

Move Your Bus-R. Clark

Reflection

It is always fun to read a book with classifications of workers and ponder which you think you are. Ron Clark lays out a pretty easily understood framework for classifying the people on your organization's bus: runners, joggers, walkers, and riders. Your bus is not fueled by regular gasoline, or even electricity, but by the power of the people on it and consequently will only go as fast as the riders will allow it. It is imperative that the drivers of the bus get the right people on the bus (a metaphor used by many, many leadership authors) and rewarding them for their movements. Not everyone on your team is equally contributing to the movement of your bus and therefore they should not be treated as equals. Fair treatment? YES. Equal treatment? Definitely not.

Notes

- have high expectations
 - For others AND yourself
 - Be specific and model your expectations one rule out a time for staff and students
- The bus is your goals and dreams for your team or organization
 - The movement of the bus is up to your team, they move it like Fred Flinstone
 - Different passengers of The Bus

Runners

- The fast movers, they get to work early and never seem to stop
- they really want to be part of something special and bigger than them
- carry the load of the bus, strongest members of the team
- want system wide success and not personal accolades
- do what needs to be done
- keep meetings going and contribute meaningfully, don't talk over others
- often neglect their personal lives
- if a runner is always negative they can be worse than a walker for your bus; they will most likely be running in the opposite direction and slowing the bus down

Joggers

- contribute to the forward momentum of the bus but cannot sustain the runner's energy
 - they follow the rules, get good results, and don't make waves
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- comparable to the typical, stereotypical coach who also teaches. They do what they have to in the classroom but when it comes game time they are fiercely competitive, highly inspirational, and looking for ways to make their players improve. But they rarely bring this passion to the classroom
- look for accolades and personal recognition

Walkers

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- no contribution to the forward momentum of the bus, they are literally being pulled by the momentum of the bus with their feet dragging along the way
- don't like changes
- spread bad energy; don't like doing anything that is extra from their job description
- they try to pull everyone down to their speed because if they are all moving the same speed their lack of movement is not highlighted
 - There is safety in numbers and they try to recruit as many as I can especially new teachers

-fair treatment is not equal

Riders

- dead weight
- The bus is moving people, who care where the momentum is coming from
- feel entitled to their seat
- They don't care about any growth within the organization or themselves they are literally just a body
- do just enough to not get fired

Drivers

- steer the organization
- support the runners first then turn to others to help them improve or get them off the bus
- If we want our bus to fly and really pick up speed there is little sense in putting maximum effort into making riders and two walkers because walkers do not push the bus forward
- aim to support your runners and their efforts; if you take something off for runners play and give it to somebody who is easily capable of doing it they will often filled their plate back up with something else.
- having runners maintain their speed is far more beneficial than having a writer drop their feet and walk
- try not to kill the spirit of your runners by criticizing their mistakes, they will never run at the same speed again

How to Accelerate

- be at least a few minutes early at everything
- dress to kill
- keep your community clean
- acknowledge and SEE people
- sit with the runners
- ask for help!
- accept criticism
- learn to read the people you report to
- talk less and listen more
- if you're not willing to put forth the work to solve a problem that you bring up then stop talking

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-stay in your lane: focused on accomplishing your tasks well instead of doing everybody else's work

-positive conversations breed positive results

-everybody in the organization is NOT equal

-move with urgency

-find solutions and don't focus on problems

-do what you say you're going to

-pay attention to details

Drive

-let runners shine

- Don't tell you runners to hide or slow down, everybody else should step up their game

-help joggers become their best selves

-show walkers how to improve

- Direct the grunt work to walkers and riders

-set high goals and then equip your people with the tools to get them there

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