

Best Practice

**School development
team sets **the course**
for the future of
**the Gymnasium St.
Mauritz****



01 Initial situation

- › Impressive well-positioned school based on Christian values and sponsorship
- › A school development team is responsible, among other things, for strengthening the school's ability to innovate and develop further
- › The new school development team has been newly elected for the next three years and has recently taken office

02 Goal

- › Coming together of the new school development team and strengthening the sense of „we“
- › Defining a vision and common goals for the new school development team for the next three years
- › In addition, the general motivation and enthusiasm of the members is to be increased in order to represent ideas in the teaching community

03 Approach

- › 1.5 day eigenland® workshop with the school development team of the Gymnasium St. Mauritz
- › Use of eigenland® Multi-sense to drive the school development process forward
- › Intuitive evaluation of theses and intensive discussions between the members of the school development team on the defined six fields of action
- › Development of ideas & measures as well as the way to the common goal

Gymnasium St. Mauritz:

The Gymnasium St.Mauritz looks back on a 120-year history and presents itself as a modern Gymnasium in episcopal maintenance with 730 students. What makes it special is the rich cultural life of the school with extracurricular activities. In addition, the Catholic school emphasizes regular church services, school prayers, religious orientation days, etc.

➔ <http://www.gymnasium-st-mauritz.de>

- > **opened in 1897 as a girls' school**
- > **Opened to boys in 1983 after the introduction of coeducation**
- > **730 students**
- > **62 teachers and five student teachers**
- > **diverse program beyond the classroom**





Setting the course for the future with an emotional picture of the future

The Gymnasium St. Mauritz in Münster, as a church-run school, attracts new students every year and is known for its special emphasis as a Christian school and its own innovative capacity.

In order to further strengthen the position of the school and to further expand its unique position, a new school development group is elected every three years to advance the school's themes and to adapt them to the given framework conditions.

The new school development group with its ten members has been in office for a short time and has the goal of defining a common goal or future image for the next three years and, along the way, to increase the general motivation and enthusiasm of the members in order to represent ideas to the teaching staff.

Principal Anke Wilkens summarizes: „In addition to the general coming together with an aspired we-feeling of the working group, our aim is to make clear how successes can be measured and how they can be identified.“

- > **What experiences related to the status quo have members of the school development group had and what can be learned from their forerunners?**
- > **Where should the journey go and what should the future of the St. Mauritz Gymnasium look like?**
- > **What common views are there and where do the points of view differ?**
- > **What are wishes for our collaboration?**



Intuitive & playful into the start of the work period



At the start of the joint three-year working period, the school development group of the St. Mauritz Gymnasium in Münster held a 1.5-day eigenland Multisense workshop to set the course for joint school development in the coming years.

Prior to the workshop, six fields of action, each with ten statements, were defined in agreement with Anke Wilkens, the principal of the school. These statements were then evaluated intuitively by the ten members of the school development team and then discussed rationally. The statements and fields of action ideally represent the individual focus areas and topics of the school development team.

- > Status Quo & Trends
- > Why & Success
- > Performance & Value
- > Vision & Topics
- > Team & Communication
- > Measures & Ideas

The day began with a brief introduction to the content of the day, with the facilitator Jan Oßenbrink emphasizing the special and enormous value of intuition.

The facilitator Jan Oßenbrink is convinced that intuition can often surpass reason and that the use of both hemispheres of the brain can make the difference in development processes.

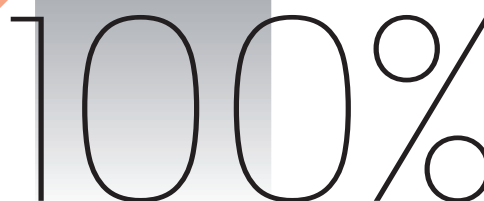
In the first step, the already phrased statements were read out by the participants and evaluated intuitively with the help of colored stones representing the statements „I fully agree“ through to „I fully disagree“.



The result was recorded by the facilitator in the eigenland® App and evaluated automatically in the form of reports, based on the agreement and consensus among the participants. Afterwards, the evaluated statements were discussed, perspectives were shared, and measures and ideas were developed. The intuitive approach and the quick decision-making process ensures that no answer is based on the expectations of the other participants, but that gut feeling and experiential knowledge provide the decisive impulse.

➔ What makes it special: With the results in black and white, „nothing can be dismissed afterwards that might be inconvenient for the individual,“ is Jan Oßenbrink’s experience.

I can say why the school development team is very important for our school.



100%

Agreement



The school development team as a welcome source of inspiration and designer with a helicopter perspective.

The evaluation of the results quickly shows that all members are already full of energy and want to continue to develop the school innovatively and as a pioneer in the defined topics. Starting from a very exemplary starting position, the school development team began by analyzing the status quo and reflecting on what can be learned from the previous generations. The participants agree that the existing vision is very successful and provides the framework for the next three years.

During the discussion, it became clear that the topic of sustainability is very important to the participants and that there is a desire to integrate the topic into the vision. A clear goal: All staff and students are familiar with the vision and know what it means for their own attitude and behavior. This clear orientation will enable new colleagues and new students to become more familiar with the vision in the future.

In this context, participants shared their perspectives and opinions on the role and position as the newly elected school development team. For this purpose the participants began by writing down what success means to them on the I, team, and school levels. Based on this a common vision of the future for the school development

team emerged. There is a clear agreement that the common aspiration is

- > **to continue to have an exclusive position**
- > **to bring everyone along**
- > **to be an innovative school that is a pioneer in defined topics and seizes opportunities**
- > **to have an image that is also positive for the diocese**
- > **to secure jobs and discover life**

As a school development team, we generate remarkable value in a participatory and forward-thinking manner.

„Incredibly efficient & many concrete results.“

↓ Participant voice

„It also has to be exhausting sometimes.“

In order to make the defined future vision a reality, it is particularly important for the participants to represent the heterogeneity of the staff by consciously adopting different perspectives.

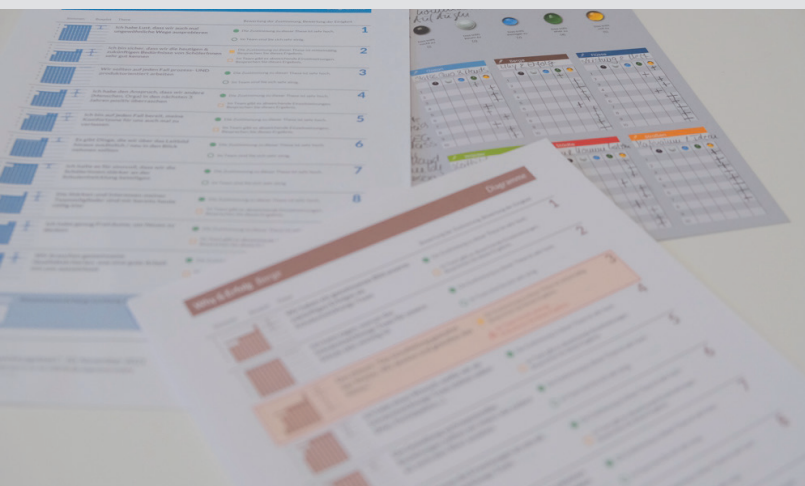
It is also important for them to communicate that, if necessary, and thereby „draw in everyone „ and turn them into emotional participants.



In the „Performance & Value“ and „Team & Communication“ fields of action, the members of the school development group have placed a strong focus on strengthening of the „we“ feeling and defined what they would like to see in terms of collaboration.

A highly recommended exercise is the „superhero-super villain“ method, in which each participant first writes down what their own superhero and super villain traits are.

These are then shared with the whole team with a short explanation. That way, all participants know the strengths and weaknesses of each other and can consciously use them.



Throughout the workshop, new horizons and paths to a common vision of the future quickly opened up. Afterwards, the participants and Jan Oßenbrink were very happy with the many concrete results and the ideas they had come up with, but were also very exhausted. The willingness and positive energy of all participants with regard to their own and common development was impressive.

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04 Results

- › Vision or picture of success is required to achieve the set goals
- › Joint development of a target image for the new school development team with the dimensions school I team I we
- › Development of measures & ideas for the realization of the vision picture
- › The willingness and positive energy of all participants with regard to their own and common development was impressive

» „We were all enthusiastic about the pleasant and at the same time work-affirming atmosphere. In addition, we were positively surprised by the efficiency of the workshop tool. The combination of intuition and ratio is simply great and leads to new insights“. «

Anke Wilkens, School principal Gymnasium St. Mauritz



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