

FOREWORD BY SEAN COVEY

MOVE YOUR BUS

An Extraordinary New Approach
to Accelerating Success
in Work and Life

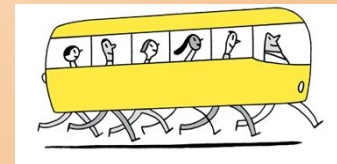
RON CLARK

New York Times bestselling author of *THE ESSENTIAL 55*

Move Your Bus Book Study

Part 1: Get On the Bus

Presented by
Heads of House



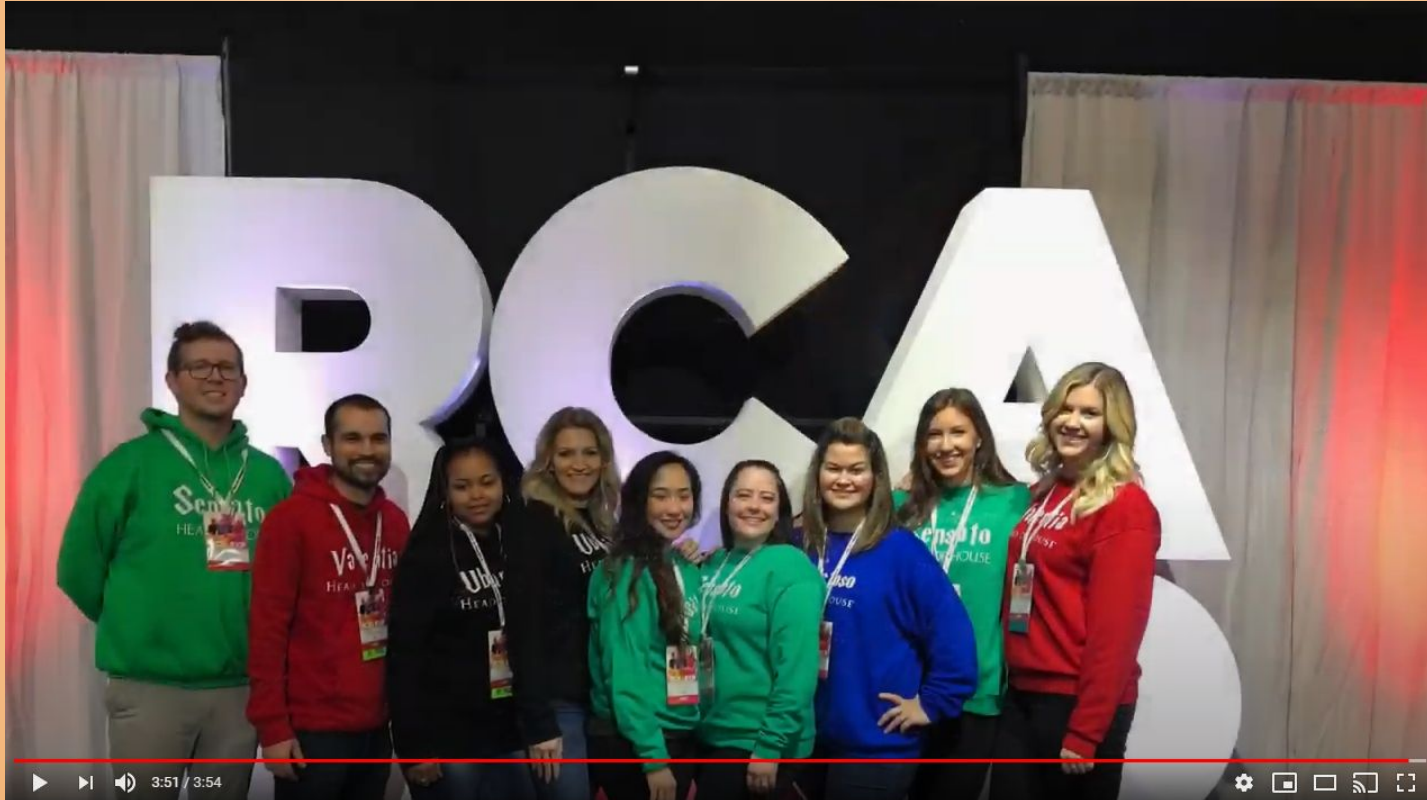
Foreword by Sean Covey

- “Ron and his work are propelled by the same spirit of personal accountability and excellence that fuels everything we do at FranklinCovey.”
- Ron’s innovative approaches to teaching are aligned with Franklin Covey’s Leader in Me school transformation process.

The logo for The Ron Clark Academy is located in the bottom right corner of the slide. It consists of a solid blue square background. Inside the square, the text "THE RON CLARK ACADEMY" is written in white, uppercase, sans-serif font. "THE" is positioned above "RON CLARK", and "ACADEMY" is positioned below "RON CLARK".

THE
RON CLARK
ACADEMY

HOH RCA Trip 2020



RCA in Action!



RCA
EXP





CONNECT 2

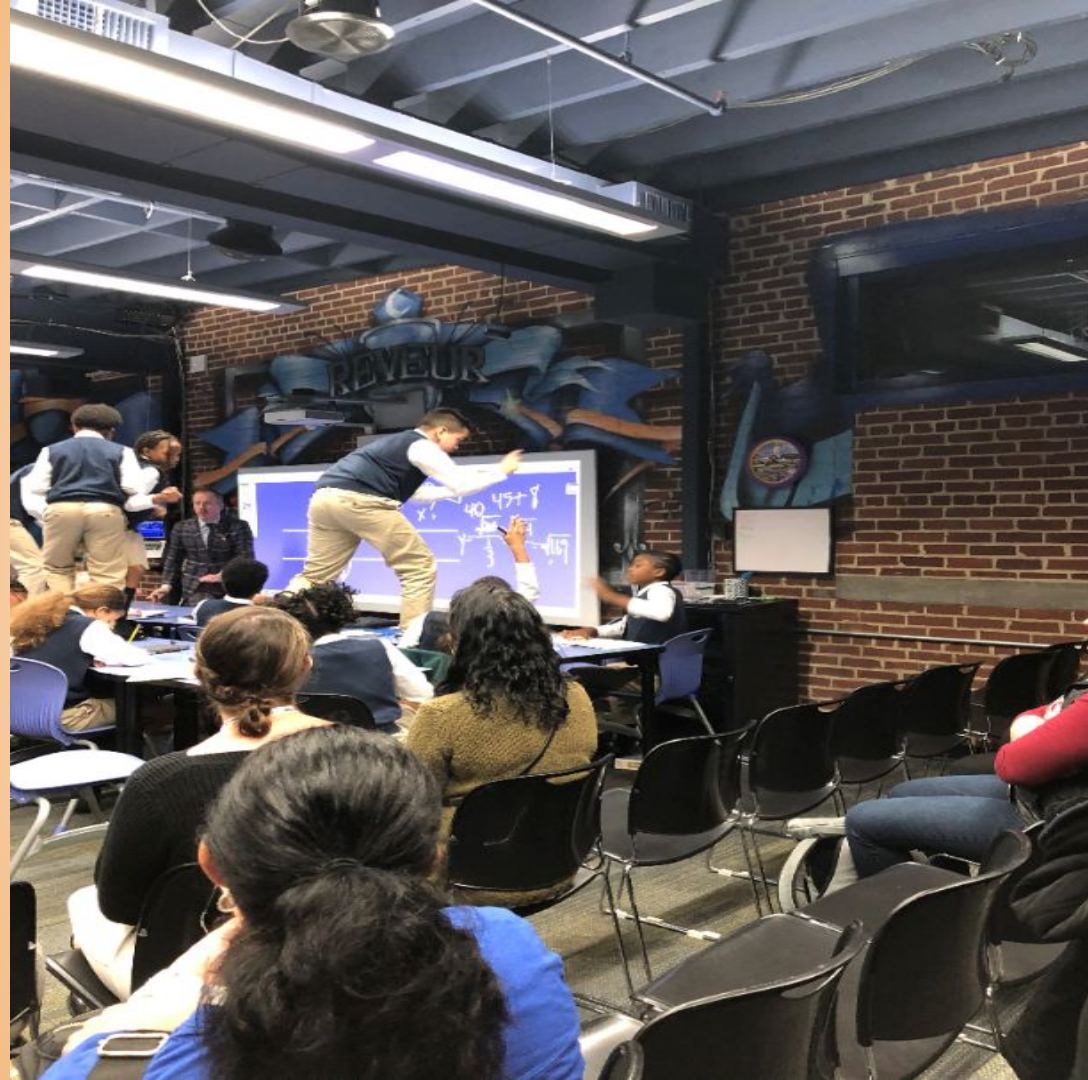
WOULD CONNECT
AND
BECAUSE

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Ron Clark says...

- The success of students in every class has a direct correlation to the characteristics of the teacher that they spend their time with.
- Energetic teachers inspire energetic learners.
- The movement of a school toward its goals depends entirely on the people who are on the team. That includes YOU.
- Let's imagine our school as a bus with no gas tank and no gas, our entire staff will act as the energy and fuel to move our school.
- There are different styles of workers within an organization: Runners, Joggers, Walkers, Riders, and Drivers.

Who is on YOUR bus?



RUNNERS

consistently go above and beyond what is required.



WALKERS

are just getting pulled along.



DRIVERS

are trying to steer the entire organization.

JOGGERS

do their jobs well without pushing themselves.



RIDERS

pick up their feet and slow down the whole enterprise.



The Driver



Steer the organization

Take care of their Runners first



"I DON'T CARE HOW
SMART YOU ARE, IF YOU
DON'T HAVE A STRONG
WORK ETHIC, THEN YOU
ARE SLOWING DOWN THE
BUS."



-RON CLARK
MOVE YOUR BUS

The **Runner** aka Rufus



Characteristics of a Runner:

Want to be part of something special, something out of the ordinary	Come early/stay late	Never complain	Provide a positive spirit
Strong work ethic	Attention to detail	Strong members of a team	Driving force behind the success of an organization
Work hard for the good of the organization as a whole. Want system-wide success.	Have an attitude of <i>“It has to be done, let’s knock it out, let’s do it.”</i>	Make eye contact	Don’t talk over others



WHAT DOES A **RUNNER**
AT LONE MOUNTAIN LOOK
LIKE?



Runner

- ◇ I always put kids first
- ◇ I use fun and engaging lessons
- ◇ I am successful in the classroom
- ◇ I am innovative, and I take risks
- ◇ I uplift my colleagues
- ◇ I hear other's ideas and do not run over them as I do not think I'm above others
- ◇ I initiate tasks and spend extra time being productive
- ◇ I find and provide solutions to problems
- ◇ I have a strong work ethic. I am focused and driven
- ◇ I pay attention to details
- ◇ I do extra tasks because I want to see the entire school to succeed, not for recognition
- ◇ I like to find, improve or create new events or programs in the school
- ◇ I keep a positive and get it done attitude
- ◇ I do not make excuses or feel above a task
- ◇ I support students and the school at events after hours without complaint
- ◇ I balance my work and home life
- ◇ I passionately participate in house pride
- ◇ I intentionally teach and live Wildcat Ways
- ◇ I follow and reflect on _____ scales

The *Jogger* aka Joan



Characteristics of a Jogger:

Steady and dependable	Do their jobs and have some amount of success	Fairly punctual and conscientious about following the rules	Try to keep up. Don't maintain that high level of effort over the long haul.
Don't slow down the bus, but they don't make it fly either.	Valuable to the organization	Meet basic expectations (on time, meet deadlines)	Pour most of their energy into the tasks they're
Place a higher value on work-life balance	Don't often go above and beyond the duties outlined in their job descriptions	Absorb the energy around them (speed up when surrounded by Runners and slow down when surrounded by Walkers)	Need recognition and praise as their "fuel." Play a strong supporting role to Runners.



WHAT DOES A **JOGGER** AT
LONE MOUNTAIN LOOK
LIKE?



Jogger

- ◇ I put kids first most of the time
- ◇ I sometimes use fun and engaging lessons
- ◇ I have some amount of success in the classroom
- ◇ I do my job well and sometimes take risks
- ◇ I sometimes hear other's ideas
- ◇ I will complete a task when asked but I usually do not initiate a task
- ◇ I will help with a task or implement a solution
- ◇ I am steady and independent
- ◇ I complete extra work for validation and I like to be noticed
- ◇ I often rise to meet expectations but I do not stay at that level
- ◇ I have a positive attitude most of the time
- ◇ I speed up with runners but I slow down with walkers
- ◇ I do not slow the bus but do not help it move faster
- ◇ I think I am a runner
- ◇ I attend some events to support the school and students
- ◇ I show and encourage house pride
- ◇ I teach Wildcat Ways, and I am beginning live them
- ◇ I follow _____ Scales

The *Walker*



Characteristics of a Walker

Don't like change	Don't contribute to any forward momentum	Love to point out everything that they see is wrong in the organization	Talk negatively about the Administration, Runners
Believe they shouldn't be expected to do things that aren't in their job descriptions.	Focused on themselves	Claim that the work environment is extremely unfair	Spread bad energy



WHAT DOES A WALKER AT LONE MOUNTAIN LOOK LIKE?



Walker

- ◇ I sometimes put kids first
- ◇ I am an uninspired teacher
- ◇ I teach the content but I don't take risks
- ◇ I have a classroom routine and I never stray
- ◇ I do not like change, and I voice that
- ◇ I lack motivation and I do not initiate extra work
- ◇ I will point out what is wrong but I will not contribute a solution
- ◇ I am slow and steady
- ◇ I do not show ambition and I do not like extra work
- ◇ I try to pull people down to my speed so I don't have to speed up
- ◇ I have a negative attitude towards colleagues especially when they go above and beyond
- ◇ I am very focused on myself
- ◇ I complain about favoritism
- ◇ I often call myself a jogger or runner
- ◇ I attend school events sometimes but I complain while I'm there
- ◇ I attend house meetings and events but I do not actively participate
- ◇ I mention the Wildcat Ways
- ◇ I feel _____ scales are not necessary

The Rider



Dead weight and choose to do nothing	Do not care about the overall success of the organization	Don't care about their own personal success	Can be a black hole of negative energy in an organization
Can make the Runners and Joggers extremely frustrated	Do just enough so they don't get terminated	Most apt to file a lawsuit	Simply exist



WHAT DOES A RIDER AT LONE MOUNTAIN LOOK LIKE?



Rider

- ◇ I teach content not for the good of the students
- ◇ I do not care to change my ways or to find better ways
- ◇ I have a "my way is the best because it's what I always did" attitude
- ◇ I am dead weight on the bus
- ◇ I do not do anything to contribute to the school
- ◇ I feel entitled to sit around and only do what I'm there for
- ◇ I do not care about success or want to be recognized
- ◇ I am not helpful to my colleagues
- ◇ I complain when asked to perform an extra task
- ◇ I prefer to work alone
- ◇ I do not go out of my way to work harder
- ◇ I meet the bare minimum for teaching requirements
- ◇ I find ways things are unfair and I complain about the successful teachers
- ◇ I do not like others that make me look unsuccessful
- ◇ I do not like to attend events after my contract hours
- ◇ I am in a house but I do not represent or contribute to the house system
- ◇ What are Wildcat Ways?
- ◇ I do not know the _____ scales

How would you classify this educator?

Mr. Love works at Make Believe Academy. He teaches his curriculum with fidelity and doesn't incorporate any out of the ordinary activities. He notices a few teachers who do go out of the ordinary with classroom transformations, field activities and co-teaching. He is not a big fan of this and criticizes those who do go above and beyond.

How would you classify Mr. Smith?

Runner? Jogger? Walker? Rider?

How would you classify this educator?

Mrs. Smart is an educator at a local high school. She has been there for 20+ years and has seen the school evolve. She embraces the positive changes and knows that this wouldn't have been possible without the risks she and her team took. She works tirelessly but always ensures that she balances her work and home life.

How would you classify Mrs. Smart?

Runner? Jogger? Walker? Rider?

How would you classify this educator?

Mr. Ryder just wrapped up his second year of teaching. He used his experience from last year to create a few fun and engaging lessons. Although hesitant, he took some risks and learned from them. He felt better when his supervisor validated his actions.

How would you classify Mr. Ryder?

Runner? Jogger? Walker? Rider?

WHERE ARE YOU ON THE BUS?

Runner	Jogger	Walker	Rider
<ul style="list-style-type: none"> ◊ I always put kids first ◊ I use fun and engaging lesson ◊ I am successful in the classroom ◊ I am innovative and I take risks ◊ I uplift my colleagues ◊ I hear other's ideas and do not run over them as I do not think I'm above others ◊ I initiate tasks and spend extra time being productive ◊ I find and provide solutions to problems ◊ I have a strong work ethic. I am focused and driven ◊ I pay attention to details ◊ I do extra tasks because I want to see the entire school to succeed not for recognition ◊ I like to find, improve or create new events or programs in the school ◊ I keep a positive and get it done attitude ◊ I do not make excuses or feel above a task ◊ I support students and the school at events after hours without complaint ◊ I balance my work and home life ◊ I passionately participate in house pride ◊ I intentionally teach and live Wildcat Ways ◊ I follow and reflect on _____ scales 	<ul style="list-style-type: none"> ◊ I put kids first most of the time ◊ I sometimes use fun and engaging lessons ◊ I have some amount of success in the classroom ◊ I do my job well and sometimes take risks ◊ I sometimes hear other's ideas ◊ I will complete a task when asked but I usually do not initiate a task ◊ I will help with a task or implement a solution ◊ I am steady and independent ◊ I complete extra work for validation and I like to be noticed ◊ I often rise to meet expectations but I do not stay at that level ◊ I have a positive attitude most of the time ◊ I speed up with runners but I slow down with walkers ◊ I do not slow the bus but do not help it move faster ◊ I think I am a runner ◊ I attend some events to support the school and students ◊ I show and encourage house pride ◊ I teach Wildcat Ways and I am beginning live them ◊ I follow _____ Scales 	<ul style="list-style-type: none"> ◊ I sometimes put kids first ◊ I am an uninspired teacher ◊ I teach the content but I don't take risks ◊ I have a classroom routine and I never stray ◊ I do not like change and I voices that ◊ I lack motivation and I do not initiate extra work ◊ I will point out what is wrong but I will not contribute a solution ◊ I am slow and steady ◊ I do not show ambition and I do not like extra work ◊ I try to pull people down to my speed so I don't have to speed up ◊ I have a negative attitude towards colleagues especially when they go above and beyond ◊ I am very focused on myself ◊ I complain about favoritism ◊ I often call myself a jogger or runner ◊ I attend school events sometimes but I complain while I'm there ◊ I attend house meetings and events but I do not actively participate ◊ I mention the Wildcat Ways ◊ I feel _____ scales are not necessary 	<ul style="list-style-type: none"> ◊ I teach content not for the good of the students ◊ I do not care to change my ways or to find better ways ◊ I have a "my way is the best because it's what I always did" attitude ◊ I am dead weight on the bus ◊ I do not do anything to contribute to the school ◊ I feel entitled to sit around and only do what I'm there for ◊ I do not care about success or want to be recognized ◊ I am not helpful to my colleagues ◊ I complain when asked to perform an extra task ◊ I prefer to work alone ◊ I do not go out of my way to work harder ◊ I meet the bare minimum for teaching requirements ◊ I find ways things are unfair and I complain about the successful teachers ◊ I do not like others that make me look unsuccessful ◊ I do not like to attend events after my contract hours ◊ I am in a house but I do not represent or contribute to the house system ◊ What are Wildcat Ways? ◊ I do not know the _____ scales

Q & A



When you are with
a team
of Runners and
you
are all supporting
each other
and doing amazing things,
it's
the best feeling
in the world.

-Ron Clark