



A FREE WEBINAR SERIES

Educating Beyond COVID-19

Forging A Path Forward In K-12



**Leaders: How Do You Make Learning
a Part of Your Organization's DNA?**

June 25, 2020

The webinar will begin shortly.

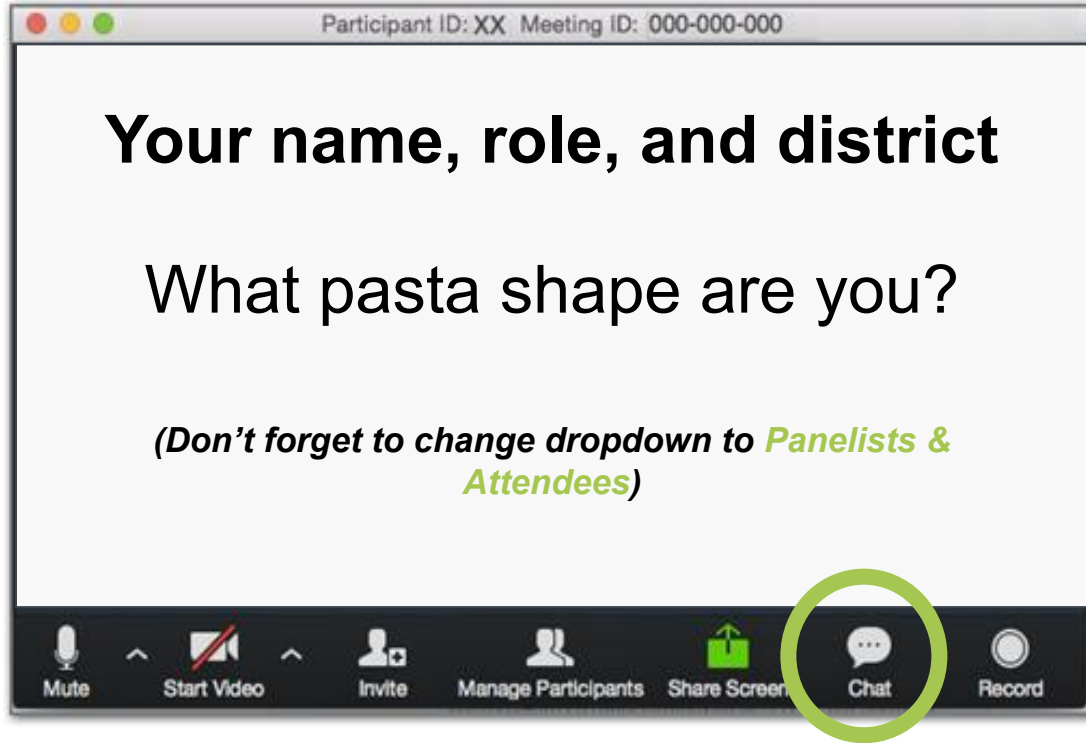


District & School Leaders: How Do You Make Learning a Part of Your Organization's DNA?

June 25, 2020

Education Elements

Check-In: Pasta Pulse Check



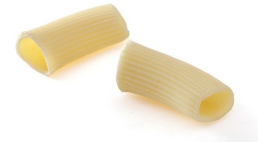
Tagliatelle

flexible with different approaches



Radiatori

likes to keep people guessing



Rigatoni

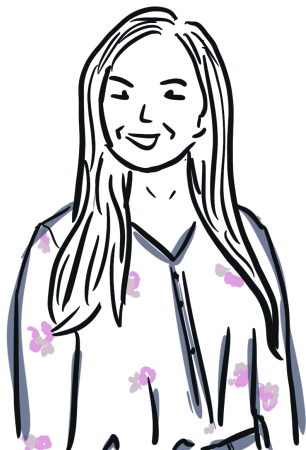
likes to get straight to the point



Acini Di Pepe

ready to put the pieces together

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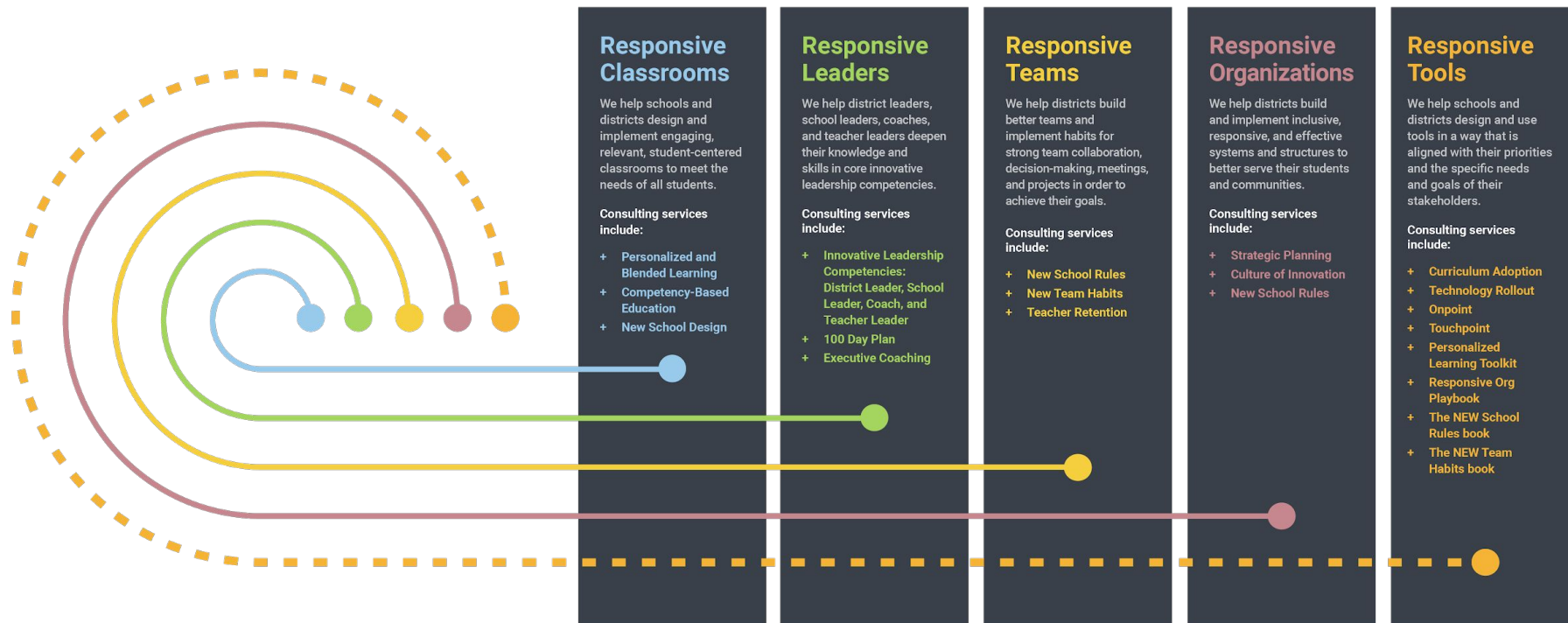
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Responsive Ecosystem



Our Journey Ahead + Objectives

- Check-In + Overview
- What is a learning organization?
- Self-reflect
- Share best practices
- Check Out

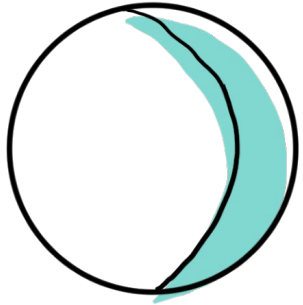
Understand what a learning
organization is

Reflect on where you are on the
learning organization
progression

Exposure to learning
organizations outside of
education

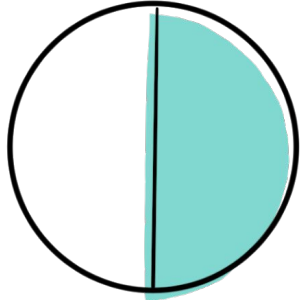
Gain concrete, actionable
strategies

Elements of Building Knowledge



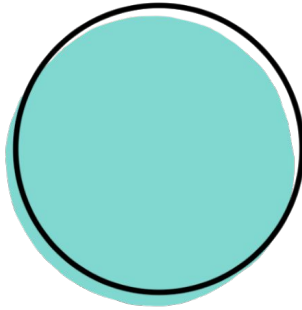
SPARK

Inspiration and to
prep your mind
for new learning



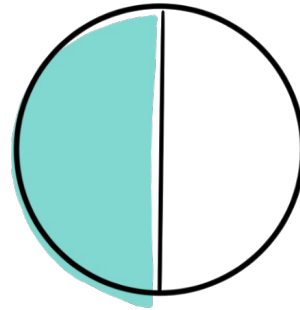
EXPAND

Build
understanding of
new learning



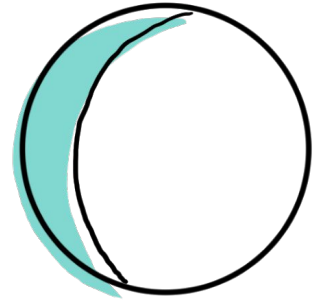
PRACTICE

Activity to
practice new
learning



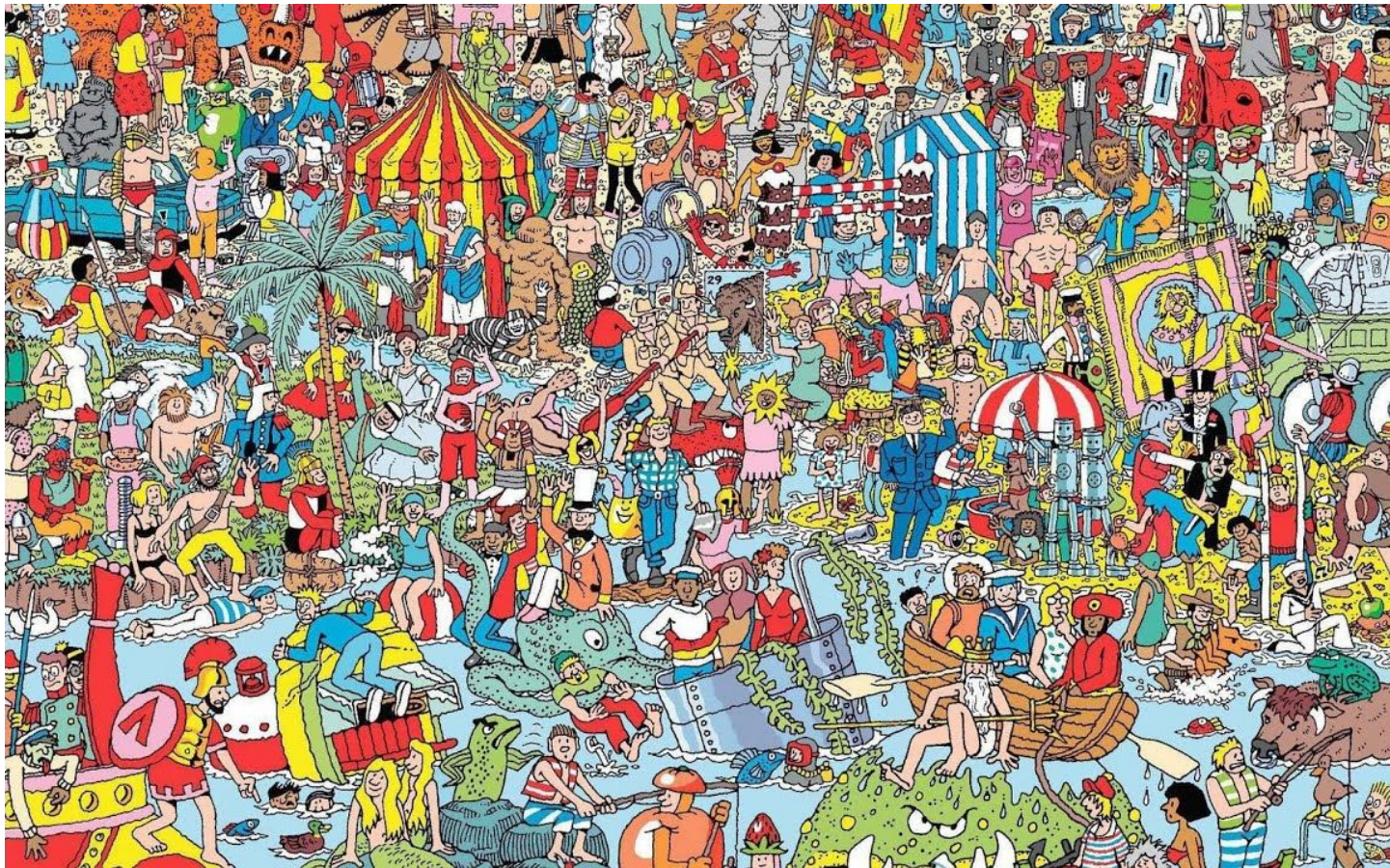
APPLY

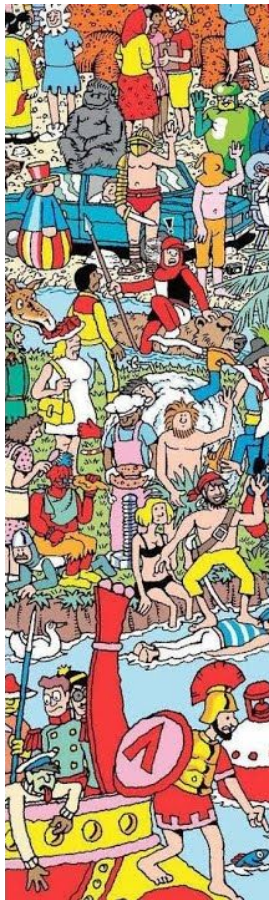
Plan for trying
the new learning

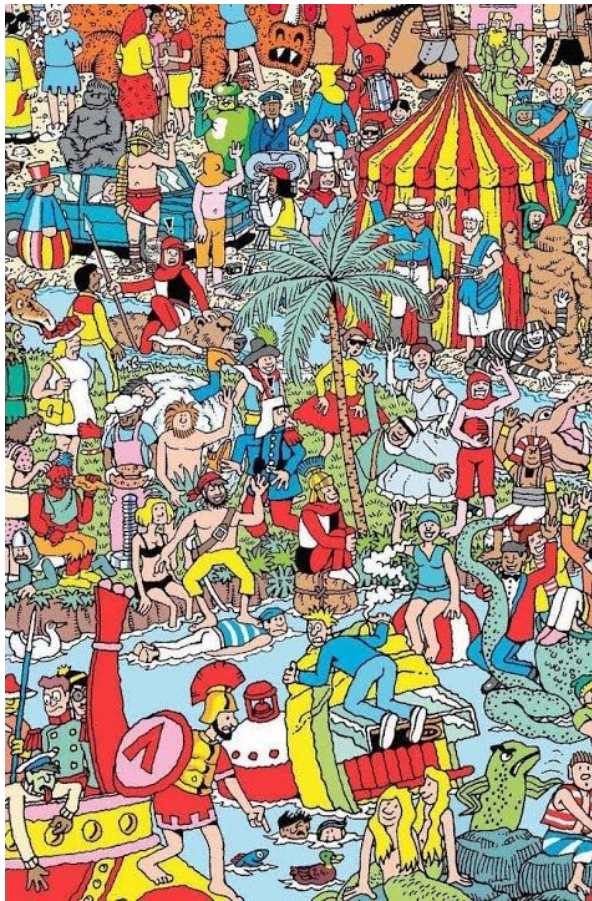


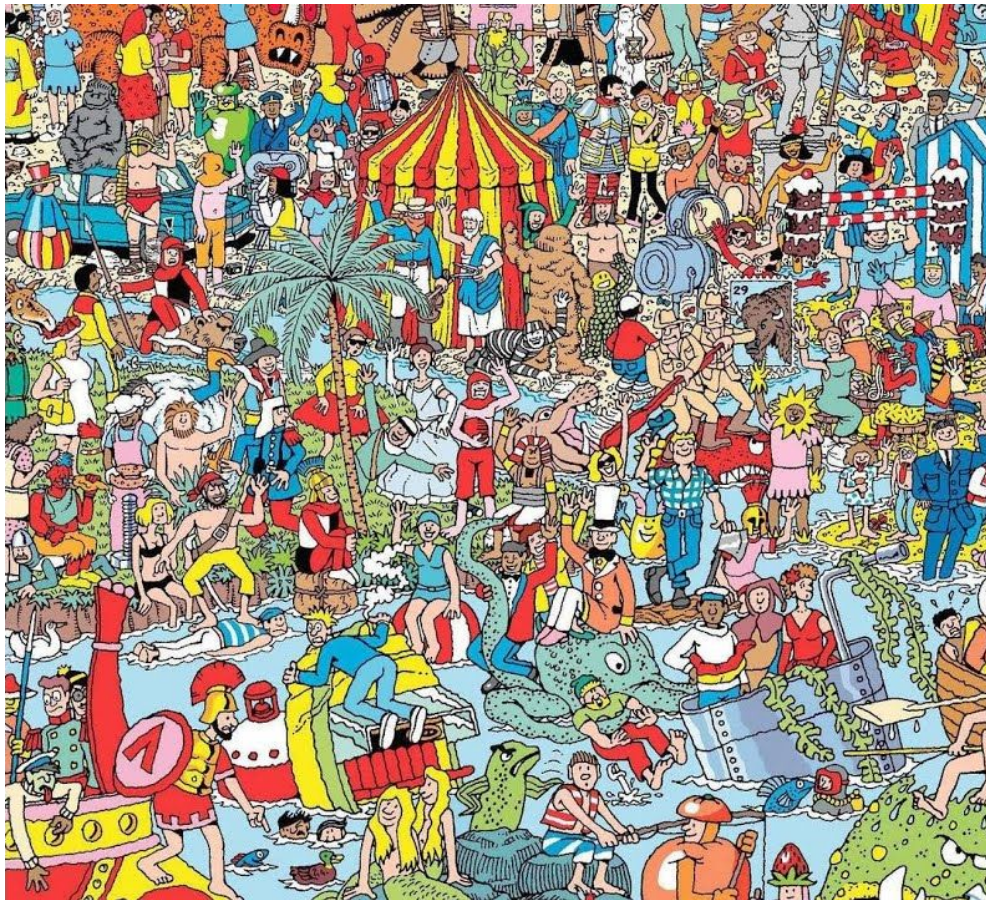
DEBRIEF

Reflection on
trying + future
iterations









Try finding Wando near...

The Top



Try finding Wando near...

The Lion





Expand: What is a learning organization? What does it look like?



During today's conversation...







As we share examples of what a learning organization is, we'd encourage you to write down three points:

- I've seen _____.
- I think _____.
- I wonder _____.


What is a **learning organization**?

A Learning Organization is an organization that facilitates the perpetual learning of its members and continuously transforms itself. Learning organizations believe that learning is valuable, continuous, and most effective when shared and that every experience is an opportunity to learn.

Learning Organization Is:

-  Ongoing
-  Adaptive
-  Iterative
-  Knowledge transferred

Learning Organization Isn't:

-  Stagnant
-  Fixed
-  Status quo
-  Knowledge kept

Why is a culture of learning **important?**

Prioritizing learning can promote innovation and agility to respond to increasingly less predictable and more complex environments.



Increases knowledge and fosters growth

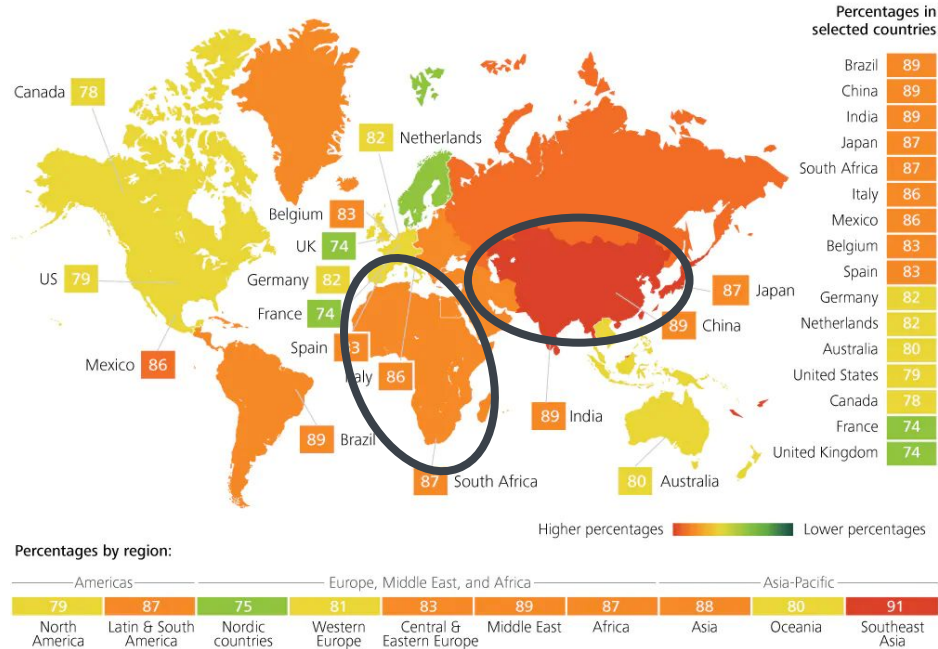


Promotes continuous improvement and innovation



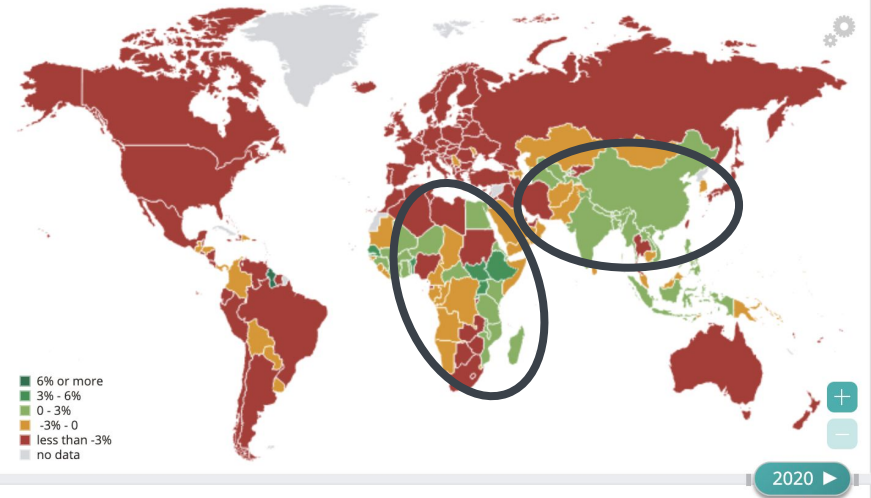
Learning Helps Us Weather Storms

Figure 1. Learning: Percentage of respondents rating this trend “important” or “very important”



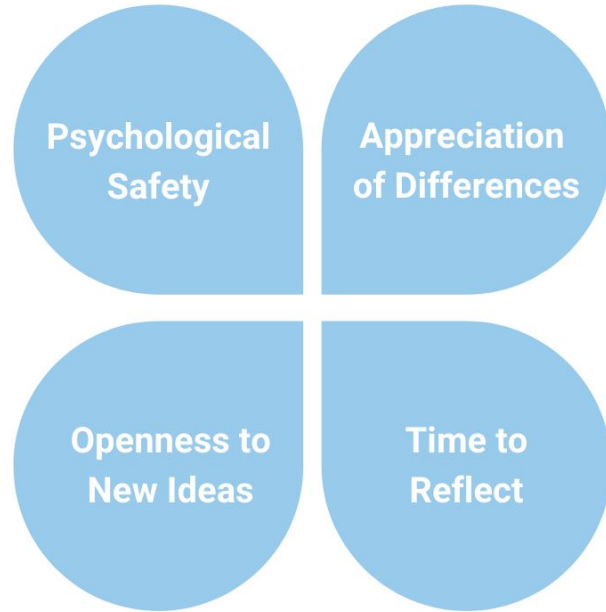
Graphic: Deloitte University Press | DUPress.com

Real GDP growth annual percent change



Creating a Culture of Learning

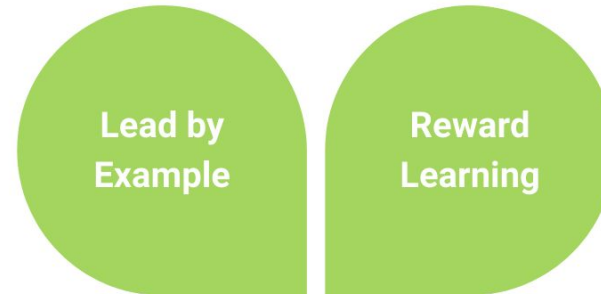
Supportive Learning Environment



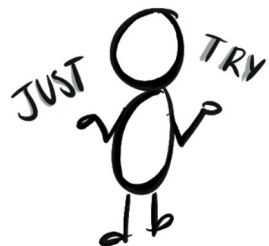
Learning Processes & Practices



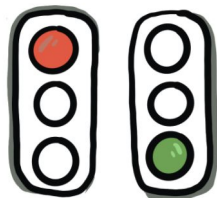
Leadership



What does this look like?



1: Start with a proposal



**2: Objection/
No Objection**

*What to read more about it?
Check the protocol out [here](#).*

Modeling Psychological Safety

- Making decisions in a remote working environment can be challenging
- It's essential to create company wide protocols for decision making
- Ask the questions:
 - Does this harm our organization?
 - Is our fear known or anticipated?

IMPACT

- All teammates are able to enter the conversation knowing the "rules" of the decision making process
- It's clear what teammates have to bring to the table to move a decision forward

What does this look like?

Time to
Reflect

END OF THE DAY REFLECTION

- Building in the 10 minute habit at the end of the work day
- Asking the following questions:
 - What did I learn today?
 - What big ideas am I thinking about?
 - What do I want to accomplish the next day?

IMPACT

- Supports teammate to prioritize and become more proactive of how time is spent
- Allows teammates to have a ritual to close out the day especially as we all work remotely
- Teammates are building the practice into internal teams

What did I learn today?

- ① - We can control the energy and it determines success of work/creativity.
- ② - More present in meetings where purpose is defined in BOM.

What did I get done today?

- ① Celebrated JRB
- ② Received 2 emails from districts who went MIA
- ③ Practiced Monroe slides w/ JRB + successful kickoff call
- ④ Huntley's support needs to shift

What are the big ideas from today?

- ① consistency; not feeling overwhelmed by others ideas
- ② Build a tribe of cheerleaders @ districts (current/future districts)

What are 2-3 important things I need to get done tomorrow?

- ① ~~confirm Tom re: Peanue~~
- ② list dates for Sam Brooks
- ③ Lowdown outreach
- ④ Prep "Fill Your Cup" session

What does this look like?

Invest in Each Other	<ul style="list-style-type: none">• Bring problem of practice (consultancy protocol)• Case Studies (DEI or project challenges)• Employee Resource Groups (ERG - DEI Circle)
Celebrate Success	<ul style="list-style-type: none">• Latest and Greatest• How you are celebrating success of your clients• Client stories
Never Stop Learning	<ul style="list-style-type: none">• Internal projects and streams teach others about their workflow• Article club (mini book study)• Tips (PM, Tech, Social Media)• Headline new knowledge shared from learning opportunities outside of (and within) the organization - conferences, webinars, book clubs
Innovate and Iterate	<ul style="list-style-type: none">• Teammates share how they have adjusted workshops• Teammates share something new they are going to try moving forward
Bring Joy to your Work	<ul style="list-style-type: none">• Fun Activities you've hosted with clients, energizers etc• Team self-care / wellness• PowerPoint Club! Make and share a 5-7 presentation on a non-work topic of your choice (ex: "are hotdogs sandwiches?" or Big Brother the show - Maria)

LEARNING ALIGNED TO CORE VALUES

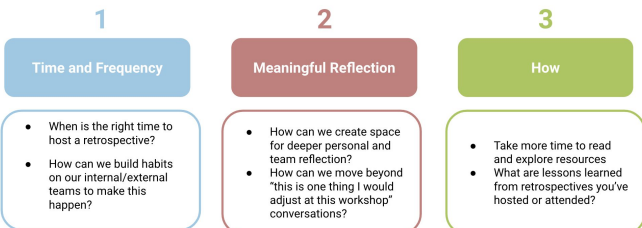
- Teammates sign-up to host learning as part of the weekly meeting; typically 15-20 minutes
- The topic is aligned to one of the five core values of our company

IMPACT

- The sharing of information flows faster; internal teams are able to iterate on best practices across the company
- The culture of the meeting breeds learnings
- New hires are able to learn alongside of teammates; by asking questions

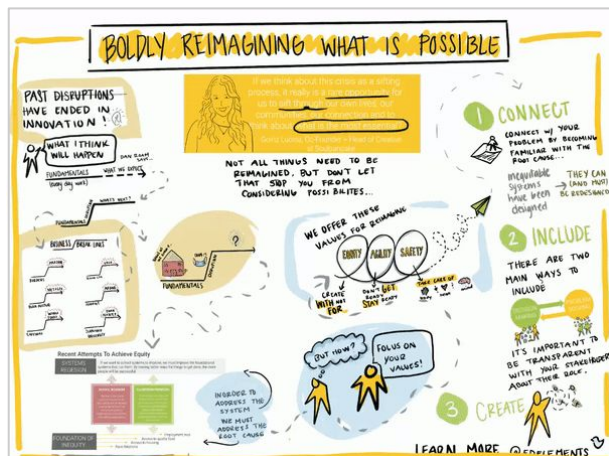
Common Challenges:

Recent Example



What does this look like?

Lead by
example



RESII


PURSuing OUR PASSIONS

- Teammates are encouraged to pursue their passions through the passion trifecta
- Hitting 2 is great, 3 is ideal

IMPACT

- Opens up new ways to talk about and do our work
- Taps into creative talents & interests of our team
- Encourages pursuing passions in service of better helping others and our team
- Teammates build capacity amongst others & inspire others with their learning

What does this look like?



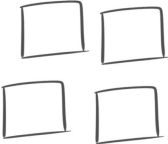
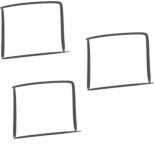

What went well?


- Our team appreciated transparency + continuous flow of information
- We created many opportunities (repeat, reinforce, restate) to engage with information and ask questions
- Sharing different kinds of information in different ways for the team to digest

What did we learn?

- Importance of shared information in real time - even when we don't know the answers.
- Benefits of talking about the stuff that people are thinking - but may be afraid to ask. Helps to control the back channels and misinformation across the organization

Reflect

House of straw – what do we do that just about hangs together, but could topple over at any minute?	House of sticks – what do we do that is pretty solid, but could be improved?	House of bricks – what do we do that is rock solid?
		



kelly 6:29 PM
@channel Sharing info / Dedicate 10-15 mins to review: Latest learnings across re-entry projects this past week.
https://docs.google.com/document/d/1TdvZsVz3qcvG5uvTAYrvjB_Ndn-Mgoo6hTNPVH-bts/edit?ts=5ee7f4e6#bookmark=id.kng1dvsvf2raj

RETROSPECTIVES

- Test a hypothesis
- Use the protocol: What should we continue, start, and stop doing?


IMPACT

- Helps us reflect on what worked & what didn't
- Identify ways to do it better next time
- Continuously improve based on new information every time


2-minute Break

Share your aha's, insights or questions to continue the conversation on Twitter [@edelements](https://twitter.com/edelements)


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Practice: Self Reflect

Time to Reflect

<https://bit.ly/EELearningplanner>



Culture of Learning Building Blocks Planner

Supportive Learning Environment			
Component	How is your school/district promoting a culture of learning right now?	Intentional Next Steps to Apply	I will know we are successful when...
Psychological Safety			
Appreciation of Differences			
Openness to New Ideas			
Time to Reflect			

Learning Process and Practices			
Component	How is your school/district promoting a culture of learning right now?	Intentional Next Steps to Apply	I will know we are successful when...
Knowledge Collection & Sharing			
Continuous Improvement Cycles			
Measuring			

**Apply: How can I intentionally
plan my next steps to apply?**

Safe Enough to Try



“When staff and school teams work with the new rule of aim for “safe enough to try”...instead of consensus, it can become a mantra that empowers teams to take action.”

- Anthony Kim and Alexis Gonzales- Black,
The New School Rules

- Is this good enough for now?
- Is it safe enough that if it fails, we have time to recover?
- Shift from “Does everyone agree?” (consensus) to “Is this safe enough to try?”



In your planner guide decide on what next steps you are going to take to apply the new knowledge you learned today to help make a bigger impact on your school or organization.

Struggling for idea on ways to apply check out this resource with ideas [How to Practice and Promote a Culture of Learning](#)

Check Out



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flexible with different approaches



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ready to put the pieces together

What is sticking with you today?

Thank You!

Stay safe, stay healthy!

Access today's slides:
bit.ly/LearningDNA

Connect with Education Elements on social media to continue the conversation, or subscribe to our blog for more resources about returning to and reimagining school.



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RETURN PLANNING FOR K-12

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- 1:1 Office Hours
- Facilitated Coffee Chats
- Virtual Events



Remote
Work



Leadership
& Equity



Return
Planning

