Education Elements

What will we keep, transform and let go in the next school year?

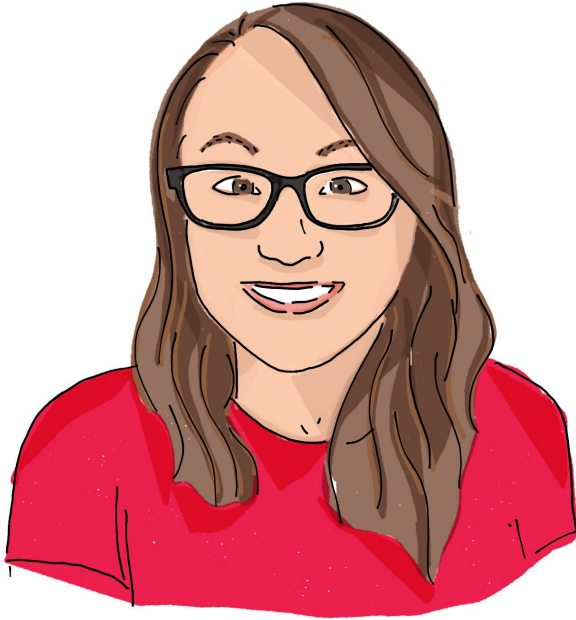## WEBINAR

—

June 16, 2021

What is your favorite innovation?

Pictures are for inspiration...feel

free to think of one not listed here!

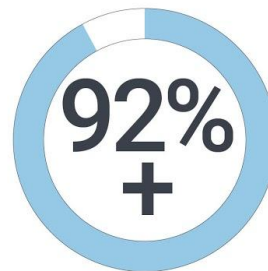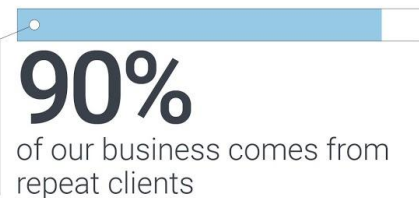# Introduction

Andrea Goetchius

Courtney Flanders

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Schools grow when people grow.

TRANSFORM YOUR SCHOOL OR DISTRICT WITH A PERSONALIZED APPROACH.

10
Years of
Experience

1000+
Schools
and Districts

90%
of our business comes from
repeat clients

92%+
of attendees find our
workshops excellent
or very good

A shift from reactivity to proactivity.

OUR APPROACH

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What has been true

Create **then** Invest

What we want to be true

Invest **and** Create
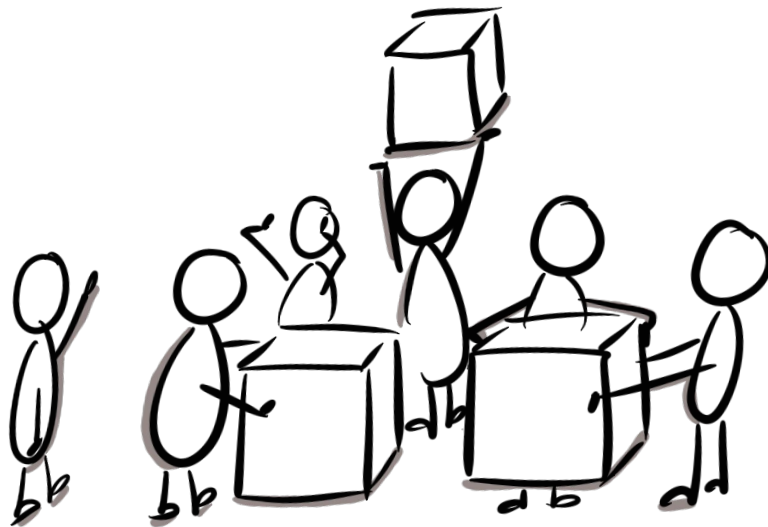
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Responsive Planning

is developing a plan that prioritizes the process over the product in order to sustain, adapt, and pivot.

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Education Elements believes when

Many perspectives are CONSULTED and INCLUDED then a plan is developed WITH and FOR the community

Stakeholders are engaged in FEEDBACK AND DESIGN then there is HIGH BUY-IN and LOW FRICTION

Teams prioritize SPRINTS and plan to PIVOT then they are RESPONSIVE.

Communication is CLEAR and CONSTANT then stakeholders INTEGRATE THEIR BELIEFS

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You organization will transform...

Responsive Classrooms

Responsive Leaders

Responsive Teams

Responsive Organizations

Your classroom will **respond to the strengths and needs** of your students.

Your leaders will be **resilient and innovative**.

Your teams will be **agile and aligned**.

Your procedures and systems will be **sturdy yet adaptable**.

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THE IMPACT OF COVID-19

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Experiencing The Pandemic As an Educator

The Appalachian

Campus | Coronavirus | News

Burnout Prevention series aids aspiring and current teachers with pandemic fatigue

Trending Stories

1. App State student found unresponsive in apartment
2. Transfer Hall coming to App State fall 2021, replaces sorority dorm
3. Boone Town Council introduces LGBTQ anti-discrimination ordinance

COVID-19 is driving many California teachers to early retirement, CalSTRS says

BY ANDREW SHEELER
FEBRUARY 11, 2021 05:00 AM, UPDATED 11 HOURS 32 MINUTES AGO

How will California fix its underfunded teacher pensions?

Teachers grapple with being bullied during pandemic learning

"I have not seen such collective bullying like I have seen with this."

Katty Huertas / TODAY

Teachers stressed and hopeful as learning amid a pandemic continues

LOCAL NEWS

Bibb County teacher goes beyond the classroom during pandemic to educate students with new business and book

Kimberly Abad is inspiring young girls to reach new heights with the release of her interactive book while teaching at Northeast High School and running her business

Bibb County teacher goes beyond the classroom during pa...
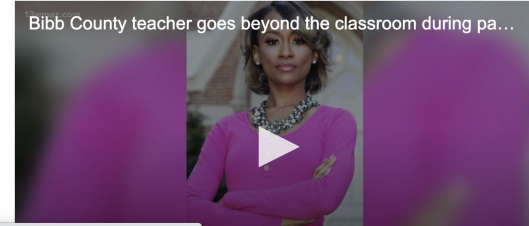
Resources and Information

- File an unemployment claim
- Colorado COVID-19 info
- COVID-19 symptom checker
- Resources for healthcare providers
- COVID-19 & people living with HIV
- Read public health & executive orders
- Latest COVID-19 numbers in Colorado
- Denver Coronavirus updates
- Metro Denver Homeless Initiative
- List of open businesses: We're Open Colora
- Colorado Mask Project

Now What? Creating a Post-Covid Business Plan

- **Sustained behaviors -** activities that are likely to return to their pre-crisis state virtually unchanged (i.e. in-person student learning)
- **Transformative behaviors -** activities that are likely to return after the crisis, albeit with fundamental changes (i.e parent engagement opportunities offered virtually and in-person, virtual Professional Development for staff, virtual schooling options for students)
- **Collapsed behaviors -** activities that are likely to cease altogether or be replaced by alternatives. (i.e. broader student "school attendance" definition to include virtual learners)

What can we learn from history?

In months after 9/11 people did not stay in hotels but behavior eventually returned

People continued to travel but we had to increase security

Summary. To plan for a post-pandemic world, businesses must understand what your stakeholders' behaviors will look like after the pandemic. Some behaviors will return to their pre-crisis state; others will be transformed; and others will disappear entirely. Drawing on... **more**

Beverage shops before security disappeared because you cannot take drinks through TSA security

Save

need to envision how the pandemic will permanently affect entertainment habits. When the pandemic is over, many companies will find that their business model has been disrupted in fundamental ways.

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How can you determine what behaviors to <u>sustain</u>, <u>transform</u> and <u>collapse</u>?

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Mechanics

Sustained behavior: Are the mechanics of the behavior engrained in daily habits, routines, or rituals?

Transformed behavior: Have people been forced to alter the mechanics or stop the behavior altogether?

Collapsed behavior: Are the mechanics of the behavior foreign, complicated, or difficult?

Things we do mechanically:
- Take attendance
- Duty
- Grading
- Meetings

Ex:
We have stretched the boundaries of what "attendance" means. How might we consider engagement over attendance?

Motivators

Sustained behavior: Is the behavior driven by intrinsic or extrinsic benefits?

Transformed behavior: Have these benefits shifted?

Collapsed behavior: Are the benefits of the previous behavior ungratifying or dangerous? Do they come at a new cost?

Motivators:
- Autonomy
- Flexibility
- Balance
- Family time

Return To Work Anxiety? You're Not Alone.

Chris Cancialosi Contributor
Entrepreneurs
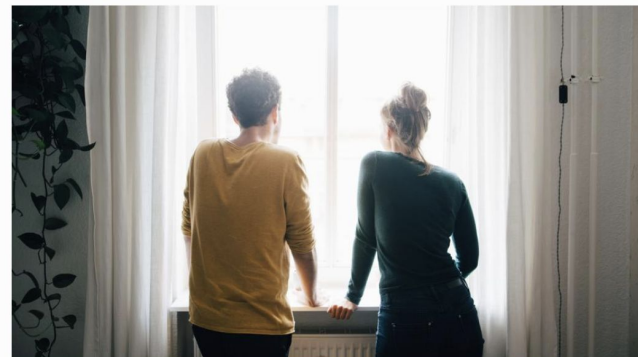*I cover leadership and entrepreneurship through the lens of culture.*

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06:37   Powered by Trinity Audio

Return to work anxiety   GETTY

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Pressures

**Sustained behavior:** Are there authoritative or social forces driving the behavior?

Transformed behavior: Are people getting mixed messages about continuing the behavior?

Collapsed behavior: Are there authoritative or social deterrents to the behavior?

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We have learned we are resilient and adaptive to risk-taking. We also know that past systems have been risk-averse.

No Child Left Behind is dead. But have states learned from it?

By Matt Barnum | Aug 4, 2017, 11:00am EDT
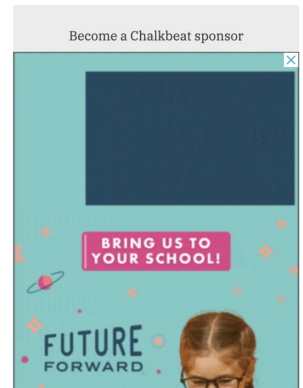
How can you uncover this in your organization?

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What is a Retrospective?

At set time intervals throughout a project, we create a space to reflect on and discuss what worked well and what didn't so that we can improve.

We focus the conversation and data collection on what enabled / prevented our team from hitting work goals so that we can understand broadly:
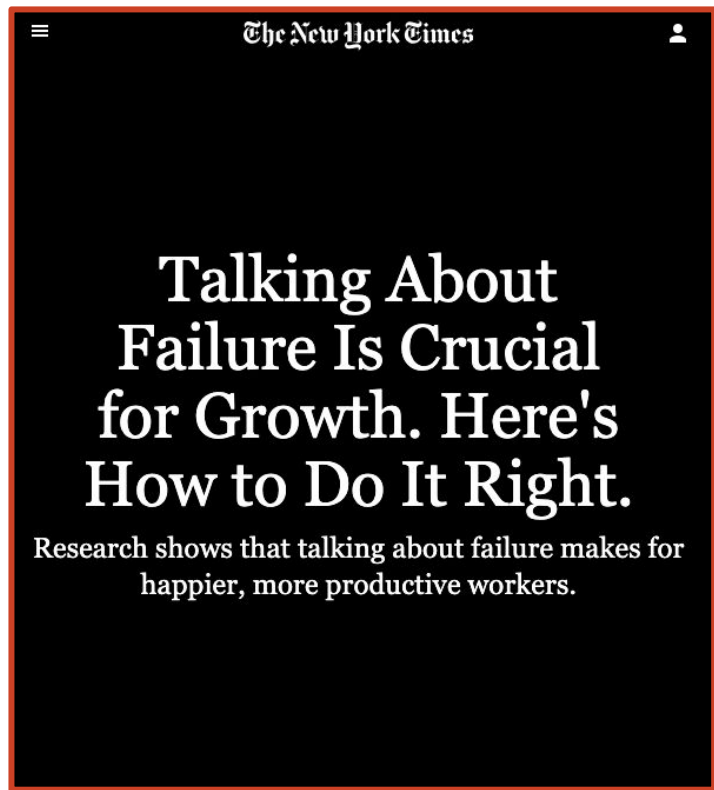
What should we **continue** doing?	What should we **stop** doing?	What should we **start** doing?

This information is then used to **pivot** our approach - adopting new action steps, adjusting our roles and responsibilities, improving our processes, etc.

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Why do we take a look at what worked and what didn't?

The New York Times

Talking About Failure Is Crucial for Growth. Here's How to Do It Right.

Research shows that talking about failure makes for happier, more productive workers.

"Taking the time to reflect on and communicate about unwanted outcomes can go a long way in creating more congenial, trusting and ultimately productive workplaces."

- Frame it in a question + hypothesis - changes the tone

- Discussion prevents replication

- Complexity reduces blame and increases learning

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ESSER funding guide

ESSER Funding and Planning

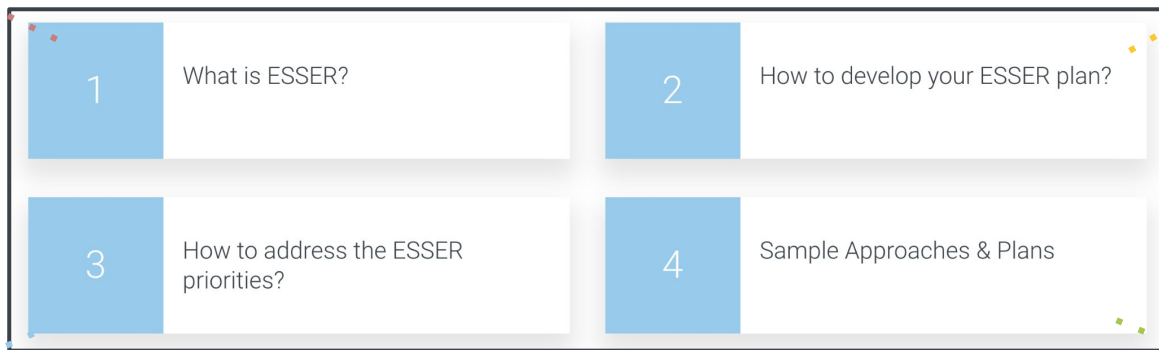Guidance for Districts:
making the most of the COVID relief funds

Share this resource with your social network!

Image adapted from uxthink.com

Sections of the guide just for you!

ONE: Just wrapping my head around the fact that we are getting more funding.

TWO: Engaged in collecting stakeholder input.

1	What is ESSER?		2	How to develop your ESSER plan?
3	How to address the ESSER priorities?		4	Sample Approaches & Plans

THREE: We have our goals and just need a systemwide approach to prioritizing.

FOUR: We understand our priorities and are figuring out how to implement and monitor them.

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Q & A

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