellness efforts at HISD and the health and wellness status of its students.
 - Improve access to kid-appealing fruits, vegetables, whole grains and nonfat/low-fat dairy products.
 - Stimulate growth of physical activity and physical fitness opportunities for all students in and out of school.
- Respond holistically, as a whole community, to the challenges of poor nutrition, physical inactivity, and overweight and obesity facing HISD's students.
- Build on the strengths of HISD with a network and community of partners to assist in furthering improvements in the nutrition and physical activity of youth and their environment.



National Advisory Board

- **David Satcher, MD, PhD** 16th Surgeon General of the United States, Director, The Satcher Health Leadership Institute and the Center of Excellence on Health Disparities at Morehouse School of Medicine
- **Leon T. Andrews, Jr.** Program Director Institute for Youth, Education, and Families National League of Cities
- **Baker Harrell** Founder and Executive Director Youth InterActive
- **Warren Hayman, EdD** Consultant, Council of Urban Boards of Education
- **Ivan Juzang** CEO/CFO MEE Productions
- **Lloyd Kolbe, PhD** Professor of Applied Health Science School of Health, Physical Education and Recreation Indiana University Bloomington
- **Matt Longjohn, MD, MPH** Former Executive Director Consortium to Lower Obesity in Chicago
- **Alicia Moag-Stahlberg, MS, RD** Former and Founding Executive Director Action for Healthy Kids, Chair of National Advisory Board, Senior Consultant National Dairy Council
- **Rose Haggerty**, Manager of Secondary Health and PE Houston Independent School District
- **Robert D. Murray, MD** Director, Nationwide Children's Hospital's Center for Healthy Weight and Nutrition Professor, Clinical Pediatrics, Ohio State University College of Medicine
- **Bill Potts-Datema** Chief, Program Development and Services Branch Division of Adolescent and School Health U.S. Centers for Disease Control and Prevention
- **Jean Ragalie, RD** Executive Vice President, Public and Industry Relations National Dairy Council
- **Katie Wilson, PhD, SNS** President, School Nutrition Association Food Services Director, Onataska School District (Wis.)
- **Francesca Zavacky, MEd** Senior Program Manager National Association for Sport and Physical Education



Our Task

To leverage the power of our whole community to create a future of healthy kids and healthy schools throughout the Houston Independent School District.



Discovery



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Visioning



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Design



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*Deploying/
Sustaining*



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Immediate Results

- Greater growth in HISD administration's support for health and wellness efforts
 - Web page on HISD site
 - Summer Leadership Institute inclusion
 - Student SHAC
- Business and industry partners for HISD
 - Time and resources being committed
 - New partners and deeper relationships



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Next Steps

- Refine and prioritize projects
 - Student and resource focus
 - Identify quick wins and mobilize around those
- Build on excitement and enthusiasm with communications and recruitment of others
- Develop website for team working space
- Convene ongoing web/phone conferences to report progress
- Continue roles for Steering Committee
- National Advisory Board – engage in assisting on evaluating efforts



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