

Meeting the Needs of Students by Becoming a Responsive Organization

Anthony Kim & Alexis Gonzales-Black
May 20, 2016 | 9:00 am & 11:00 am



Share Your 2016 PL Summit Experience by
Tweeting, Snapping & Posting!

@EdElements | #plsummit

“All organizations are perfectly designed to get the results they are now getting. If they want different results, we must change the way we do things.”

-Tom Northup



Anthony Kim
Education Elements



Alexis Gonzales-Black
IDEO

Agenda



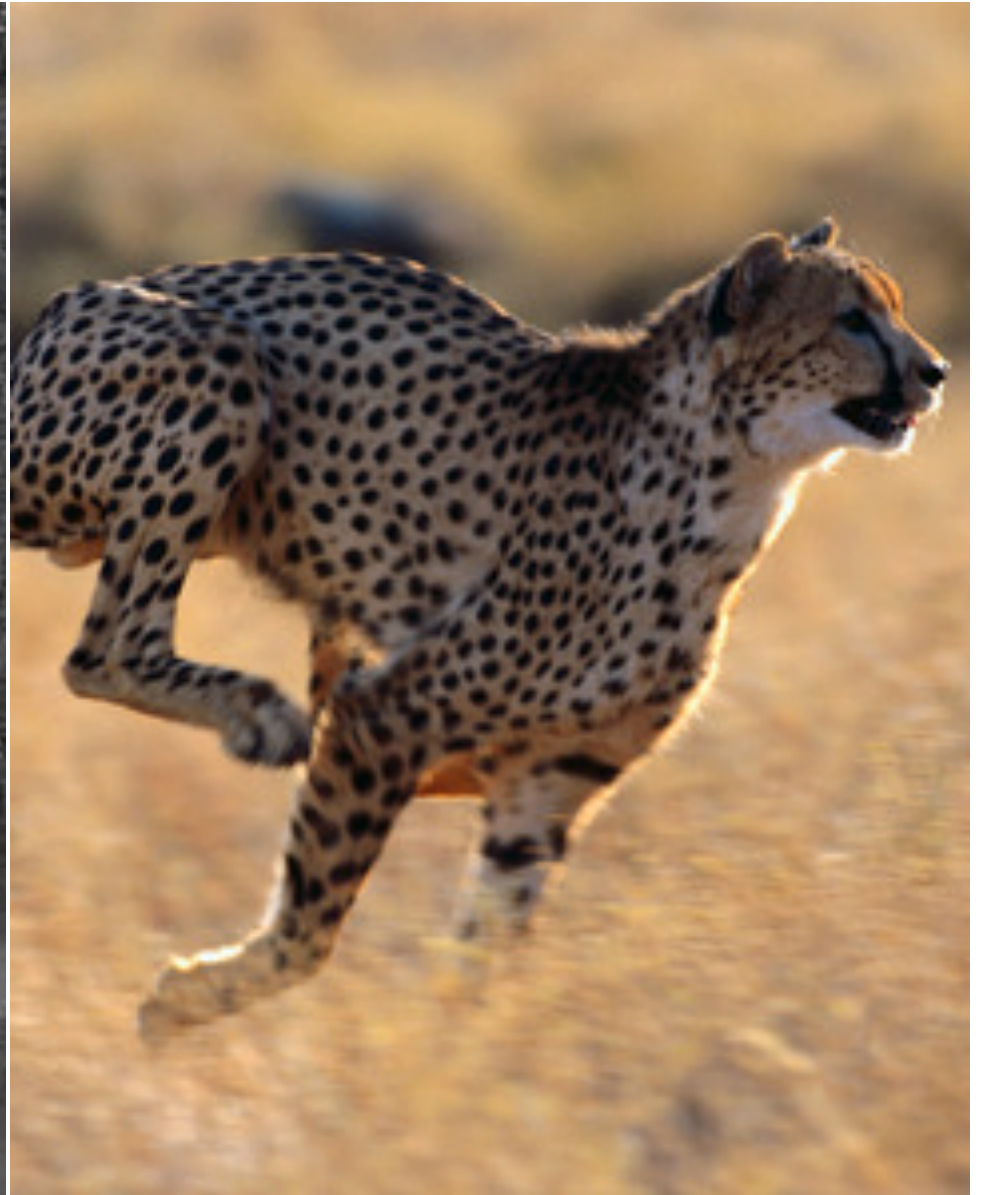
- 15 min: What we are working on

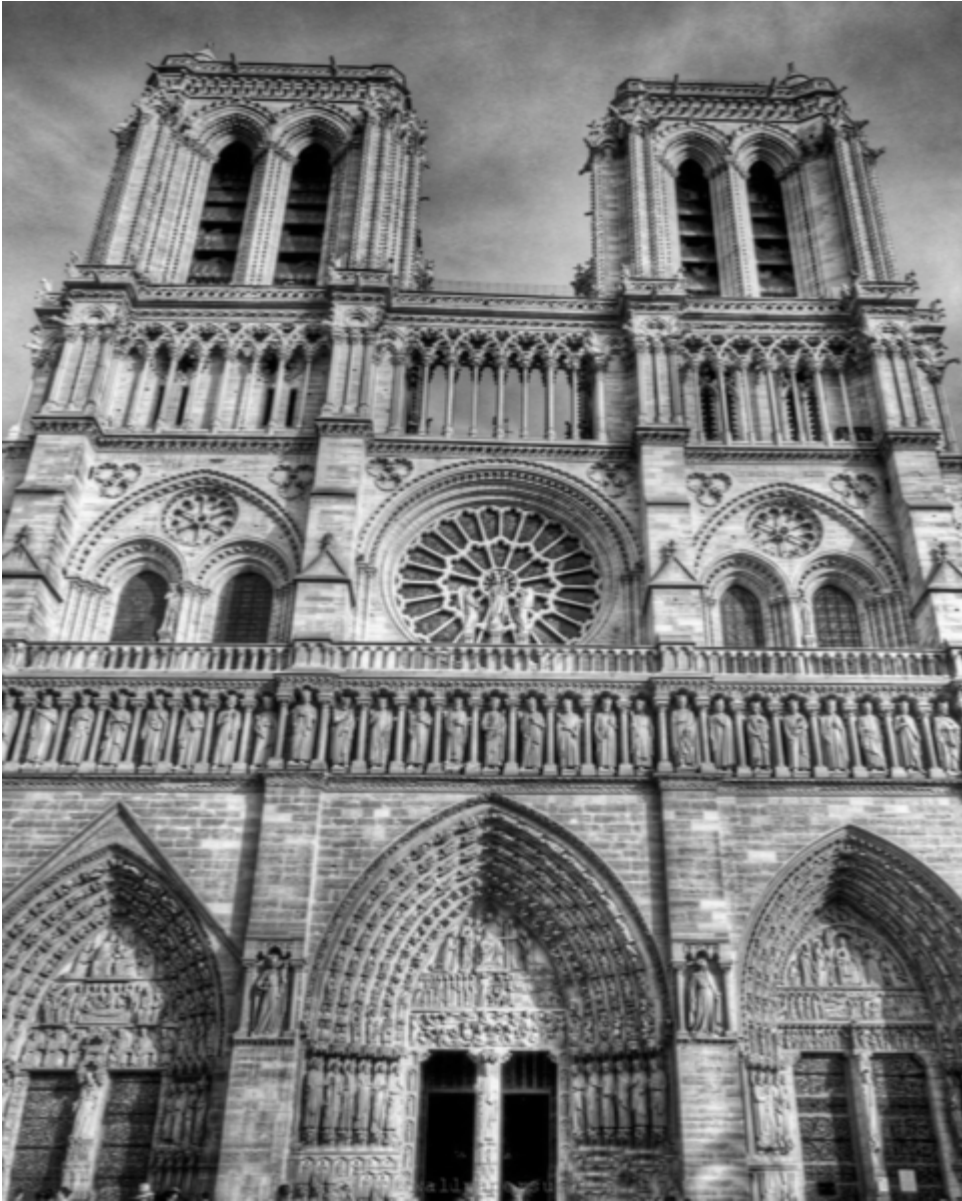


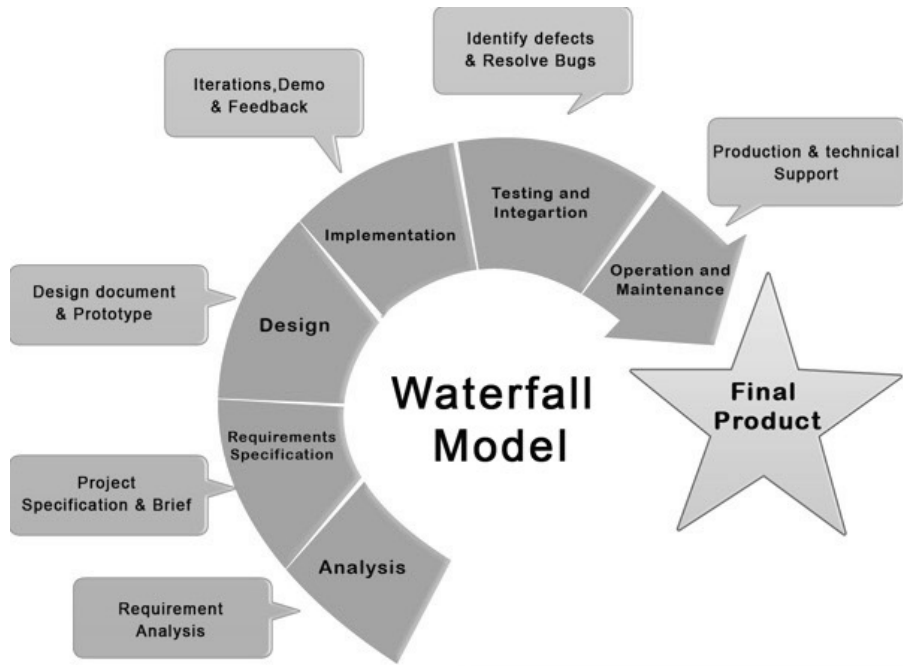
- 30 min: Safe enough to try
From discussion to action
Tensions, proposals, & self-advocacy



- 30 min: Developing your proposal
- 15 min: Group reflection



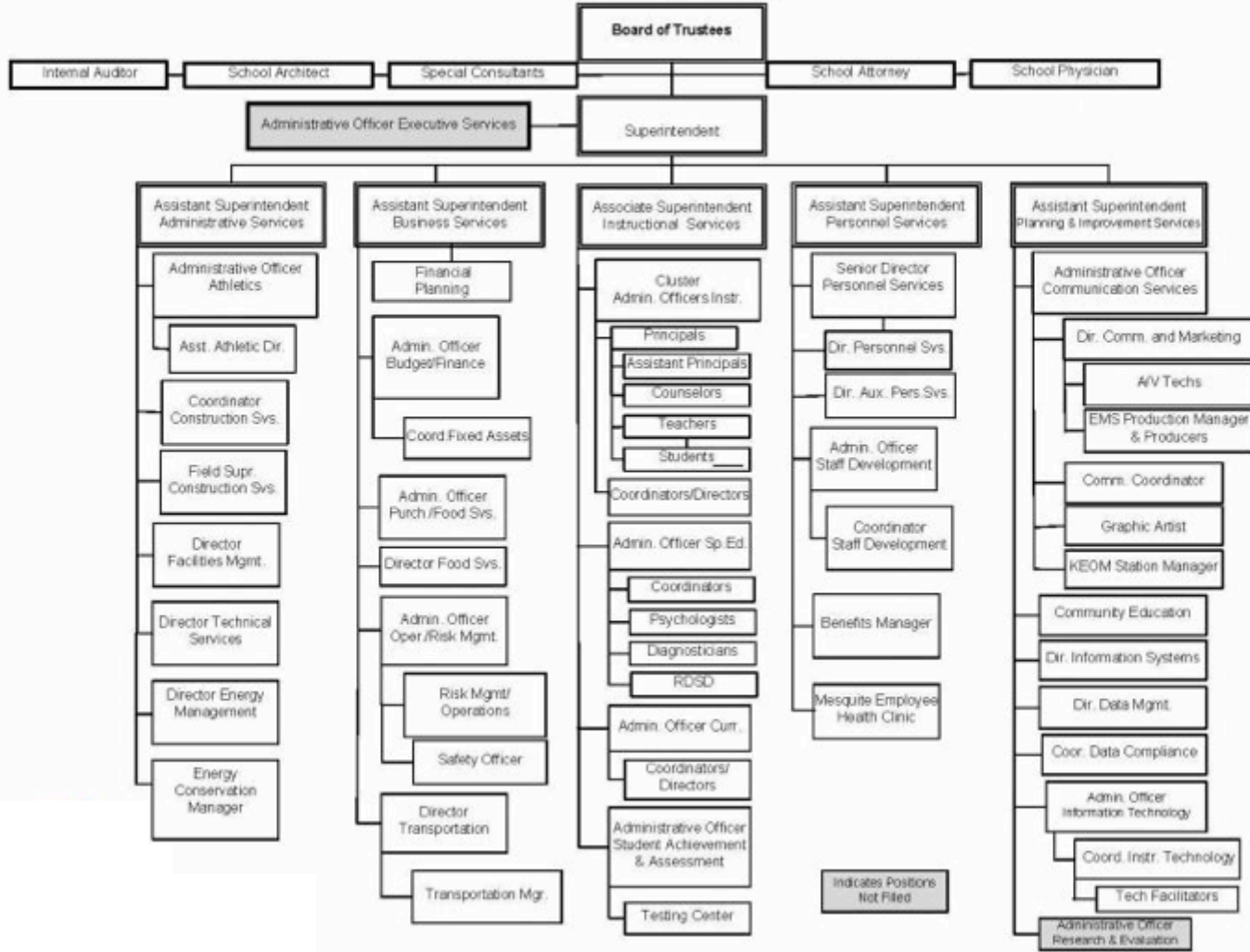




Agile Methodology

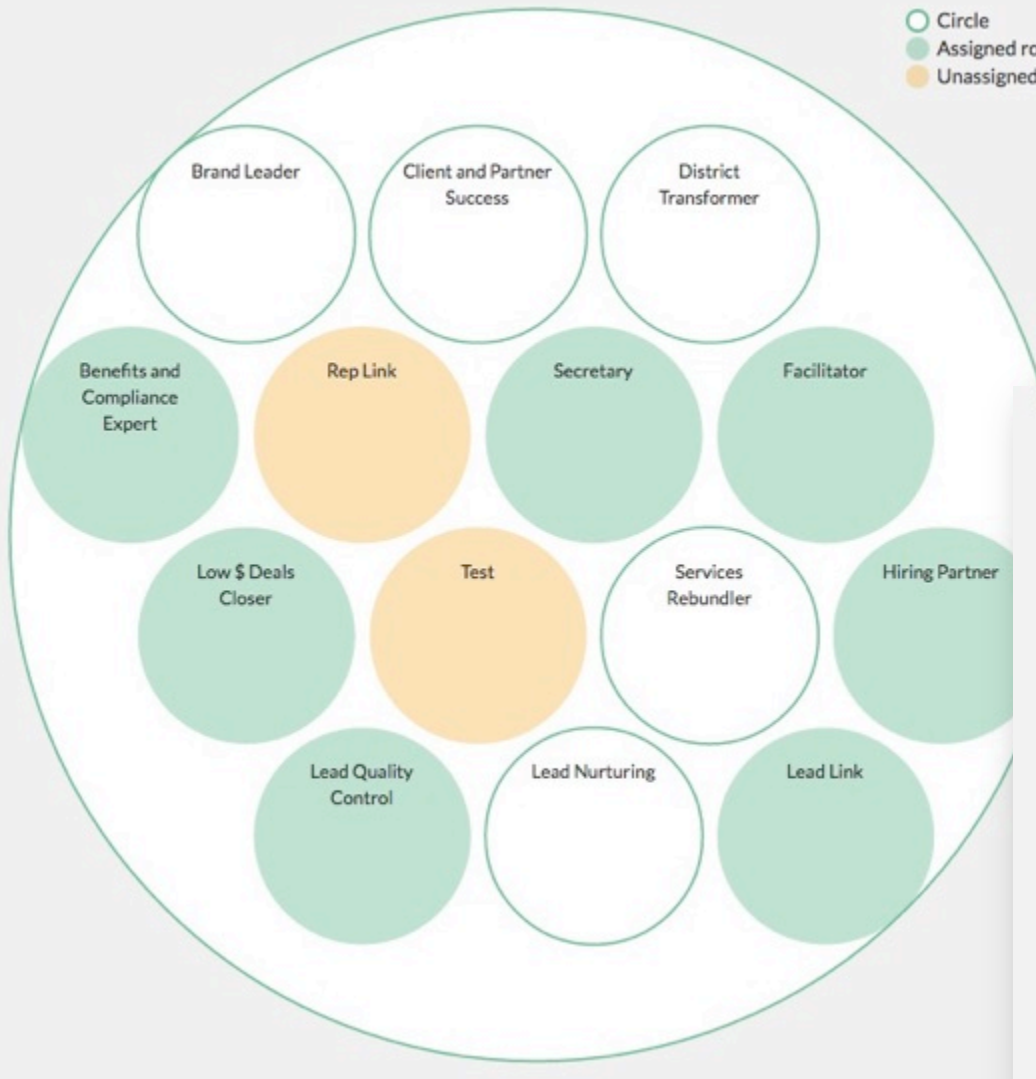


Mesquite Independent School District Organizational Chart



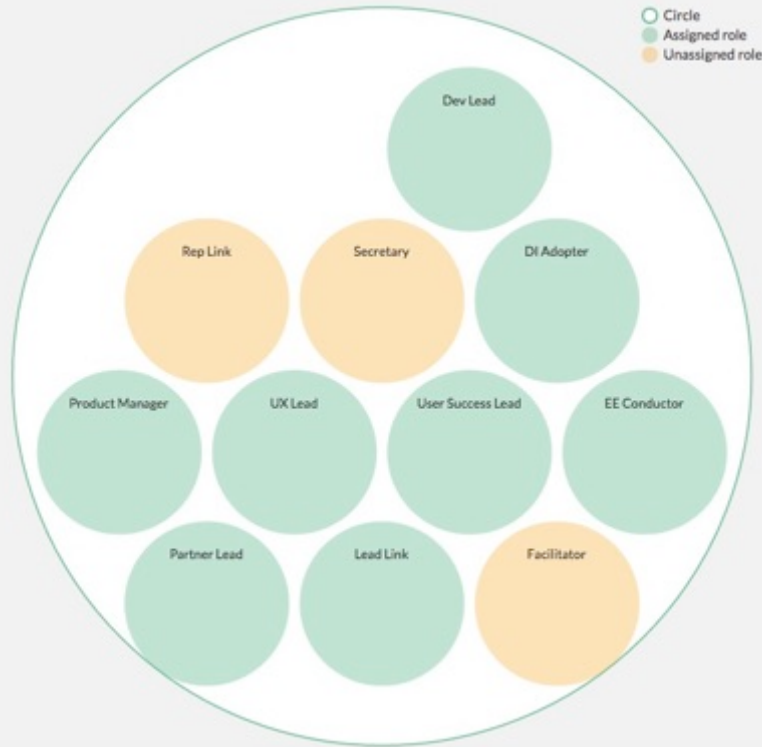
Scale

- Circle
- Assigned role
- Unassigned role



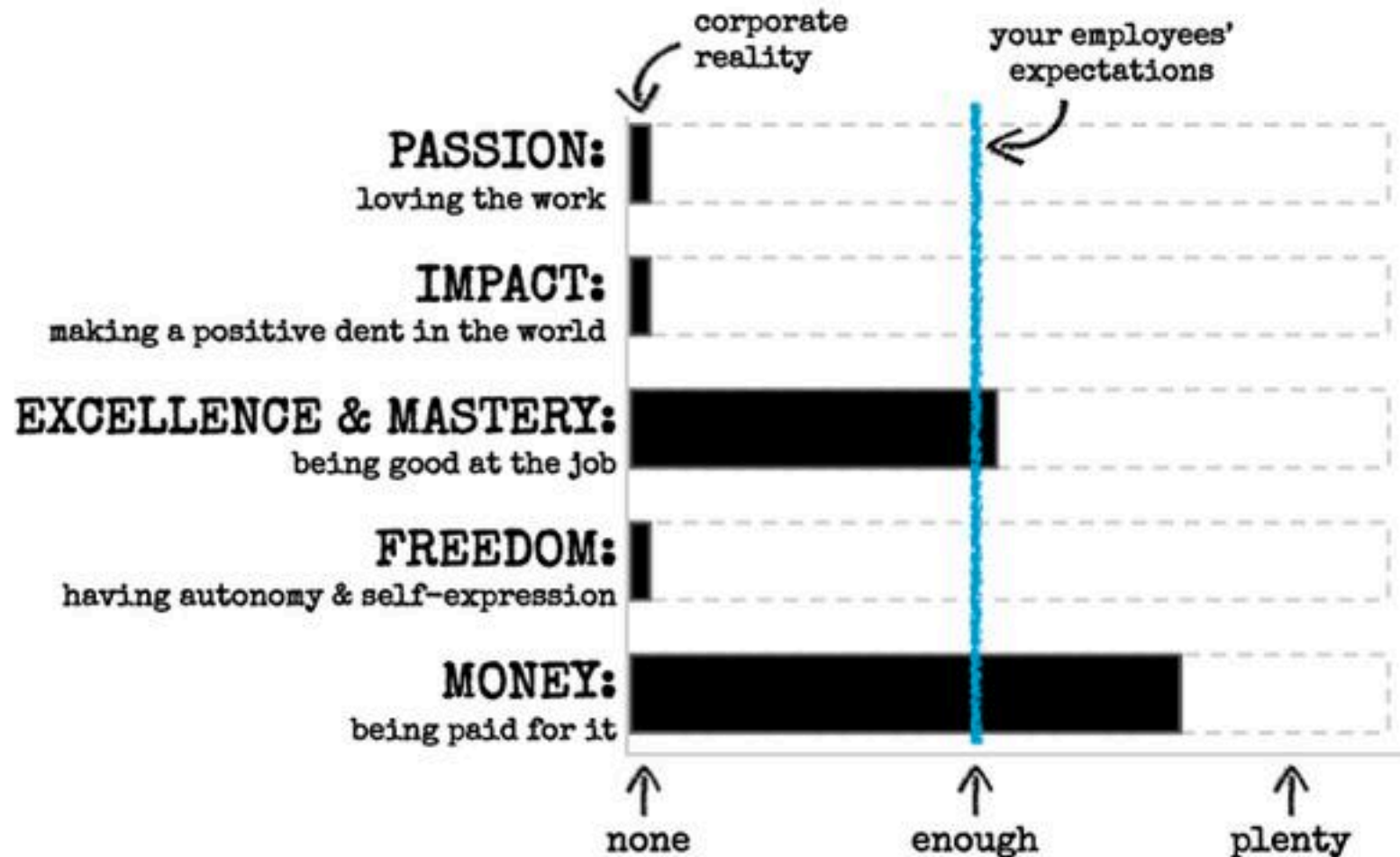
HILO MVP

- Circle
- Assigned role
- Unassigned role



Anthony Kim & Alexis Gonzales-Black

THE FIVE ELEMENTS OF FULFILLING WORK

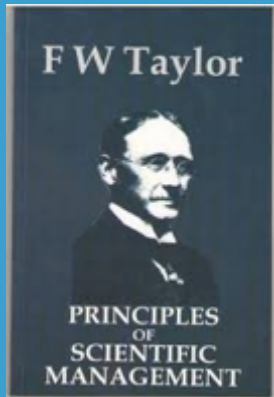


- Dom Jackman, Medium

4 Reason We Are Not Better Learning Orgs

- Fear of failure
- Insufficient reflection
- Believing in the need to conform
- Inadequate frontline involvement to address problems

Scientific Management

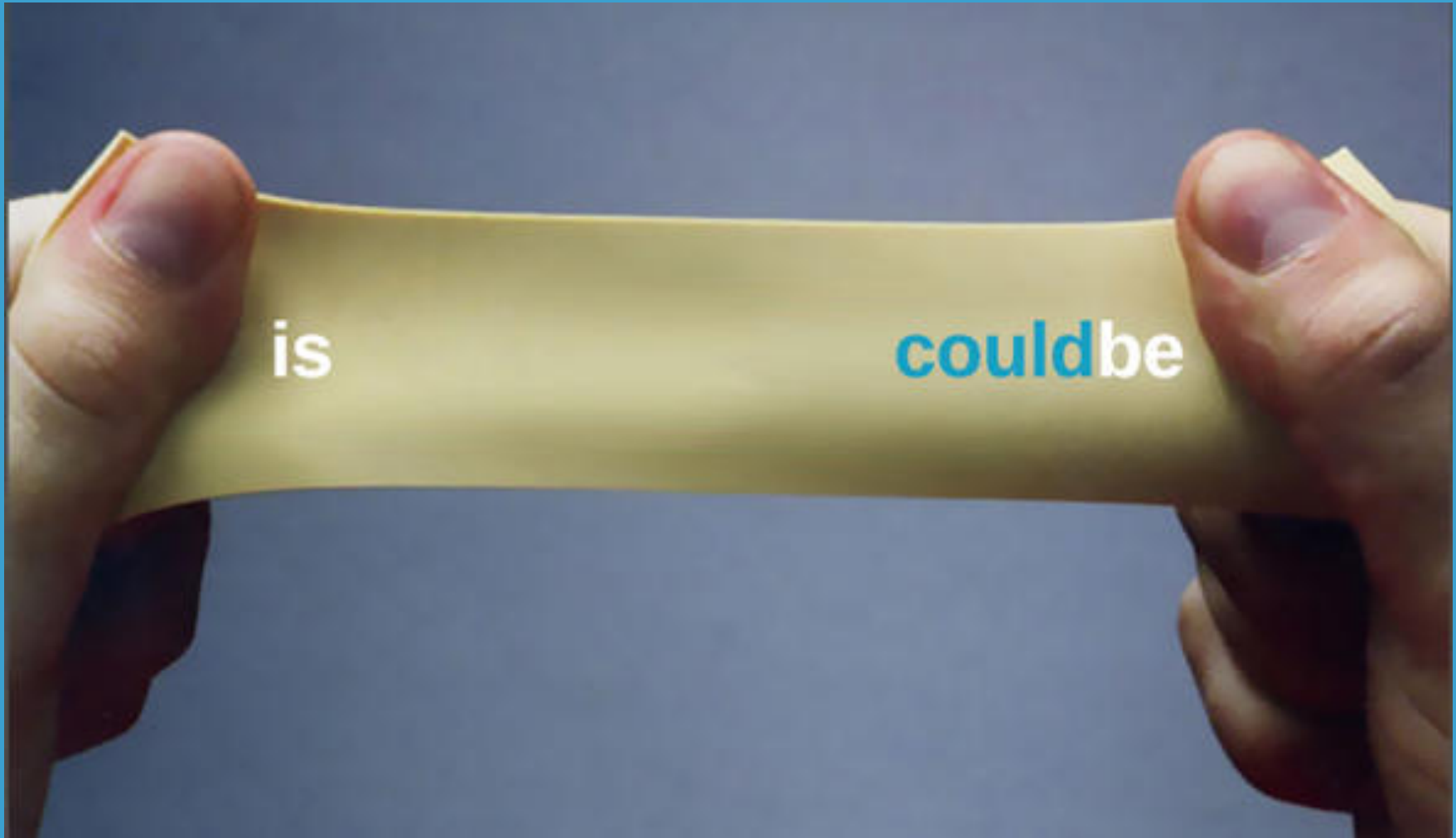


- Mass production – assembly line, time & motion efficiency
- A process
 - Well educated designed the process
 - Uneducated did as they were told – cogs in the machine

Human Sensors



Tension...Is a good thing



Tension Examples

- A feeling
- Lack of clarity
- Opportunity
- Something isn't working

Process Tensions

- Important?
- Observation vs Interpretation



Example

- When no one showed up for the meeting
- When everyone was being lazy
- When you guys decided to not care

Communicating Tensions

1. My observation
2. State interpretation
3. Summarize and state importance
4. Make starting proposal
5. Call for feedback – questions and reactions
6. Integrate and final proposal

Empathetic

"I understand where you are coming from and it's a good start. One other thing to consider is that You could update your proposal to include..."

"Is there any chance there's something here you're not seeing?"

Direct

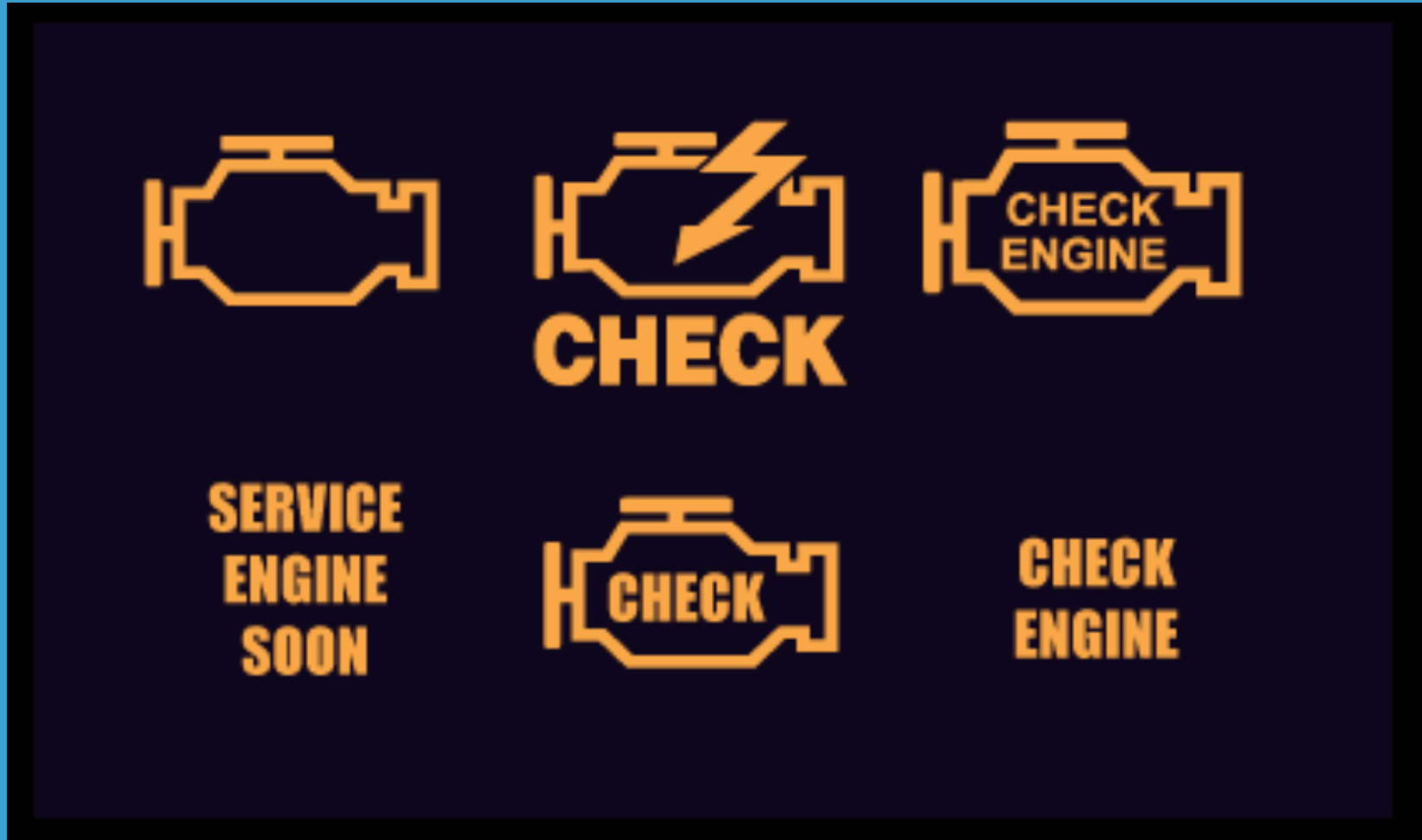
Indirect

"I think this is a terrible idea, you didn't even consider ...and your tension doesn't even make sense"

"There is a problem with your proposal"

Insensitive

Step up/Step back



Why: PURPOSE

- Individual and school purpose
- Speaking up for greater good



Takeaways

- Skill in understanding and communicating tensions
- I am a sensor for the greater purpose
- Don't complain – say something productive



Anthony Kim
CEO
Education Elements
anthony@edelements.com
(415) 881-7202

Twitter: @edelements
@anthonx



Alexis Gonzales-Black
Principal Designer
IDEO

Twitter: @gonza2ax