The Bringing Joy to Learning Experience

Using Design Thinking to Begin Developing a Culture for SEM

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Your Mission: Design an approach where students own and direct their own learning that includes real-world learning opportunities (SEM).

Start with PERSONAL VISION to SHARED VISION

1 PERSONAL VISION

Who are you?

Why do we do SEM?

With your 9:00 partner, share your personal visions

Commonalities

Differences

2 SHARED VISION: WHAT, HOW, WHY

What’s your shared vision for SEM?

The Golden Circle

What

Why

How
Understanding the Context

How would you rate SEM readiness at your school?

<table>
<thead>
<tr>
<th>Budget/Funding</th>
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<th>4</th>
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<td>Staffing</td>
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<td>Student Agency</td>
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<td>Shared leadership/Admin support</td>
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<td>Flexible Space</td>
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<td>Community Resource/Expertise</td>
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<td>Technical Support</td>
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<td>Personalized Learning</td>
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<td>Technology Access</td>
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YOUR TOTAL: ________

http://professionallearning.westside66.org/personalized-learning
Individually reflect on how you would rate yourself in each of the following categories, with a score of 1 being low and 5 being excellent.

<table>
<thead>
<tr>
<th>How would you rate yourself?</th>
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<th>2</th>
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<th>4</th>
<th>5</th>
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<td>Memory</td>
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<td>Curiosity</td>
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<td>Perceptual</td>
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<td>Cognitive</td>
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<tr>
<td>Interests</td>
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</table>

YOUR TOTAL: ________

Now add up your score and divide by 9. What’s your average? ______

How many 3’s do you have? ______

Are you average? Why or why not?

What implication does this have for learning?
4 DEFINE PROBLEM ACTIVITY: Select and take the perspective of the roles below. Issue: Discuss how to balance high-ability and high-potential learning for all students in your school.

ROLES:
1. Parent
2. Student
3. Counselor
4. Teacher
5. Principal

Think about:
- Short and long-term benefits/consequences
- Additional data/information

Mental models emerging

Define your problem from all perspectives into one problem statement.
### Understanding the Context: ASSESSING YOUR CULTURE

<table>
<thead>
<tr>
<th></th>
<th>Strong ---------------------Weak</th>
<th>Does your school’s cultural norms align with the values of SEM?</th>
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<tbody>
<tr>
<td>1. Collegiality:</td>
<td>Strong ---------------------Weak</td>
<td>Is your system ready to transform learning?</td>
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<tr>
<td>2. Experimentation:</td>
<td>Strong ---------------------Weak</td>
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<tr>
<td>3. High Expectations:</td>
<td>Strong ---------------------Weak</td>
<td></td>
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<tr>
<td>4. Trust and Confidence:</td>
<td>Strong ---------------------Weak</td>
<td></td>
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<td>5. Tangible Support:</td>
<td>Strong ---------------------Weak</td>
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<td>6. Reaching out to the Knowledge Bases:</td>
<td>Strong ---------------------Weak</td>
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<td>7. Appreciation &amp; Recognition:</td>
<td>Strong ---------------------Weak</td>
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<tr>
<td>8. Caring, Celebration, &amp; Humor:</td>
<td>Strong ---------------------Weak</td>
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<tr>
<td>9. Involvement in Decision Making:</td>
<td>Strong ---------------------Weak</td>
<td>Areas where we GLOW/Areas where we GROW</td>
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<td>10. Protection of What’s Important:</td>
<td>Strong ---------------------Weak</td>
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<td>11. Traditions:</td>
<td>Strong ---------------------Weak</td>
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<tr>
<td>12. Honest, Open Communication:</td>
<td>Strong ---------------------Weak</td>
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Adapted from Saphier and King, March 1985
Drivers of Educational Change

What do Learners Need to be Prepared for?

Work

Schooling

Learners Need to be Prepared for

Because...

What is the Profile of a Future Graduate?

Characteristics

Social/Emotional Skills

Cognitive Skills

I See the Future Graduate Differently

Because...

What Can I Let Go of in Our Current System to Guide the Future?

What Should Migrate to a New Design?

An Additional Idea Might Be...

Building the Future Requires Me to Be Open to the Possibility That...

An Additional Idea Might Be...

Taking That One Step Further...

6 BIG IDEAS TO TRANSFORM LEARNING

If you were starting a new school tomorrow, how would you design the school faculty and the philosophy of teaching and learning? List your 4-6 Big Ideas.
7 REFLECT AND GENERATE A NEW SOLUTION

Sketch your new school using the 4-6 Big Ideas you generated
8 NEXT STEPS

Next Steps to Take

What Do You Commit to Doing the First Month of School to Move Your Plan Forward?

As you consider your culture and readiness, what values, skills and dispositions would be helpful or needed?

Who Do I Need to Talk to?

What is your hunch about your organization’s issues/beliefs regarding SEW/Personalized Learning?

Future Ideas/Growth
Principles of School Design

Unity of Purpose
Shared values, attitudes and beliefs.

Guiding Principles

1. Shared Autonomy with Responsibility
2. Commitment to Truth
3. Understanding the Context
4. See the Possibilities
5. Design the Future

Shared Vision

- A school system, not a system of schools.
- Honest assessment of current reality and how it supports vision.
- A collaborative and interdependent vision.

School Profile

- How does your personal vision align with the organization's vision?
- All stakeholders design a desired future for the school.
- Communicate and celebrate your vision publicly.
- Collect key data points.
- Organize data for reflection.
- Challenge mental models.
- Identify school's strengths/challenges.

See the Possibilities

- What do you see, feel, hear about your school?
- Reflect at a data retreat.
- Identify success indicators.

Design the Future

- What's next for the school/District?
- Planning with District Design Principles.
- School as a whole sets priorities following reflection/data retreat.
- Implement work groups around identified priorities.
- Prototype possible solutions prior to full implementation.
- Begin/complete implementation cycle with evaluation.

Understanding the Context

- Open Mind
- Open Will
- Open Heart

Sensing the Future

- Crystallizing
- Co-creating

School Profile

- Commitment to the Truth
- Understanding the Context
- Seeing the Possibilities
- Designing the Future
- Organizational Outcomes

Building Capacity

Design Team Collaborative

- Identify Priorities at Data Retreat
- (why, why, why)

Self-Study Cycle

- Finalize and Activate Implementation Plan
- Examine Results for Success

Prototype

1-2-3 Solutions

Generate Possible Solutions

Identify Priorities at Data Retreat

(why, why, why)

Data & Results

Teaching & Learning

Communication & Community Engagement

Operations & Facilities Management

Shared Leadership

Learning & Innovation

Shared Autonomy

School Profile

Current Reality

Understanding the Context

Observation

Understand the Present

Letting Go

Seeing the Possibilities

Purpose Nexting

School Profile

Organizational Outcomes

Design Team

Current Reality

Commitment to the Truth

Understanding the Context

Observation

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Letting Go

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