



Compression Planning Storyboard Guide

Storyboarding, a method of compression planning, is designed to efficiently produce action plans for solving a challenge or key issue. Storyboarding eliminates extraneous meeting chatter and focuses clearly on designing solutions and implementation plans.

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ITS Ideal

Table of Contents

Analyze WHY ARE WE MEETING?	Page 1
How does School Prepare Me For a Career?	Page 2
The Need For a Talent Development	PlanPage 3
Storyboarding: the Basic of Compression Planning.....	Page 4
Storyboarding is a Master Planning Model	Page 5
Guidelines for Exploring Creative Ideas and Guidelines fo Focusing Analytic Responses	Page 6
Design of this Storyboard for Training will be the ICP Requirement of the Perkins Grant.....	Page 7
The Carl D. Perkins Grant	Page 8
Overview of A Master Planning Model.....	Page 9
Understanding the Storyboard Components	Page 10
Key Essential Question (Subject Card) Purpose and Non-Purpose Header Cards Solutions to Link ICP to School Curriculum	
The Permission Meter Sets the Tone for Creativity and Analytic Thinking	Page 11
Development of Organization and Communication	Page 12
The Storyboard System.....	Page 13
Future Doodly Presentations	Page 14



Have you ever left a meeting and thought “that was a waste of time?” Has your district ever started down the path of the “new and greatest” fad only to find yourself asking the question, “Why!”

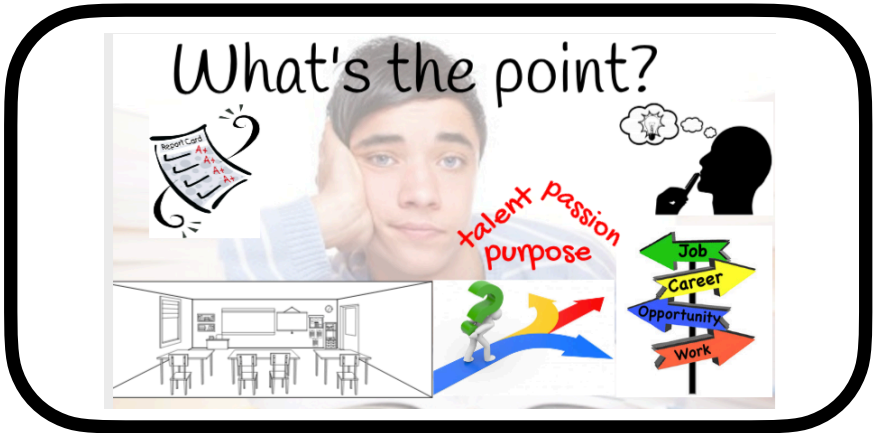
Have you ever thought “that’s a great idea, how can we make that happen?” Are there important problems or compelling opportunities that can be capitalized upon to make a real difference for students, staff and the community?

A diverse group of thinkers equipped with information and the right tools can find solutions to complex problems.

Let’s examine a common problem.

Guide Points:

- * Too many meetings lack a defined purpose and hence people in attendance do not know why they are there. Reasons for meetings can meet major uses: 1) Daily planning for internal direction, 2) Strategic evaluation of future projects, 3) Identification of problems needing resolution, 4) General communications/sharing, 5) Development of a cohesive team, or 6) Mandates from higher authorities.
- * If you don’t have a defined purpose, perhaps a memo of information might be enough.
- * Who is invited to the meeting should be determined by what the purpose of the meeting is.



Time Index 0:28

What's the point? School is just about grades. I don't see my classes connecting with a career.

High school, college, then what? I guess I'll figure it out in college. I wish I knew what I am really good at and how I could use my talents in a meaningful career.

Guide Points:

- * Too much of education has been focused on grades. Hence the love of learning, the opportunity to explore new ideas, and the outcome of education should shift to identifying a student's gifts and talents that he/she could develop to make a better world for themselves and others.
- * Helping students learn to celebrate and develop their talents will challenge them to explore career pathways for their future.
- * From the first introduction to formalized learning, attention should be made to how this new learning skill can help the student connect with his/her world. If there is no connection to "WHY do I need to know this?", there will probably be no connection to learning.



Time Index 0:42

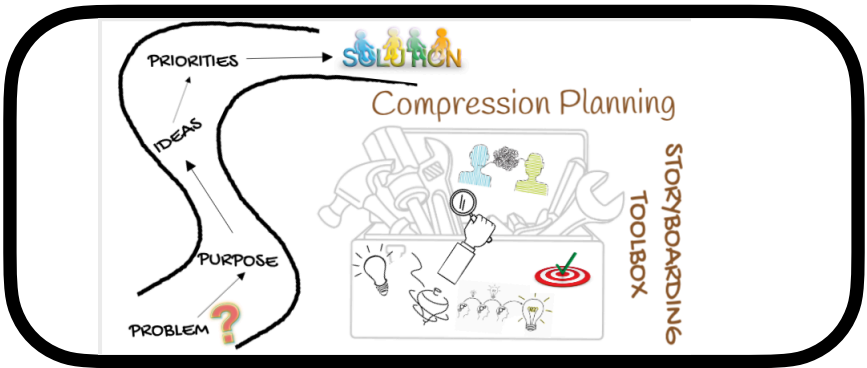
What if every student had an individual career plan?

Making informed choices about your future based upon your talents, interests, passions, and life's purpose could save money, time, effort and dramatically amplify your impact for yourself, others, and the planet.

How can your school create a system that helps student more clearly see their career pathway?

Guide Points:

- * Living miDream's TALENT DEVELOPMENT PLAN (TDP) provides students with a detailed process of connecting education to career pathways. It helps the student identify their:
 - * Key Aptitudes
 - * Key Activities
 - * Key Partners
 - * Key Resources
- * The TDP helps students identify their core values.
- * Time Management helps students understand ROI - Return On Investment of effort, time, and costs for desired outcomes. This paradigm shift provides students with the understanding that outcomes are more than money and include personal vision, key beliefs and a purpose driven life.
- * Bottom line. It's up to you. The sooner you empower yourself in your career journey, the greater the difference you will make for yourself and for the world.



Time Index 1:00

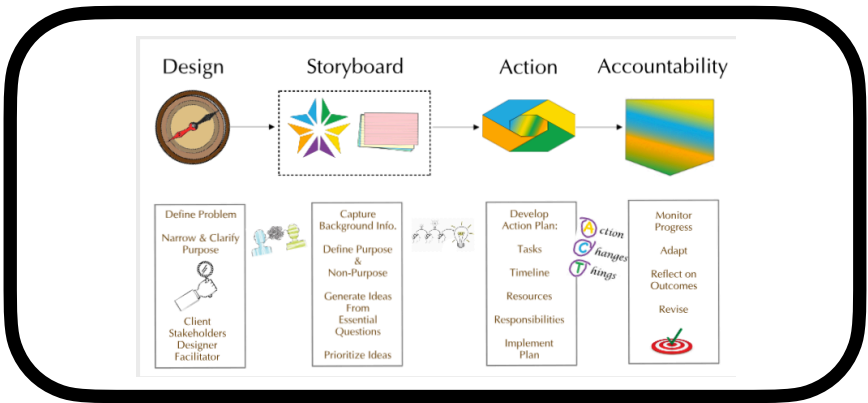
Compression Planning is a great addition to your problem solving toolbox.

Storyboarding is a strategy that clarifies and defines a problem, narrowly focuses your team on a specific purpose, generates ideas, prioritizes and narrows to workable actions, creates an accountability system, and delivers an effective solution.

This team approach can deal with immediate problems or complex, ill-structured problems.

Guide Points:

- * Storyboarding is a visual, group process designed to capture a group's best thinking by focusing on a question/problem/idea, with invited participants of high energy, in an environment of fair play, and equal participation to find meaningful solutions.
- * Key components of the process include:
 - * Pure Form Thinking that blends creative and analytic skills.
 - * Project DESIGN: acknowledging background (current conditions), clear session purpose/non-purpose; selected participants; identifying essential questions; resulting in a workable solution, and an action plan of tasks, delegated leadership, and deadlines.
 - * A timely and efficient timeline ... hence Compression Planning.



Time Index 1:30

Compression planning begins with the design process, proceeds to storyboarding, then taking action, and monitoring progress to ensure accountability.

In the design phase you define the problem, narrow, and clarify the purpose of the project. Involving the right people in the beginning is important for a solid design. A good design sets you up for success.

In storyboarding you quickly review background information, clearly define the purpose and non-purpose of the planning session, generate ideas and prioritize actions.

An action plan is developed where tasks, timelines, resources needed, and responsibilities are identified.

Progress is easily monitored. Adapting the plan becomes manageable as changes are needed.

Guide Points:

- * Storyboarding is a Master Planning Model:
 - * Design drives creative exploration and analytical focus based upon purpose.
 - * Background describes current conditions.
 - * Deliverable options are prioritized.
 - * Deliverable options are discovered.
 - * Implementation actions are defined and accountable.



Time Index 2:12

The compression planning process has a set of guidelines that promotes exploring ideas, respects diverse points of view, and helps focus on tangible results.

To promote creative thought, participants are asked to spin thoughts to rich ideas, suspend judgement, listen to each other, and refrain from giving speeches.

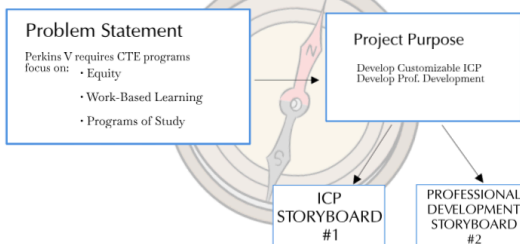
Narrowing down ideas will focus on actionable items. Challenge ideas, not people, focus on unique factors, narrow down to a manageable few, and merge ideas to create strength.

A permission meter gives you the latitude to be very creative in your thinking or asks you to be more analytical.

Guide Points:

- * Guidelines help us move from imagining to prioritizing
 - * Ideas are captured on cards and placed on a storyboard.
 - * These ideas are later prioritized using a dotting process.
- * Guidelines establish the ground rules for interaction.
 - * The process works best when participants:
 - * respect all ideas
 - * refrain from evaluating ideas
 - * plus others' ideas
 - * blend ideas to create new thoughts
 - * it's not about being right, it's about being effective
- * The Permission Meter is a visual indicator of how creative or how analytic responses should be.

CARL D. PERKINS CTE GRANT



Time Index 2:50

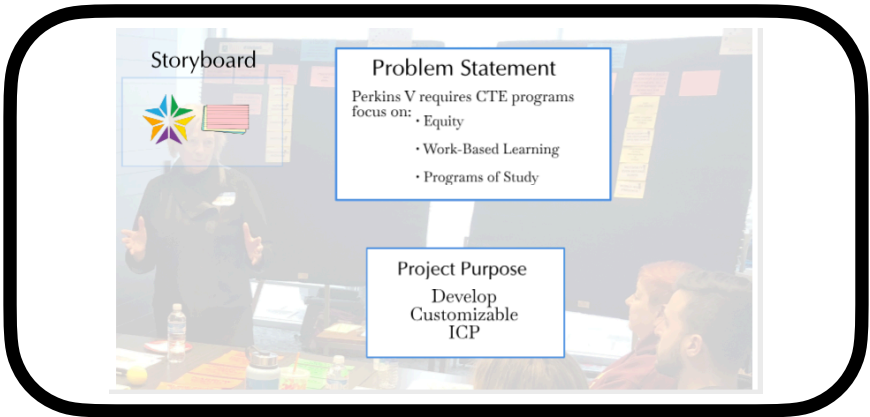
The Carl D. Perkins Career and Technical Education Act provides federal funding to school CTE and guidance programs. It requires students equal access to CTE programs, curriculum alignment with workplace expectations, and course sequences aligned with industry standards.

The Perkins Five grant has two requirements that schools now need to focus on ...students should have an Individual Career Plan ... and staff should be aware of workplace expectations.

We're going to focus on developing one storyboard ... developing an Individual Career Plan program.

Guide Points:

- * The DESIGN concept of this storyboard starts with looking at the Perkins V grant requirements.
 - * **Equity:** access to CTE programs by all students, including sub-populations defined in the grant including social economic status (SES), foster/homeless students, military children, and non-traditional careers.
 - * **Work-based Learning:** education and experiences that correlate with career and job requirements.
 - * **Programs of Study:** course sequences and experiences that prepare students for portable certifications and career readiness.
 - * **Individual Career Plan:** aligning school work with the world of work based on student talents.



Time Index 3:24

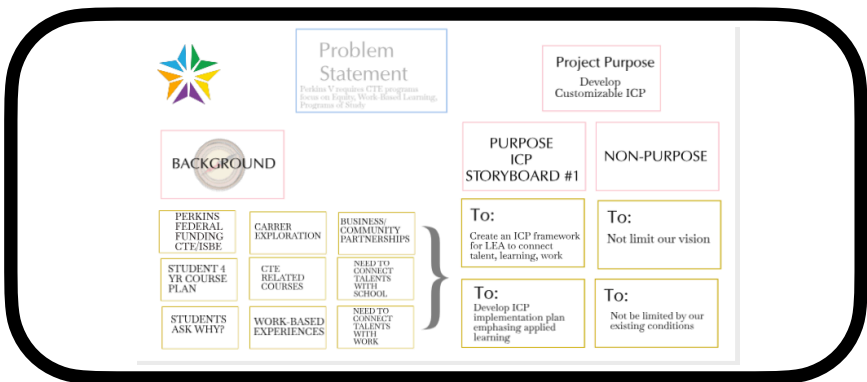
A storyboard is where information, ideas, and future actions are recorded.

The Problem Statement clearly identifies implementing Perkins Five grant requirements as our problem to solve.

This project will focus on developing a customizable Individual Career Plan system for our school.

Guide Points:

- * The DESIGN concept of this storyboard starts with looking at Perkins V grant requirements.
- * Equity: access to CTE programs by all students, including sub-populations defined in the grant by social economic status (SES), foster/homeless students, military children, and non-traditional careers.
- * Work-based Learning: education and experiences that correlate with career and job requirements.
- * Programs of Study: course sequences and experiences that prepare students for portable certifications and career readiness.
- * Individual Career Plan: aligning school work with the world of work based on student talents, passions and career opportunities.



Time Index 3:42

Background provides critical and factual information to the project team.

What does the project team need to know? Who, what, where, when, why?

Purpose provides context for the project.

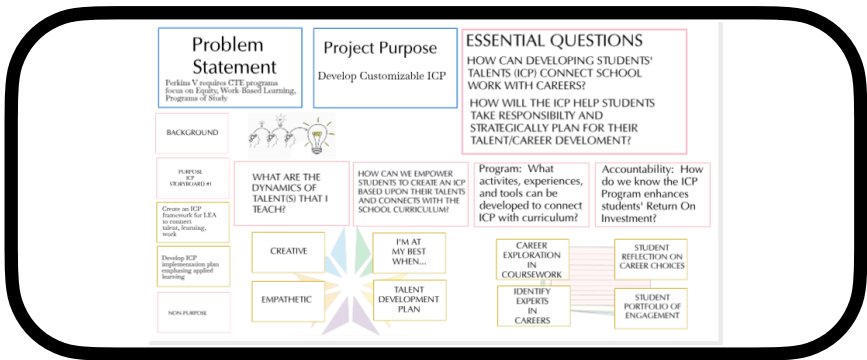
To create an ICP framework to connect talent, learning and work. To develop an Individual Career Plan emphasizing applied learning.

The NON-PURPOSE states what you will not be discussing during this project. It keeps us from bird-walking and complaining.

Our non-purpose is to not limit our vision by existing conditions or perceived barriers..

Guide Points:

- * Background information provides context.
 - * Design drives creative exploration and analytical focus based upon purpose.
 - * Background describes current conditions.
 - * Deliverable options are discovered.
 - * Implementation actions are defined and monitored.
 - * Communication promotes diverse thinking and accountability.
 - * Reflection and debriefing strengthens adaptability and implementation.



Time Index 4:15

Essential questions drive the storyboard brainstorming session. They challenge the group to focus on the problem statement and project purpose.

How can developing students talents connect school work with careers?

How will the Individual Career Plan help students take responsibility and strategically plan for their talent and career development?

Background provides critical and factual information to the project team and creates a context for finding solutions.

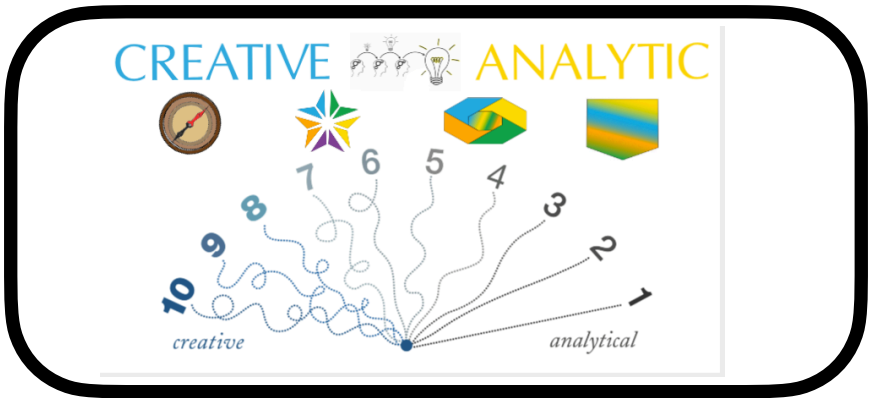
PURPOSE AND NON PURPOSE define the parameters of our storyboard session.

Four HEADER cards address key questions and promote participation. Header cards foster creative thinking and explore solutions. 1. What are the dynamics of talents that I teach? For example, a student might be especially creative, or show a high degree of empathy. 2. How can we empower students to create an Individual Career Plan based upon their talents and connects with the school curriculum? 3. Students could be asked “I’m at my best when ...” or to work on a Talent Development Plan. 4. What activities, experiences, and tools can be developed to connect an Individual Career Plan program with the curriculum?

The school could embed career exploration in courses or require students to work with external experts in a career of interest. How do we know the ICP program enhances students return on investment? Students keep a written reflection on their career choices and maintain a portfolio of their talent development.

Guide Points:

- * Essential questions further focus exploration of the problem and project purpose. They state the issue(s) to be addressed.
- * Headers (3-4) address key questions to explore and analyze..
- Participants brainstorm responses with the Guidelines for Exploring.
- * The participants use their analytic skills to judge the best responses by dotting their top choice, utilizing the Guidelines for Focusing.



Time Index 5:40

Storyboarding transforms creative ideas to analytical strategies that are actionable.

The permission meter allows you to think creatively or to be more analytical.

The compression planning process begins with design, then uses storyboarding to facilitate group brainstorming that leads to an action plan, including accountability to monitor progress and results.

Guide Points:

- * Defining the range of thinking from creativity to analytical determines if the solution is to generate creative responses, or is to be highly focused with outcomes that are organized and limited to tangible outcomes.
- * If you want “out of the box” thinking, don’t ask for a box!
- * The Storyboard process can effectively translate very creative ideas into actionable steps.



Time Index 6:00

Having storyboarding in your compression planning toolbox allows you to translate great ideas into action.

It is a critical component of compression planning along with Design, Action, and Accountability.

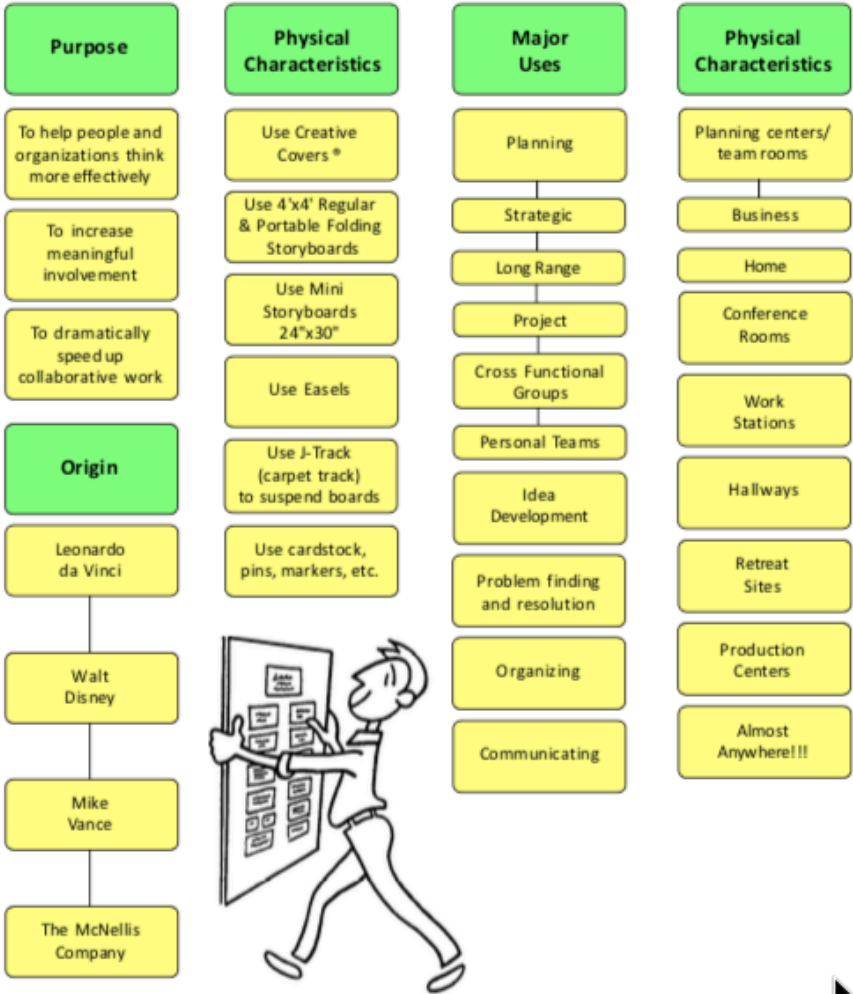
Facilitation is a key skill to a great storyboarding session. View the next video on facilitation to build your facilitator skills.

Guide Points:

- * Development of a Storyboard for Implementation and Accountability includes:
 - * Problem Identification
 - * Gathering Background Information
 - * Generating Ideas
 - * Prioritizing Solutions
 - * Assigning Tasks
 - * Defining Responsibilities: Who will do it?
 - * Establishing Deadlines
 - * Effective Communication
- * Development of Communication Storyboard
 - * Who Needs to Know?
 - * What Do They Need to Know?
 - * What Methods of Communication Are Best?
 - * Who Will Do It?
 - * What Are Critical Path Deadlines?

Learn how to use storyboarding to efficiently address problems and handle new ISBE requirements.

The Storyboard System



Compression Planning Training Tools

These videos are intended to provide an overview of the Compression Planning system as background information in preparation for further professional development and training.

Storyboard

The storyboard engages collaborators in generating creative ideas and prioritizing them to actionable solutions to solve problems. This engaging process is effective and efficient. It is a tool to generate ideas, find solutions, and monitor progress.

Facilitation

An effective facilitator makes it easier to generate ideas and find solutions. The facilitator takes responsibility for storyboard session preparation, directing the session, and collecting session outcomes for subsequent distribution to participants. Facilitators need strong organization, communication, and reflection skills.

Action and Accountability

Change is linked to action and accountability. Solutions developed in the storyboard process must be translated into action steps and then monitored for effective implementation. A storyboard on action and accountability will be very analytical with tangible outcomes.

Design

Design drives everything. The Compression Planning designer responsibilities include:

1) clearly identifying the problem at hand, 2) gathering background information related to the problem, 3) selecting the right planning participants, 4) creating the storyboard layout, 5) planning for storyboard session facilitation, and 5) generating an end-of-session report and summary for all participants. Ultimately the designer is responsible to the client and works to attain desired project outcomes based upon a clearly defined problem.

True Colors

Personality, along with experience and expertise of Compression Planning participants, are critical elements in obtaining effective outcomes. True Colors is a personality trait tool that can help the project designer, facilitator, and participants work together effectively. Understanding how you and others see a problem is helpful in finding workable solutions.

Credits

Kai, Illustrator

Doodly Video Creation (www.doodly.com)

Living miDream (livingmidream.net)

McNellis Compression Planning (www.mcnellis.com)

Perkins Collaborative Resource Network (cte.ed.gov)

Speechelo Voice Generator (speechelo.com)

Judy Judy, ITS Ideal

Roger L. Sanders. Sanders Consulting Service