

Fostering Personalization through Leadership



Leading by Example: Formalizing a Structure for Innovation



@FTSUPT_KASUN @FTSCURRSUPER

Feel Free to Reach out!



Dr. Ross Kasun

Superintendent of Freehold Township School District

rkasun@freeholdtwp.k12.nj.us

[@FTSupt_Kasun](https://www.instagram.com/FTSupt_Kasun)



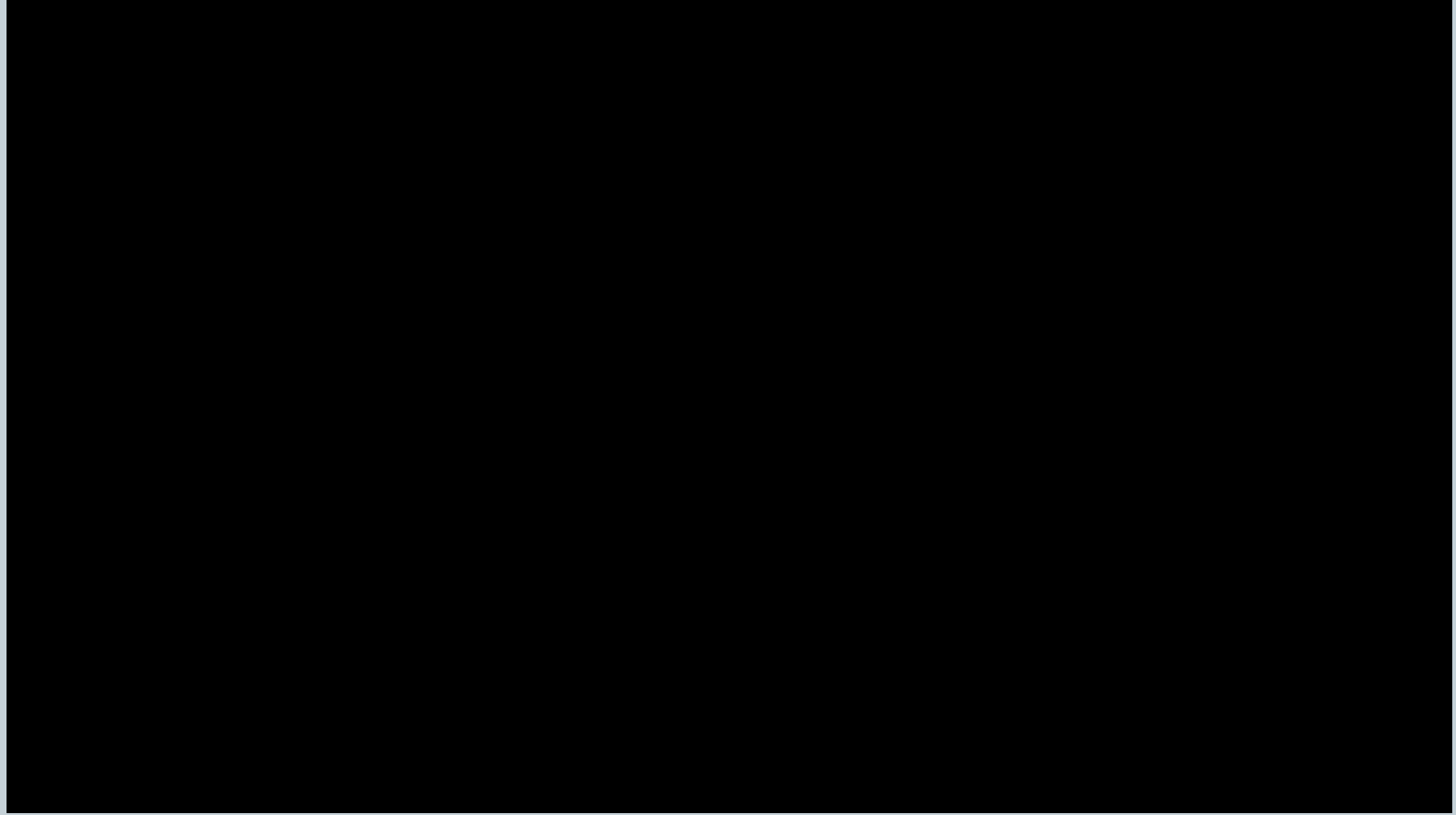
Dr. Pamela Haimer

Assistant Superintendent of Curriculum and Instruction
Freehold Township School District

phaimer@freeholdtwp.k12.nj.us

[@FTSCurrSuper](https://www.instagram.com/FTSCurrSuper)

Setting the stage with our team:

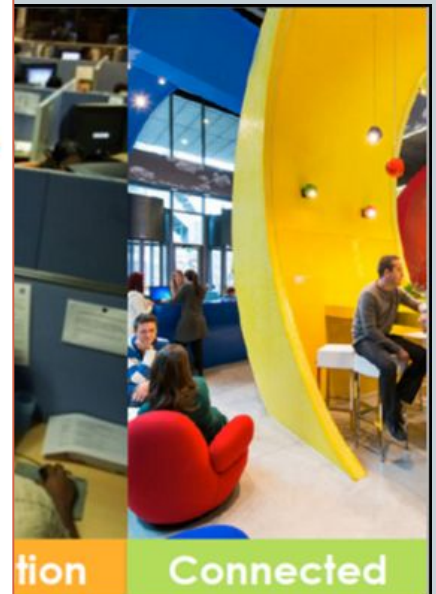


What is Personalization?



Personalize

Personalized learning
tailors each student's
learning to their
interests-- including
and choice in what
they learn-- to
provide the right
supports to ensure
each student meets
standards



Collaborative Vision



Freehold Township
Elementary
Continuing a Tradition

ALL STUDENTS WILL BE LEADERS of their OWN LEARNING
WHO ARE ACTIVELY ENGAGED and CURIOUS MEMBERS
of a GLOBAL SOCIETY

WE WILL PROVIDE TEACHERS with the CAPACITY and TOOLS to UTILIZE
INDIVIDUAL and SMALL GROUP INSTRUCTION to MEET the NEEDS
of EACH STUDENT

UNDERSTAND
STRONG
EMOTIONAL GROWTH.

DRIVING /
CHANGING
THE PROCESS

WE'RE ALIGNED
LOVED the
PROCESS

FEEL...

LIKE?
AGREES to
at HOW STUDENTS
DOING

IDENTS
TA.



Personalized Learning

Freehold Township School District's Vision:

All students will be leaders of their own learning who are actively engaged and curious members of a global society.

To achieve our Vision:

We will create student-centered, technology-infused personalized learning environments.

We will provide teachers with the capacity and tools to utilize individual and small group instruction to meet the needs of each student.

Teachers will be coaches and mentors, understand the needs of individual students and build strong relationships to foster social and emotional growth.



Utilizing the Ten Faces of Innovation and our Leadership Team to leverage the PL vision



FOSTERING PERSONALIZED LEARNING: LEADING BY EXAMPLE - PL SUMMIT MAY 2016

Search this site

WELCOME WHAT IS PERSONALIZATION? THE MARSHMALLOW CHALLENGE **TEN FACES OF INNOVATION** PERSONALIZED PLAN

CELEBRATING REFLECTION WHAT RESONATES WITH YOU?

Ten Faces of Innovation

Fostering a Culture of Innovation

Find a comfortable location and play the video in a small group. [Start](#) the video at 5:58 and [Stop](#) at 41:38 and take the quiz (directions below video). We will come back together as a whole team to reflect.

YOUTUBE VIDEO

The Ten Faces of Innovation: IDEO's Strategies

Silicon Valley Innovation Center

Are you a *Cross-Pollinator*? Do you work with a *Hurdler*? Or a *Storyteller*? These are just a few of the roles that Tom Kelley, author of the bestselling *Art of Innovation*, suggests that people can play in an organization to foster innovation and new ideas—and fend off creativity-stifling naysayers.

Fostering Innovative Teams



Innovation starts with creative teams willing to experiment. How can we best balance our strengths to innovate so (we) our school system remains current, relative, and progressive?

Which face do you identify with?
Which faces are represented in your teams?
Are there any gaps?



Check out our Website



Ten Faces of Innovation

Fostering a Culture of Innovation

Find a comfortable location and play the video in a small group. Start the video at 5:58 and Stop at 41:38 and take the quiz (directions below video). We will come back together as a whole team to reflect.

YOUTUBE VIDEO

The Ten Faces of Innovation: IDEO's Strategies



Silicon Valley Innovation Center

Jonathan Littman
Founder of the storytelling and branding studio, Snowball Narrative.

The Ten Faces of Innovation:
IDEO's Strategies

1875 S Grant St, #520, San Mateo, 94402, CA. Tel: +1 (650) 274-0214 (US)
Email: info@svicenter.com

**Administrative
Retreat
Professional
Development**

Building Common Experiences

MindSet

Reflection After Challenge and Before Video:

The Marshmallow Challenge

Who tends to do the worst? Why? Who tends to do the best? Why? What improves performance? What kills it?

after Challenge

The Entire Freehold Township School District Team Welcome Back Kick off!



needs to be on top.



the marshmallow can be the student and the spaghetti, tape, and string are all of the strategies we provide them with for success

5 months ago



Iterating and Experimenting



Activity:

1. Decide what you want to pilot. (This could become your Qualitative Goal.)
2. Join up with another admin or admins who also want to try that and design it.

Think about:

How will you start?

What will be your check in points?

How will you collaborate (with each other and within your school)?



Potential categories:

*Students Using Data - Data Teams (Resource - JSL - Leaders of their Own Learning Book Study)

*Digital Portfolios

Student-engaged assessment(s)

*Schedules:

Blended/PL videos (station models in your schools)

Media Specialist - chunking/RA - [Action Plan](#)) / STEAM

curriculum

FTS PILOTS/ITERATIONS

Qualitative Goals: PILOTS

1. On the following slides - find your school/partnership and map out your pilot.
2. Outline the steps you will take and the check in points along the way.
3. Detail who is involved.
4. Write down how you will measure progress.
5. Finally, what are you expecting for the result - predict how you will know if you achieved it.



Personalized Pilots

Personalized Pilots – Action Plans



LDS & WFS - *Personalized Learning*

JJCS & MWES -Data Teams - Student as “Leaders of their Own Learning”

CRAS - *The Evolution of the Interventionist*

Action Steps – What needs to be Responsible Person – Resources – What do we Evidence of Success – How will we know we Results – How will we determine that

CTBS & DDES - *STEAM/Makerspace Center*

| Action Steps – What needs to be done? | Responsible Person – Who should take action to complete this step? | Resources – What do we need in order to complete this step? | Evidence of Success – How will we know we are making progress? What are our benchmarks? | Results – How will we determine that our goal has been reached? What are our measures? |
|---|--|---|---|--|
| Establish STEAM planning team; hold meetings to create action plan (Sept) | Administration | Time Knowledgeable/ interested staff | Agendas and meeting minutes Nov: 2 independent activities March: 8 activities for class rotations | Qualitative measures as listed in column 3 |
| Introduce all students to the STEAM center and some of the potential uses | Administration/ TIC/ Media Specialist/ Media Specialist/ | Material Demo Presentation | Student interest survey | Qualitative measures as listed in column 3 |
| Develop (R&D Sept - Nov) and implement (Nov) independent STEAM activities | Administration/ TIC/ Media Specialist/ Teachers- moderators | Research Materials Schedule | Student participation during school hours and after school hours Feedback obtained from students Finished product | Qualitative measures as listed in column 3 |
| Develop (R&D Nov - March) and implement (March - June) lessons that coincide with the existing curriculum | TIC/ Media Specialist/ Teachers | Research Materials Schedule | Class participation Feedback obtained from students and teachers | Qualitative measures as listed in column 3 |
| Convert physical space to STEAM/ Makerspace center (Sept - June) | Administration/ TIC/ Media Specialist | Funding Research | Physical conversion supports the activities and lessons Feedback obtained from students, teachers, and parents | Qualitative measures as listed in column 3 |

How will we determine that our goal has been reached? What are our measures?

Implementation of a model, goal, or strategy that provides a deeper understanding of learning for all students. The model of learning that blends on with small group instruction.

Optimizing software use 2 times per

Celebrations – Digital Badges



Team Building and Celebrations:

Pick a name out of the hat and create a digital badge in their honor.

Why digital badges? - <http://worlds-of-learning.com/2015/02/03/create-a-vibrant-badge-ecosystem/>
create categories with teams (smaller teams) and "award" at each admin. meeting for pilots, innovation, collaboration, "out of box or no box" ideas/thinking, making, playing, etc...

Awards for giving and receiving badges -



A New Culture of Learning



Reflections



A New Culture of Learning - What resonates with you?

Jot down quotes and/or thoughts and why you choose them in the space below.

knowing - making - playing and arc of life learning (fostering growth mindsets)

I liked the example about the college math (or was it chemistry?) class, where the student started his own forum to help everyone solve the problems. The school filed a lawsuit against the student saying it was cheating. The student won the case and his point was that instead of having one student solve one problem, they had all of the students solving over 50 problems and brainstorming solutions. This made me think about the importance of shifting how we think about

The new culture of learning and learning how to embrace change

Allow students to learn more in areas where they have a passion, they are regularly doing this in the world outside the classroom.

Resonated.... there is value in the collective and anytime learning... there is also value in coming together to learn together in a common place with established standards

Need to embrace the use of technology and incorporate it in to the curriculum and personalized learning

"Students learn best when they are able to follow their passion and operate within the constraints of a bounded environment."

The need to communicate facilitate more opportunities for teachers to be part of experiences where they can see the need for the change.. and shift in their thinking and some of their pedagogy.

Power of Choice!

We need to recognize and respect what is motivating and interesting to students.



Reach, Resonate, React



What resonated
with you?



FOSTERING PERSONALIZED LEARNING: LEADING BY
EXAMPLE - PL SUMMIT MAY 2016



WELCOME

WHAT IS PERSONALIZATION?

THE MARSHMALLOW CHALLENGE

TEN FACES OF INNOVATION

PERSONAL

CELEBRATING

REFLECTION

WHAT RESONATES WITH YOU?

What Resonates with You?



What's "Sticking" with You?

Double click the space below to share your thoughts.

