



# Learning Lost? Lessons Gained

## Post-Pandemic Possibilities

### Part One

# Your Guides on This Journey



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# Check-in: Pick a *mantra* to hold onto during the session.

**We don't need  
all the  
answers to get  
started**

**Everything is  
figure  
out-able**

**We don't know  
the full plan  
yet, but we  
will figure it  
out**

**Move slow  
now to move  
fast later**

**Together, we  
can solve hard  
problems**

**Small shifts  
will lead to big  
change**



# Schools grow when people grow.



TRANSFORM YOUR SCHOOL OR DISTRICT WITH A PERSONALIZED APPROACH.



**1000+**  
Schools  
and Districts




of attendees find our  
workshops excellent  
or very good

# Our Journey



## PART I: POST-PANDEMIC POSSIBILITIES

- **Opening + Check-In**
- **Mirror:** Reflecting on Success
- **Magnifying Glass:** Where We Fell Short
- **Telescope:** What's Next (and how do we get there?)
- **Check-Out + Commitments**



**Schooling loss is a  
phenomenon of  
the pandemic**



**Educators face systems-level challenges**



**Learning isn't the only thing that's been lost**

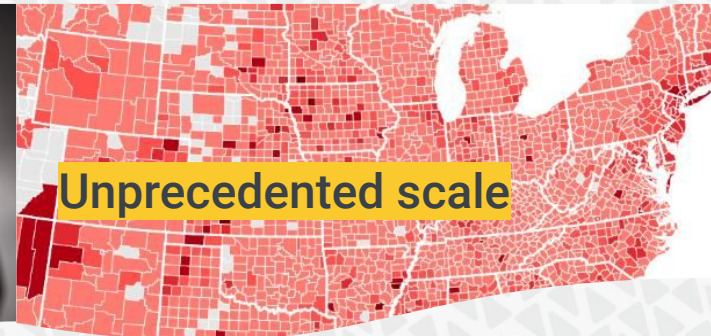
Why we use the term  
**"Schooling Loss"**



**Net negative on education**



**Avoid suggesting blame**



**Unprecedented scale**

# Framing: Obstacles → Opportunities



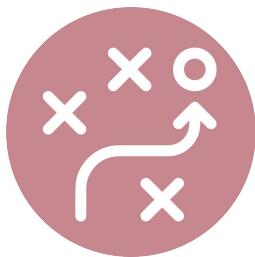
## **TIME**

When is learning happening? For how long? When will demonstration of mastery occur?



## **SPACE**

Where is learning happening?  
(Physical/virtual)



## **ROUTINES**

How is instruction happening? How are students engaging in the learning experience?



## **RELATIONSHIPS**

Who is involved in the learning experience?  
What roles do they play?



## **ACCOUNTABILITY**

What expectations are set in the learning experience? How are they met?



# Mirror Moment

What can we celebrate?



2010s Classroom



# Beyond Predictable Parameters

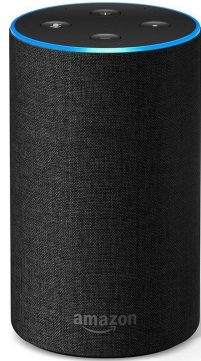
- The past school year was an “edge case”
- No such thing as standard operating procedures; the only constant is change
- Designing solutions for extreme use cases has surfaced opportunities to better meet the needs of all learners



# Examples of Innovation from this type of thinking



Handicapped Bathroom stall: designed for an Edge Case, but applicable (and legal) to use in other cases (a parent with a child, someone traveling with lots of luggage)



Amazon Alexa: Designed for convenience for the busy adult, but applicable in other cases (a child asking a question; setting a hands free timer in the kitchen)



Nalgene Water bottle: Designed to withstand high temps and chemical reaction in laboratory experiments but used as outdoor water bottle



Play-Doh: Created as a wallpaper cleaner until users realized it was a safe, tactile toy for kids

# Edge cases vs. Base cases



**Base Case User**

**Typical experience** of a typical end user. (i.e. design for the average user).

**Edge Case User**

**Experience at the end** of typical range (i.e. a user with unconventional or an extreme situation).

# What's worth celebrating?

- What are some unexpected wins you experienced this past year?
- What was a pleasant surprise for you?
- How might we take lessons learned from those wins and scale them to support success across the school/district?



**Put your thoughts in the chat!**  
We'd love to hear what you're celebrating.



Virtual Parent-Teacher Conferences



Independence and Resiliency



A Shifting Reality

# Magnifying Glass

Where did we fall short?





## Quality level of r

A  
ab  
rem

Overall

White

Black

Hispanic

Low income



income  
of not  
on of  
e quality ...

# Learning loss according to New York Early Childhood Study



**To:** Interested Parties

**From:** Global Strategy Group

**Date:** February 11, 2021

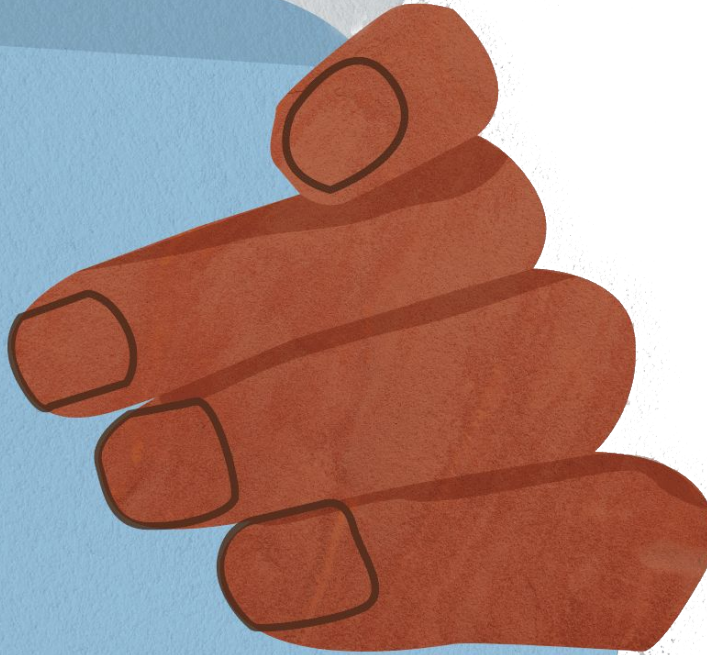
**Re: Parents of Infants and Toddlers Continue to Struggle During the Ongoing Pandemic**

Global Strategy Group partnered with Raising New York to conduct an online survey among 400 parents of children under the age of four in New York State from January 26<sup>th</sup> – February 4<sup>th</sup>, 2021. This is the second survey among parents GSG has conducted with Raising New York on this topic, following an earlier survey in April of 2020 (conducted April 18<sup>th</sup> – 22<sup>nd</sup>). Key findings from the most recent round of research are outlined below.

## Key Findings:

**Nearly a year on, the coronavirus crisis continues to be incredibly disruptive and put parents' and young children's well-being at risk.** Three-in-four parents (75%) say the change to routine caused by the coronavirus crisis has significantly disrupted their home and family lives (particularly in New York City: 78%) and many worry about their and their family's mental health as a result of the pandemic (75%). Eighty-three percent of parents report their own levels of stress are higher than usual during this time (a 5-point increase since April), while almost nine in ten (85%) parents worry their child's social, emotional, and cognitive development will suffer because of the coronavirus crisis (a 17-point increase since April). As for long-term impacts, parents are most concerned about their child not being able to interact with other children (83% concerned) and that their child's emotional well-being will be negatively affected (76% concerning). Worry about the impact of substance abuse and domestic violence on their family as a result of the coronavirus crisis (32%) has also increased since April (up 7 points).

**“Almost nine in ten (85%) parents worry their child’s social, emotional, and cognitive development will suffer because of the coronavirus crisis.”**



## Either/or Thinking (Okun and Jones)

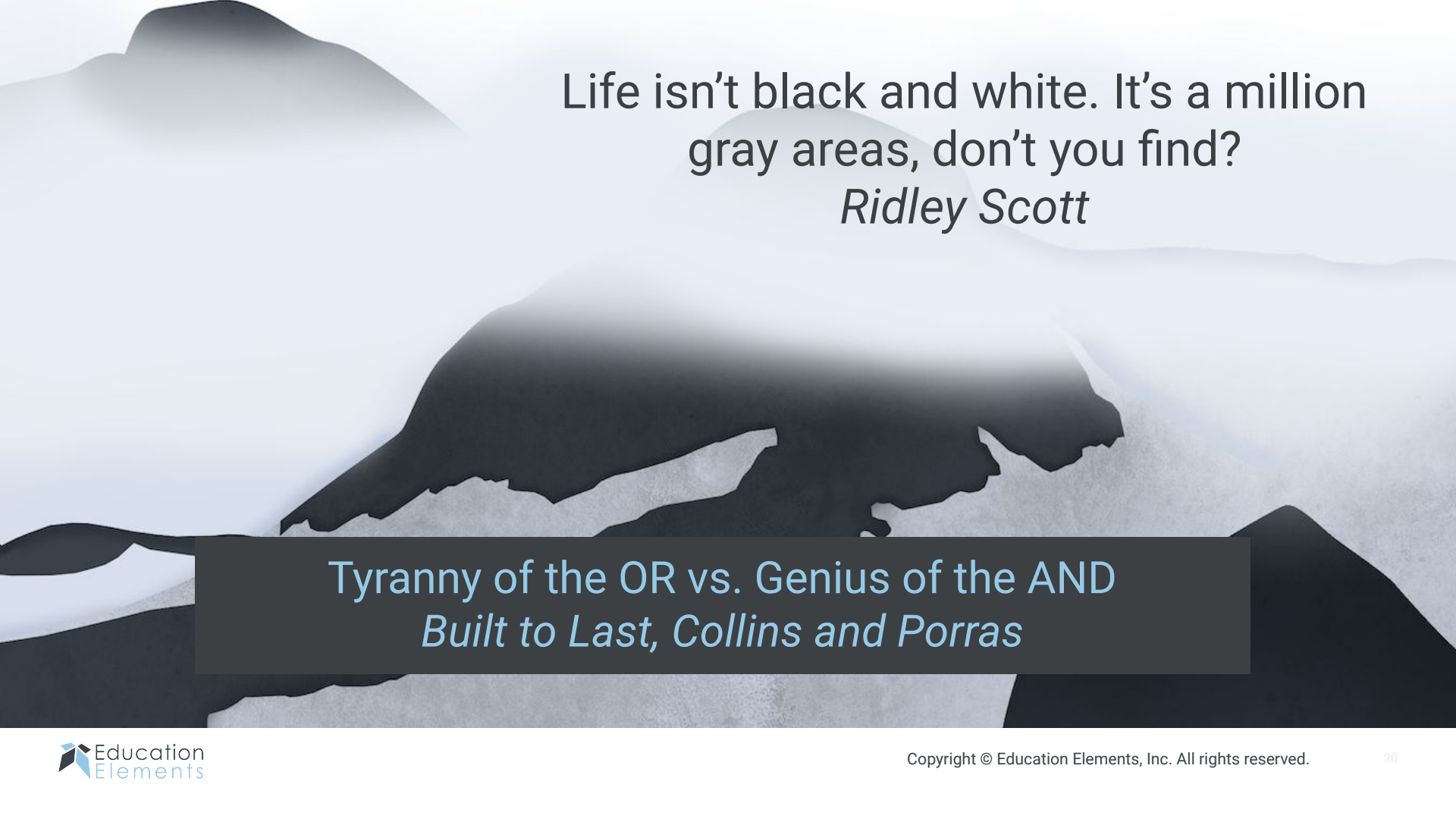
*Adapted from, "Dismantling Racism"*

- things are either/or, good/bad, right/wrong, with us/against us
- makes it difficult to learn from mistakes or accommodate conflict
- results in trying to simplify complex things
- increases sense of urgency, as people feel they have to make decisions to do either this or that, with no time or encouragement to consider alternatives

### **Antidote:**

When team members use either/or language, push them to come up with more than two alternatives.

When faced with an urgent decision, take a break, and give some breathing room to think creatively



Life isn't black and white. It's a million  
gray areas, don't you find?  
*Ridley Scott*

Tyranny of the OR vs. Genius of the AND  
*Built to Last, Collins and Porras*

# What happened?

- What could have been prevented?
- What performed worse than you thought it would?
- What has the ripest opportunity for change?



**Put your thoughts in the chat!**  
What challenges have/are you grappling with?

# Telescope

What lies ahead?



## PURPOSE OF EDUCATION

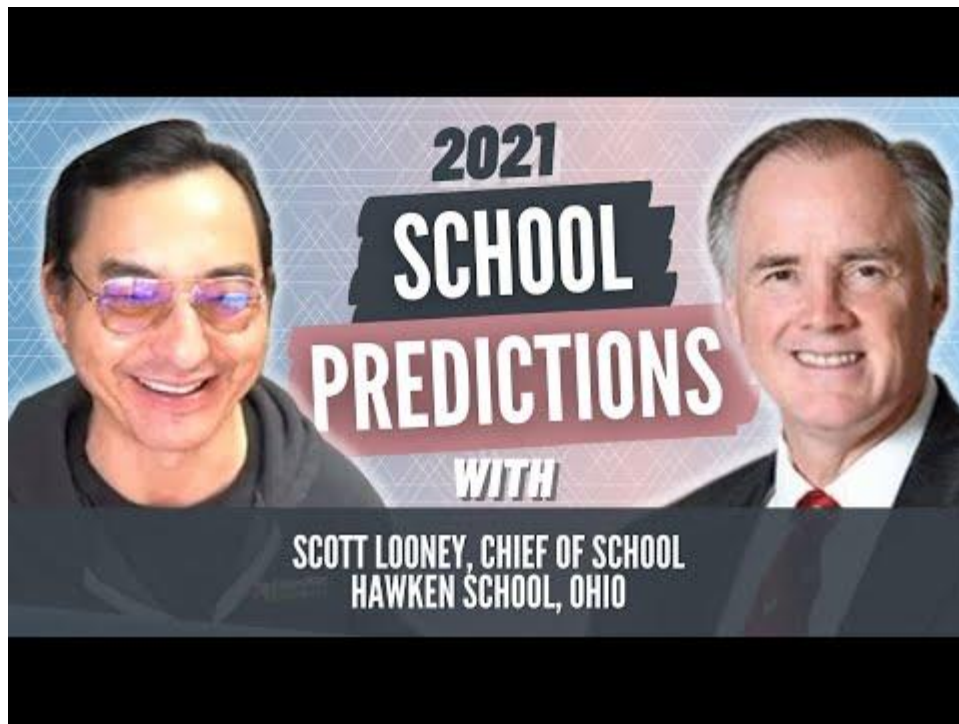
		1.0 19th Century	2.0 20th Century	3.0 21st Century
EE	PARENTS	Care	Capability	Competitive
	EDUCATORS	Impose	Imprint	Inspire
	SOCIETY	Driven by Religion	Driven by Government	Aiming for Advantage

§

The Evolution of Education by Matt Church

# Accelerating the Arrival of the Future

- “Pent up demand for innovation”
- “Organic response to organic problems”
- Closest thing we will get to a “reset button” in our lifetimes
- In ten years, how might we prevent school from looking just as it did in March 2020?





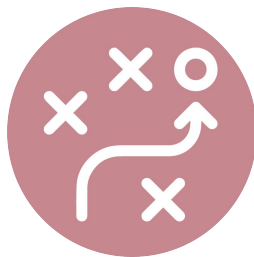
# What's possible?



**What if there was no such thing as a “school day” and learning could happen any time?**



**What if the “classroom” had no walls and learning could happen anywhere?**



**What if students could navigate through learning experiences on personalized paths and at their own pace?**



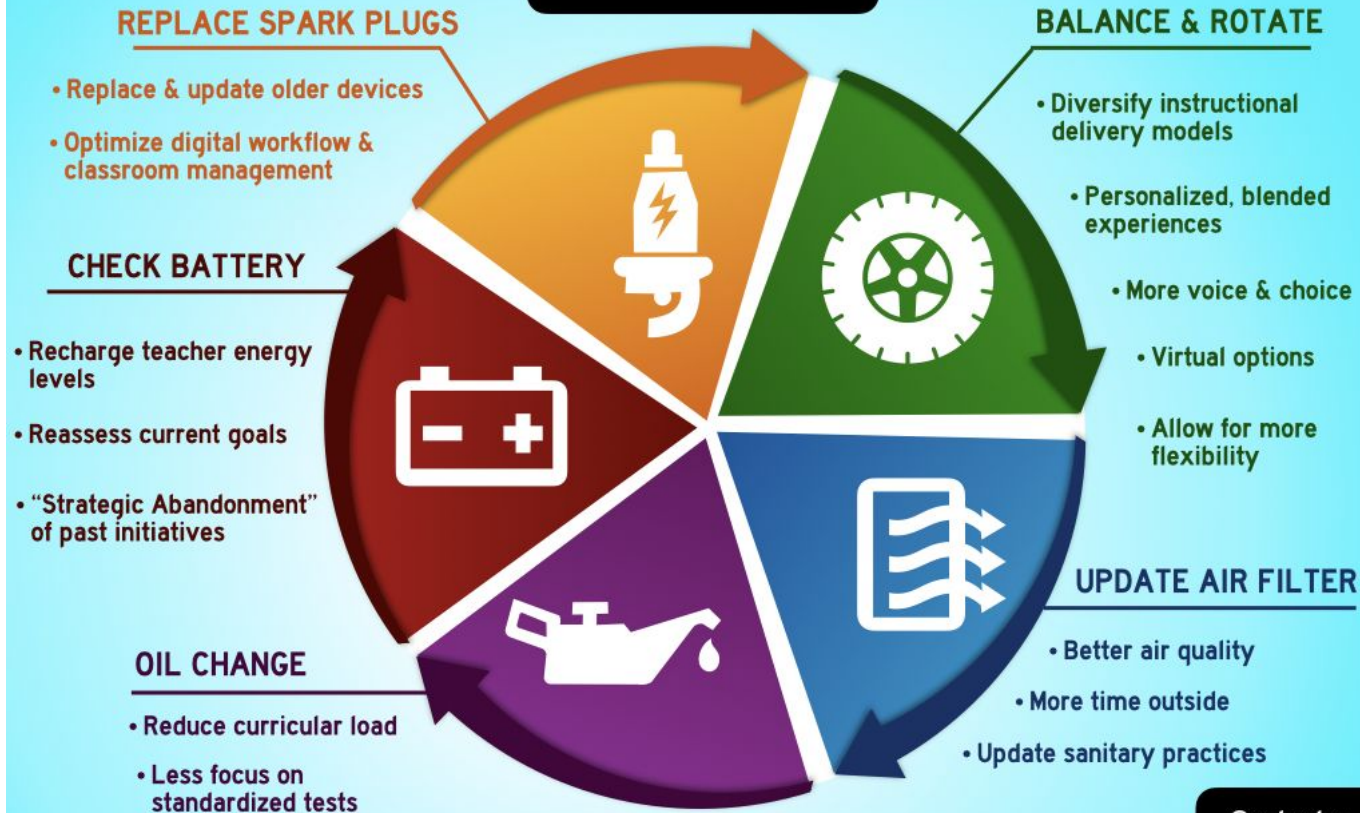
**What if we prioritized strengthening relationships before filling knowledge gaps?**







**What if we fundamentally rethought our expectations for student “success?”**

# LEARNING REALIGNMENT

Full post at: [mrhook.it/realign](https://mrhook.it/realign)



# Top 4 Trends We are Seeing for Addressing Schooling Loss

Need	Change Agent	Outcome
Rethink teacher's approach to facilitate learning experiences catered to the unique needs of students	 <b>Personalized Learning</b>	Classroom environment where students take direct ownership of their learning and receive targeted, data-informed supports
Rethink how classroom, schools and district collects and utilizes data	 <b>Data Culture</b>	Holistic approach to implementing purposeful data cycles driven by a clear theory of action
Rethink district's capacity to manage change and plan for the future	 <b>Strategic Planning</b>	Responsive, strategic decision-making; plan for change vs. perfection
Rethink relationship between time and learning; alleviate learning gaps	 <b>Competency-Based Education</b>	Advancement to new content is based on mastery; Time is the variable, learning is the constant

# What's possible?

- We've learned a lot over the course of the past 14 months. What insights do we have now that we didn't have before?
- What boundaries can we push a little more/start to push?
- What "what ifs" have you been dying to tackle? What are you waiting for?



**Put your thoughts in the chat!**  
What ideas and "what ifs" are swirling around your head?

**Check Out**



## Next steps

- Reach out if you have any questions or would like to talk through any ideas you're trying out
- Complete the closing survey
- Download the white paper
- Check out our blog post

