Introduction

PREMISE

Robin Fogarty and Brian Pete have conducted professional development with schools, districts, state agencies, and departments and ministries of education around the world. During that time, they have acquired a vast compendium of highly interactive and engaging strategies that get adult learners intensely involved in professional learning sessions. *From Staff Room to Classroom II: The One-Minute Professional Development Planner* presents these interactive strategies for others in the field to use in their work with adult learners.

PURPOSE

The glory of these gathered strategies is that they work just as well in the classroom setting as they do in the staff room setting. As educational participants experience these compelling strategies in the workshop setting, they are encouraged to embrace them and, eventually, to adapt them for use in the classroom. In essence, the staff developers, administrators, PLC teacher-leaders, and presenters of PD (professional development) model the very "lookfors" they want to see in the active, engaged, student-centered classrooms of today's quality schools.

CHAPTERS

The first four chapters are focused differently and present a total of 144 strategies, 36 in each chapter. They target four different intended audiences, all of whom are involved in staff development: staff developers; principals and assistant principals; Professional Learning Community leaders; and group facilitators. Chapter 5 presents sample applications for classroom teachers.

There are five chapters—including an introduction, the four main chapters, and a closing chapter. They are titled to depict the focus of the presentation or facilitation.

DESCRIPTION OF THE MORPH GRID FORMAT

The strategies are arranged in a matrix, or grid, called the Morphological Grid. This grid provides the framework for creative presentations that seem to *morph* by aligning forced choices or forced relationships. Each time one element is changed, the presentation takes on a new form or morphs into a different presentation format. The strategy comes from the Synectics Model of creative innovation that is used in business and industry to seek new and unique products (Osborn, 1963).

In brief, the morph grid consists of a bank of ideas that can be arranged and rearranged according to personal preference, team needs, or as a random act of creativity. The three categories in the grid relate to the three well-stated principles of an effective presentation:

1. Tell them what you are going to do! *Capture* the audience's attention!

2. Do it! *Captivate* them with the information!

3. Tell them what you did! *Close* with keepers!

These three principles are designated in the grid according to the following principles: Column 1—Capture, or "Openers"; Column 2—Captivate, or the "Meat of the Matter"; Column 3—Close or "Closers." Capture the audience's attention! Captivate them with information! Close with keepers!

Juxtaposed with the three columns are 12 interactive strategies placed horizontally, across the three columns. By selecting 1 item from the 12 in each column, the presentation takes shape. In essence, the selections plot the course of the presentation.

How the Morph Grids Work

For example, the presenter might begin with a selected strategy (for example, joke) as the opener to *capture* the attention of the group. Then, the

presenter will *captivate* them with the meat of the matter, using another strategy (cooperative learning task), and finally, the presenter will *close* using a closer, or final strategy (reflection). This process becomes quite clear as one actually looks at a morph grid and sees the array of items possible for selection.

Openers	Meat of the Matter—Middles	Closers
1. Strategy 1a	Strategy 1b	Strategy 1c—Reflection
2. Strategy 2a—Joke	Strategy 2b	Strategy 2c
3. Strategy 3a	Strategy 3b	Strategy 3c
4. Strategy 4a	Strategy 4b—Cooperative Learning Task	Strategy 4c
5. Strategy 5a	Strategy 5b	Strategy 5c
6. Strategy 6a	Strategy 6b	Strategy 6c

It is said that creators of television comedies, dramatic series, and soap operas use a morph grid to keep the story line changing from episode to episode. Thus, when an entirely new plot line develops, often introducing new characters, the story line literally morphs into something quite different.

A final word on this Morph Grid is needed. Although the strategies are assigned to a column (opener, middle, closer), many of them are interchangeable with other columns. An opener in one case might be used as a closer in another presentation. It really is up to the creativity of the presenter and the risk-level she or he is willing to take.

How to Use Morph Grids Effectively

There are several options available for using the Morph Grids for the selection of items. Some provide random approaches for selecting items from the three columns, while others choose tools and techniques more deliberately.

Random choices are the preferred method. They often result in highly creative presentations. These random models, which use forced choices more often than not, take the presenter into new territory, using tools and techniques that are a bit out of the comfort zone. Yet on the other hand, the deliberate choice of items in the three columns may provide the presenter with the most appropriate tools for the target presentation. Using either random or deliberate selection methods, here are a few ideas for selecting various tools and techniques in order to mold a presentation.

Random Methods of Selection

1. Roll a set of dice and assign the numbers rolled to each column to make a group selection.

2. Use the last three digits of an individual's phone number and assign the appropriate numbers to the columns to select random items.

3. Use a deck of cards, 1 through 9 and Jack = 10, Queen = 11, King = 12, Ace = Free Choice.

4. Use the last three digits of an individual's Social Security number, or the first three digits of his or her birth date.

Deliberate Methods of Selection

5. Have the designated team leader choose a number for each column.

6. Have various team members select an idea for each column.

7. Follow the order sequentially, until all ideas have been used once.

8. Choose two favorites and one new strategy to move outside the comfort zone.