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Use Art Metaphors to Coach Colleagues

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Art Educators As Chief Creative Officers

- Utilize your creative expertise…
- Build strong collaborative relationships…
- Coach colleagues to build creative capacity school-wide…
Creative Leadership Teams
Use Art Metaphors to Coach Colleagues

1. Create Vision Statements
2. Continuous Improvement Process
3. Courageous Conversations

Importance of Art Inspiration and Visual Metaphor Exercises
Champion Creatively Alive Children®

Using Art to Create Vision Statements

- Collaboratively articulate unifying vision
- Integrate creativity into vision statements
- Articulate benefits of arts-in-education
- Align on common vocabulary & key words
Using Art to Create Vision Statements

- Form small groups: each person contributes 6 words for vision.
- Discuss: come to consensus on key words for vision.
- Decide: role of creativity and art-infused education in vision.
- Demonstrate: how Art Elements & Principles of Design convey meaning.

Art Elements:
- Line
- Color
- Texture
- Shape
- Form

Principles of Design:
- Balance
- Emphasis
- Movement
- Rhythm—Repetition—Pattern
- Proportion
- Unity—Harmony
- Variety—Contrast

Inspired by Andy Warhol

Reflective Prompts

- How aligned are colleagues’ thoughts on key words for vision?
- How are the benefits of art & creativity articulated in the vision?
- Did this help establish a common vocabulary and align priorities?
- Did it strengthen colleagues’ understanding of Art Elements, Principles of Design & how visuals convey meaning?
Change is a Continuous Improvement Process

“Part-to-Whole Perception—Seeing the Bigger Picture”

Chuck Close
Continuous Improvement

“Visual debates”
• Visually debate points-of-view on various subjects by drawing.
• Urge peers to consider a topic from multiple perspectives.
• Sketch quick, small pieces...make a series of rapid responses as new ideas emerge, like verbal debates build on each other.

“Mosaics show Part-to-Whole Perspective”
• Combine small parts into a larger, visual whole.
• Discuss each unique contribution as each mosaic piece is added to the full picture.
• Broaden participants’ lens working collaboratively and see multiple points-of-view.
• Step back to see full picture and contrast this with being very close to a situation—seeing a myopic view.

Essential Questions
• What visual mosaic background could represent our shared vision?
• What alignment or communication gaps need to be filled?
• What are our strengths and weaknesses?
• What is consuming the most energy? What seems to be neglected?
• What from the plan is going well? What priorities are not being accomplished?
• How are individual and collaborative efforts recognized?
• As we think of current progress, what is next level of “stretch goals”?
Hands-On Art Exercise

- Discuss essential questions in small groups.
- Establish mosaic “grid” based on vision and relevant Continuous Improvement theme.
- Sketch visual debates on post-it notes as you identify strengths & weakness.
- Create collaborative mosaic using individual contributions (part) to form the bigger picture (whole).

Reflective Prompts

- What advice would you give others who want to use a collaborative art experience to celebrate progress?
- How does visually debating help identify strengths and areas to focus on?
- How does a collaborative mosaic help a team focus on the big picture while making individual contributions to the effort?
- How has addressing continuous improvement contributed to the climate/culture? What else could be done to take this to the next level?
- Reviewing progress helps to identify new “stretch goals.” What next steps will move your team to new heights?
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COURAGEOUS CONVERSATIONS

New Core Arts Standards Strands

- Creating:
  - Generate and conceptualize new artistic ideas and work.
  - Organize and develop artistic ideas and work.
  - Refine and complete artistic work.

- Presenting:
  - Analyze, interpret and select artistic work for presentation.
  - Develop and refine artistic techniques and work for presentation.
  - Convey meaning through the presentation of artistic work.

- Responding:
  - Perceive and analyze artistic work.
  - Interpret intent and meaning in artistic work.
  - Apply criteria to evaluate artistic work.

- Connecting:
  - Relate artistic ideas and works with societal, cultural, and historic context to deepen understanding.
  - Synthesize and relate knowledge and personal experiences to make art.
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Inspired by Gee’s Bend Quilters

• Who is familiar with the Gee’s Bend quilters?

• How could their story and art be used in cross-curricular lessons with students? Professional development with peers?

FAPE Art Inspiration: Gee’s Bend Quilts

Building Creative Capacity School-Wide
Linking Visual Arts Standards to Teaching and Learning
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Coaching for Change…

✓ Artistic metaphors spark courageous conversations
✓ Observe strengths and opportunities
✓ Candid self reflection on creative energy and “getting stuck” help overcome barriers

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Visualizing Data

- Consider the benefits of visualizing data
- What examples come to mind?
- Think of weather maps and “heat-mapping”…

Data visualizations or “heat-mapping” reveals patterns
shows where desired or unanticipated situations are occurring
COURAGEOUS CONVERSATIONS

Hands-On Exercise: “Yes Way Quilts”

Using the “No Way, No Way” Gee’s Bend Quilt as inspiration, map a “Yes Way” quilt. Visualizing information helps us see patterns, gain insight, and address challenges with colleagues.

The quilt visual metaphors help identify how you as an individual, a team, or a school are embracing arts-infused education. Use these as a springboard for courageous conversations.


Essential Questions…

1. How could you visualize the patterns of art-integration in your school?

2. Where is the flow of creative energy, artistic-thinking, collaboration, and communication? Where do you envision the flow starting? going strong? dwindling? How could you visually represent pockets/bursts and flow?

3. How could visualizing this creative energy, collaboration, and communication help identify coaches who could help peers? Identify where communication or collaboration seems to be “stuck” or could use more support.

4. How could this exercise help spark courageous conversations among colleagues?
Hand-On Exercise

Create Heat Maps Using Quilt Metaphor

1. Individuals can base their visual metaphors on personal insights about their teaching practices. Or, pairs can consider where in their team or school the creative energy, collaboration, and communication flows, radiates or gets "stuck".

2. Explore Gee’s Bend quilts as a metaphor for your collage.

3. Construct a paper quilt, or visual “heat map” that represents your perceptions. Use rubbing plates, crayons and watercolor to create textured quilt scraps. Share extra scraps as collaborative quilters do. Assemble them in patterns that demonstrate where positive energy is radiant or dim...

4. Use reflective prompts on next slide to help prepare how you will share the quilt and insights.
Reflective Prompts: Prepare to Share

- What patterns do you observe—areas that are "creatively alive"? Areas where creative energy feels dampened?
- How does your quilt show the flow of communication or creative energy?
- What Courageous Conversations would help the faculty align on challenges the school is facing:
  - More direct communication?
  - Stronger collaboration?
  - Increased creative energy?
- How could quilts, as visual metaphors, help spark the Courageous Conversations? Inspire self-reflection? Provide peers with constructive feedback? Give everyone permission to be candid?
- How does visualizing information help you see others’ points-of-view?
- How does a visual metaphor help make a challenging conversation more accessible?

Next Steps

1. How could you use these art metaphors to inspire colleagues in your school?
2. Which of the exercises would you start with?
   - Craft a Unifying Vision
   - Continuous Improvement Mosaics
   - Courageous Conversation Quilts
3. How does using artistic processes in PD or staff meetings help colleagues embrace the power of art?
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THANK YOU

For more info, contact creativelyalive@crayola.com