

Building a Culture of Prototyping and Learning

Showcase 2018

Who We Are



Jennifer Goldstein
Co-Director, School Retool



Tara Jahn
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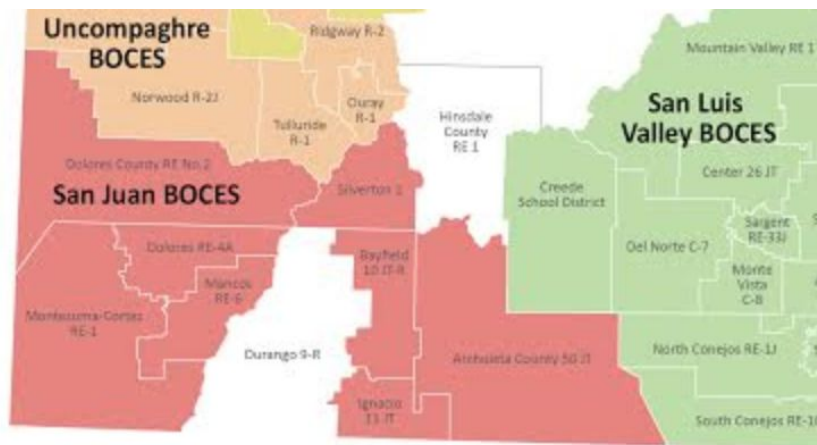
Steve Otter
Innovation & Collaboration



Matt Klausmeier
Data Strategist

Stoke!

San Juan BOCES



Archuleta



Bayfield



Dolores



Dolores
County



Ignacio



Mancos



Montezuma
-Cortez



Silverton

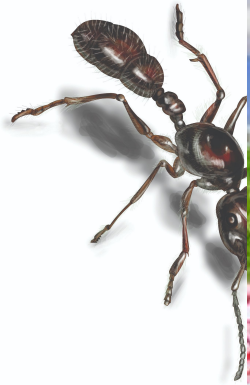
**COMING TOGETHER
IS A BEGINNING.**

**KEEPING TOGETHER
IS PROGRESS.**

**WORKING TOGETHER IS
SUCCESS.**

HPLYRIKZ.COM

Cultures...



Solution is simple

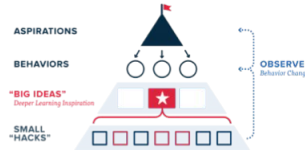
JUST DO IT.



Solution is complex



Solution is unknown

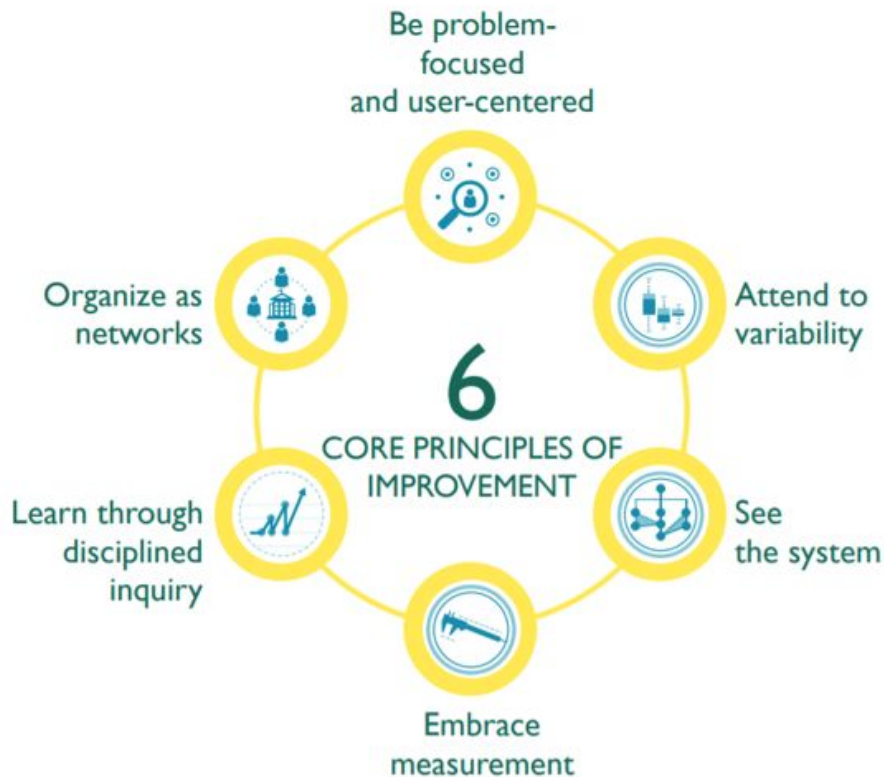


Focus on
the Process
of Learning

The Principles of Quality Improvement

All improvements require change, but not all changes are improvements.

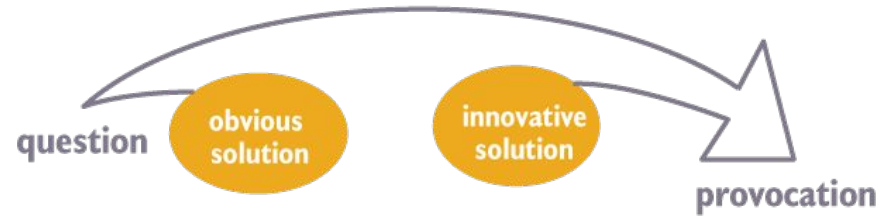
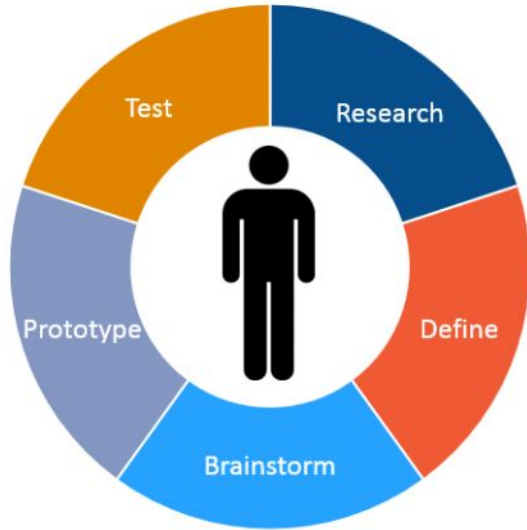
The 6 Principles of Improvement Science



Be Problem-Focused and User-Centered

- What specifically is the problem we are trying to solve?
- Identify the underlying need.

Be Problem-Focused and User-Centered



Be Problem-Focused and User-Centered

MOVE YOUR DESK FOR A DAY



WHY:

See your school from a different point of view. Gain empathy and insights through observation.

CREATE A LIVE POLL



WHY:

Get the pulse of your community on an important topic. And make yourself accessible for feedback.

Attend to Variability

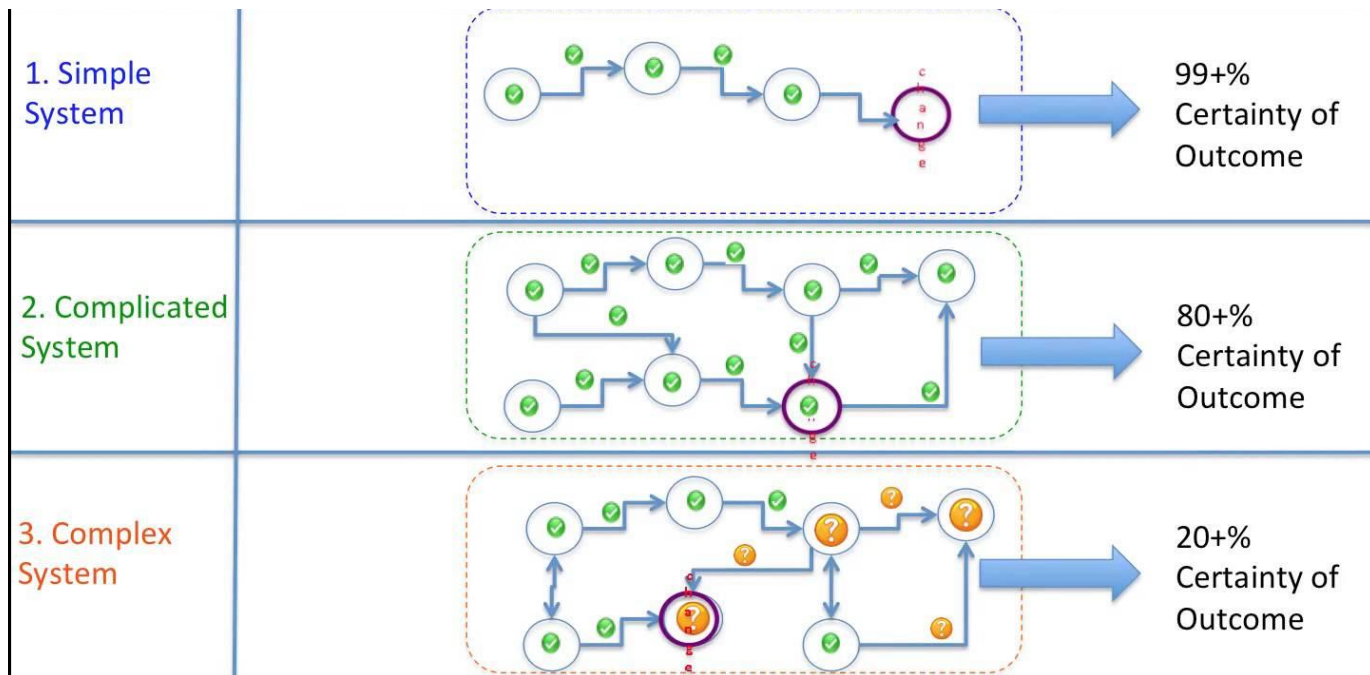
- What works, for whom and under what set of conditions.
- Aim to advance efficacy reliably at scale.



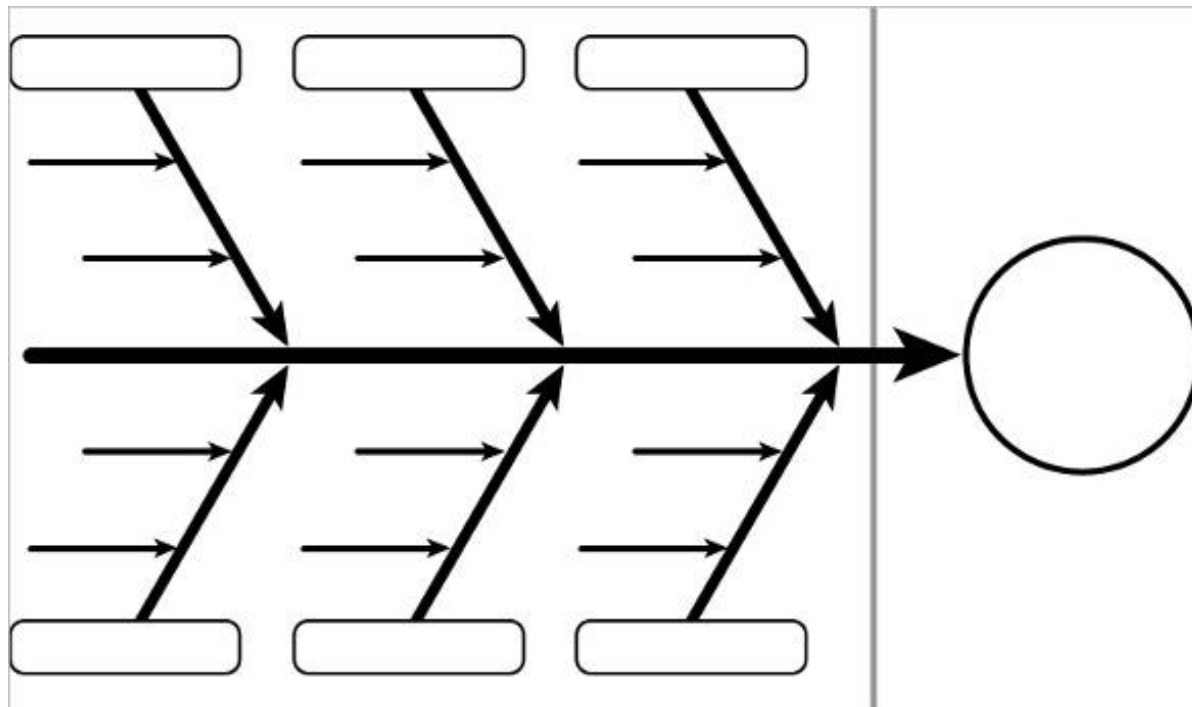
v.



See the System



See the System



See the System

- It is hard to improve what you do not fully understand.
- Possibly wrong, definitely incomplete, safe enough to try.

Embrace Measurement

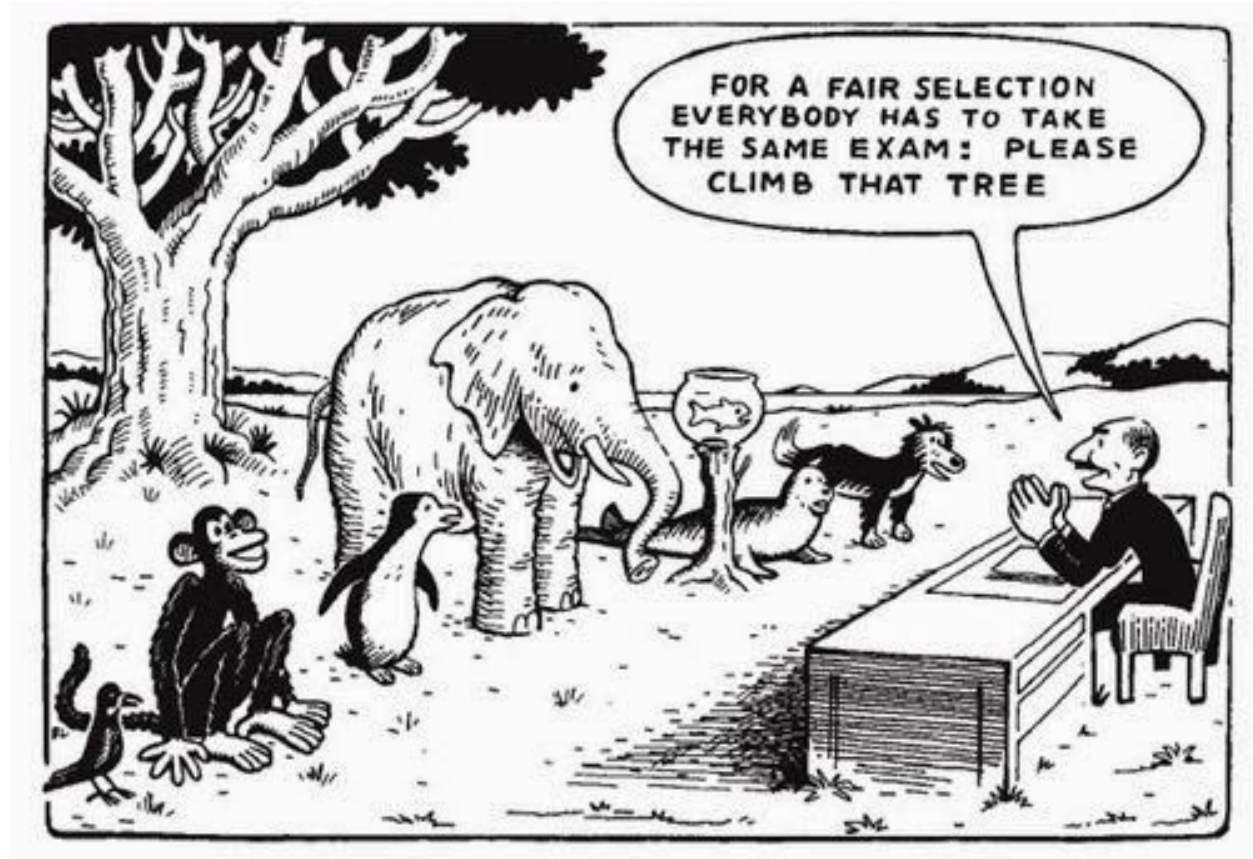
- How will we know if a change is an improvement? (Improvement Question #3)

Embrace Measurement

- How will we know if a change is an improvement? (Improvement Question #3)
- Practical measurement = learning to improve



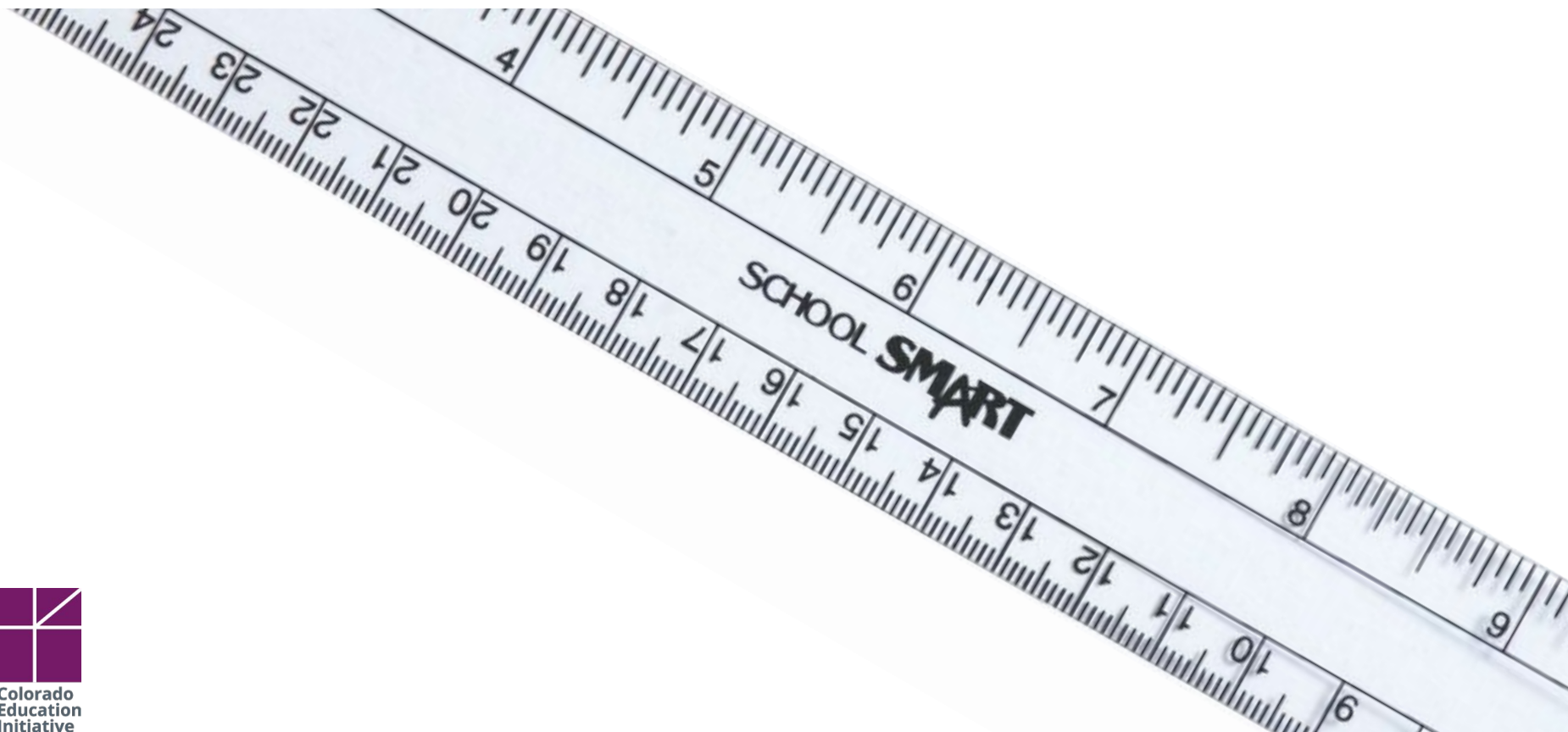
Embrace Measurement



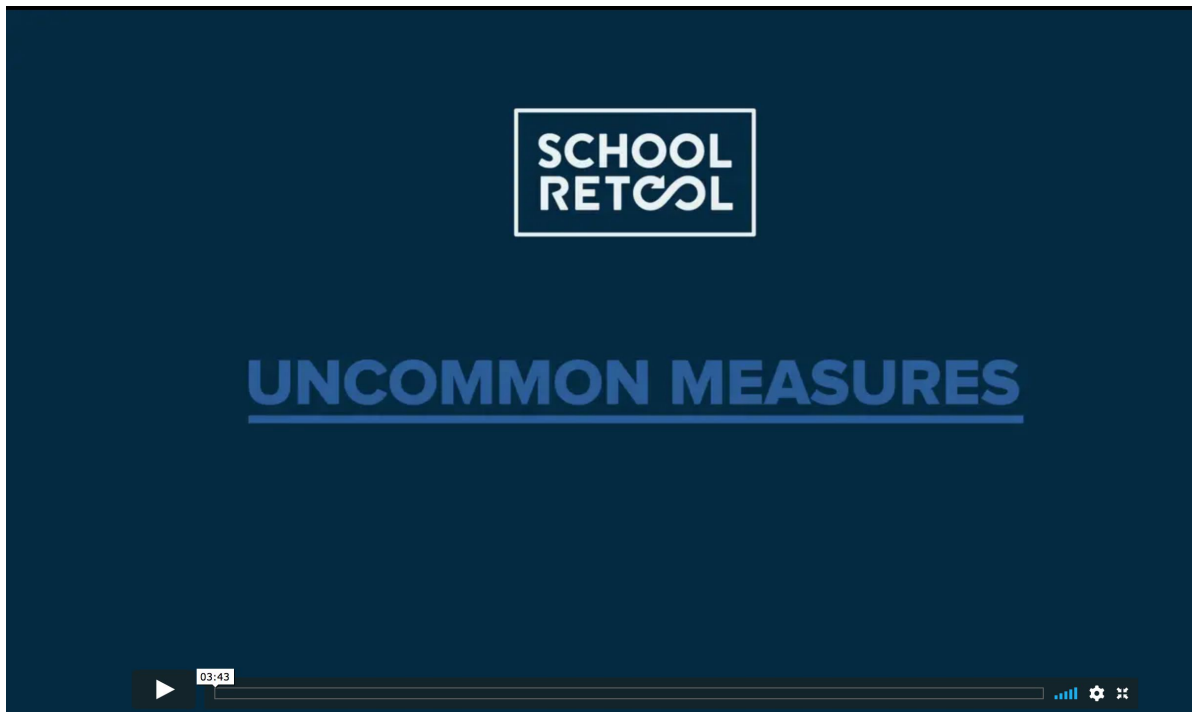
Embrace Measurement



Embrace Measurement



Embrace Measurement



Learn Through Disciplined Inquiry

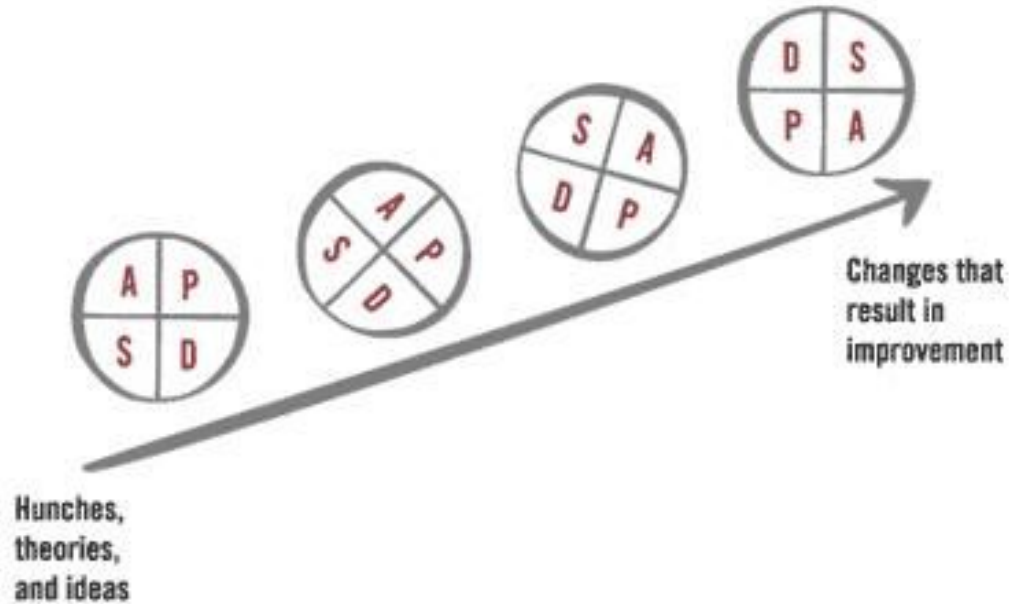
- What change might we introduce and why?
- Engage in rapid cycles of Plan, Do, Study, Act (PDSA) to learn fast, fail forward, and improve quickly.
- Say no to “solutionitis.”

Learn through Disciplined Inquiry



**The PDSA
Model**

Learn through Disciplined Inquiry



Learn through Disciplined Inquiry

1 ASPIRATIONS

Start with your aspirations for Deeper Learning.

2 BEHAVIORS

Get specific about what behaviors you hope to see.

3 “BIG IDEAS”

Take inspiration from the world of Deeper Learning.

- Advisory
- Project-based learning
- Student consultants
- Learning galleries
- “How” and “what” grades
- ... and more!

4 SMALL “HACKS”

USE LEVERS

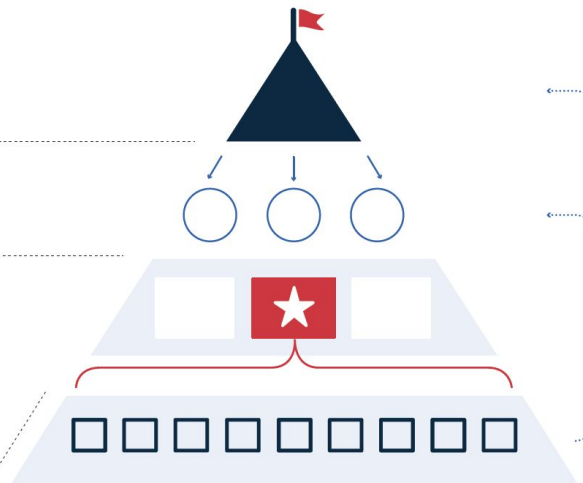
Brainstorm elements you can design
To create change at a school-wide level

HACK IT!

Do quick, cheap experiments
to try new ideas and begin to shift behaviors

5 OBSERVE BEHAVIORS

How are your hacks changing behaviors?
Are you making progress towards your aspirations?



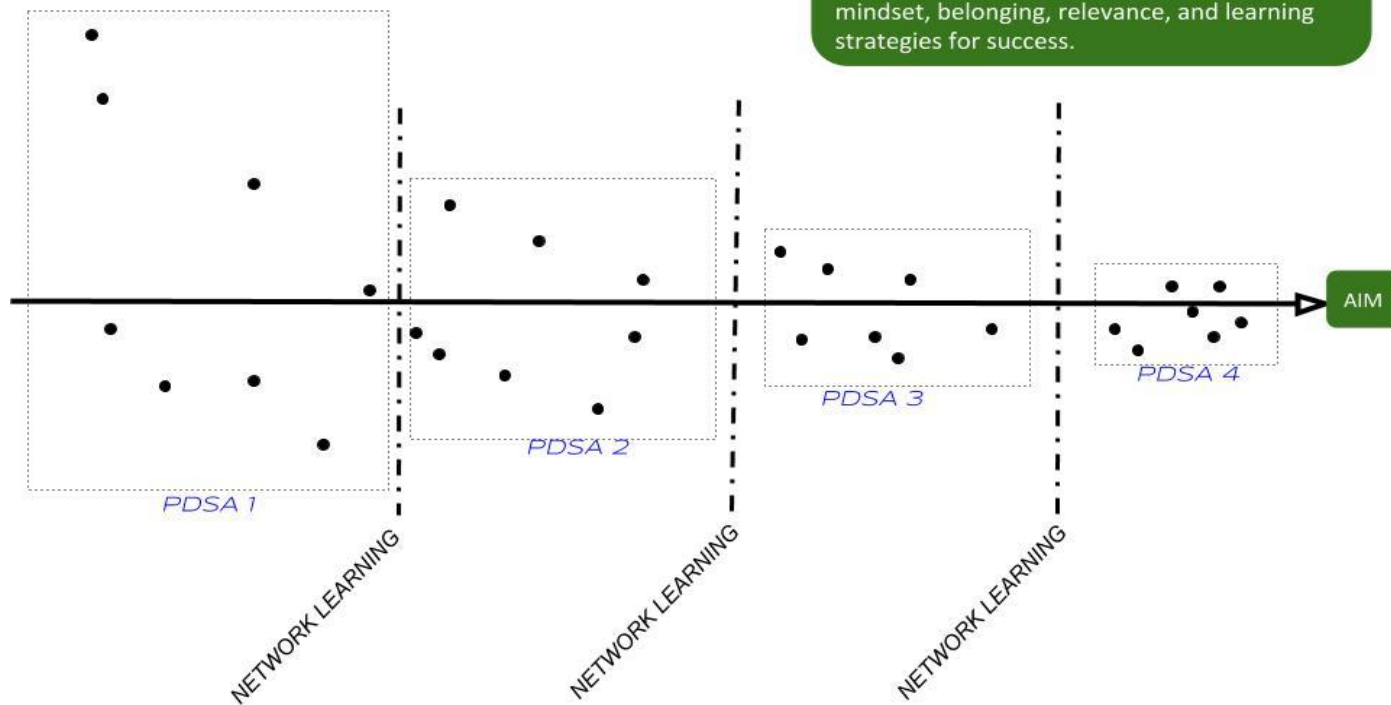
Organize as Networks

network mindset

CORE VALUE: We can learn more about how to achieve our common aims faster, smarter, and easier **together** than we can individually.

Organize as Networks

Progress towards an AIM:
Social Emotional Learning

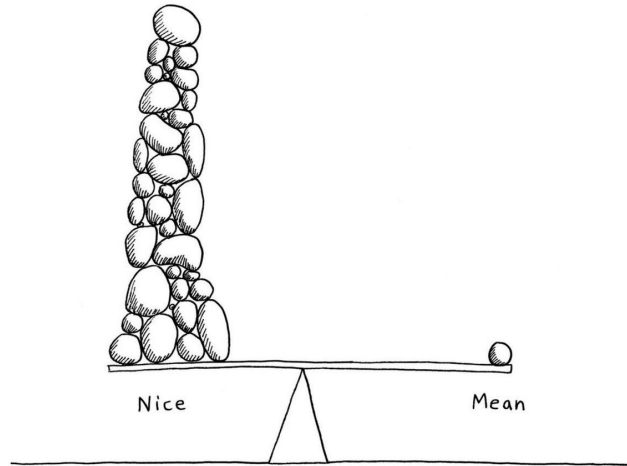


Organize as Networks

- Networked Improvement Communities (NICs) are grounded in shared goals, theories and practices
- NICs are professional communities engaged in disciplined inquiry.
- NICs coordinate and accelerate learning through strategic knowledge management.

Managing Expectations

A realistic improvement culture...



COMMENTS

Managing Expectations



Expertise Development

NOVICE

COMPETENT

EXPERT



Personally
meaningful
learning!

Predictions
Change ideas

Rhythm
(execution)

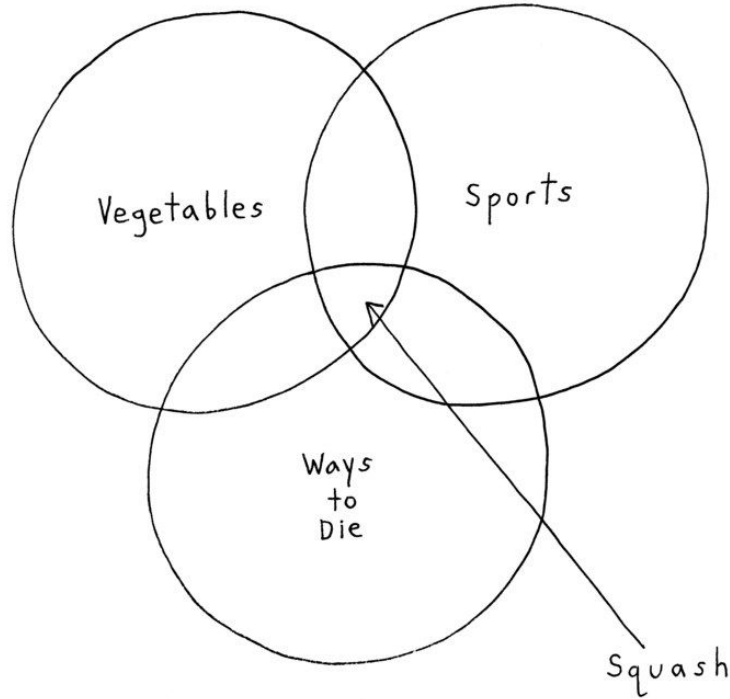
Quality change
ideas

Analysis

Tests that build

Efficiency of
testing

Questions



Taking It Back

- What intrigues you about adopting these ways of operating?
- What do you think might be challenging for you? For others in your school?
- What questions do you have?