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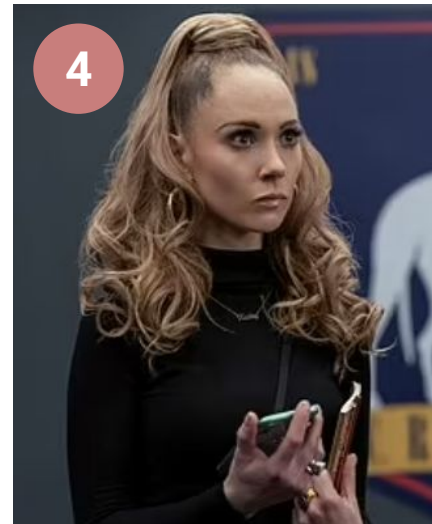


Responsive Leadership

Elements of Leadership to Address Top Priorities

January 25, 2022

Check-In: Name, location, and the number you most identify with



Doing the right thing even when it's the hard thing

Remaining optimistic in the face of adversity

Seeking to understand before seeking to be understood

Taking risks to grow beyond what others thought you were capable of

Introductions



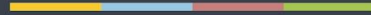
Megan Campion



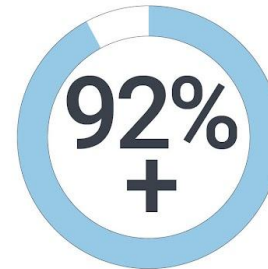
Briana Cash



Hi! We are Education Elements



WE ARE AN EDUCATION CONSULTANCY, THAT HELPS TRANSFORM SCHOOLS AND DISTRICTS



of attendees find our workshops excellent or very good



Schools grow when people grow.



Mission: Shaping a more equitable and just future by changing how people design for each student's potential

Vision: Bringing out the best in people and their communities by designing school systems that are adaptable

Our approach to serving you

And why districts stick with us

We listen.

We listen for context and to create belonging.

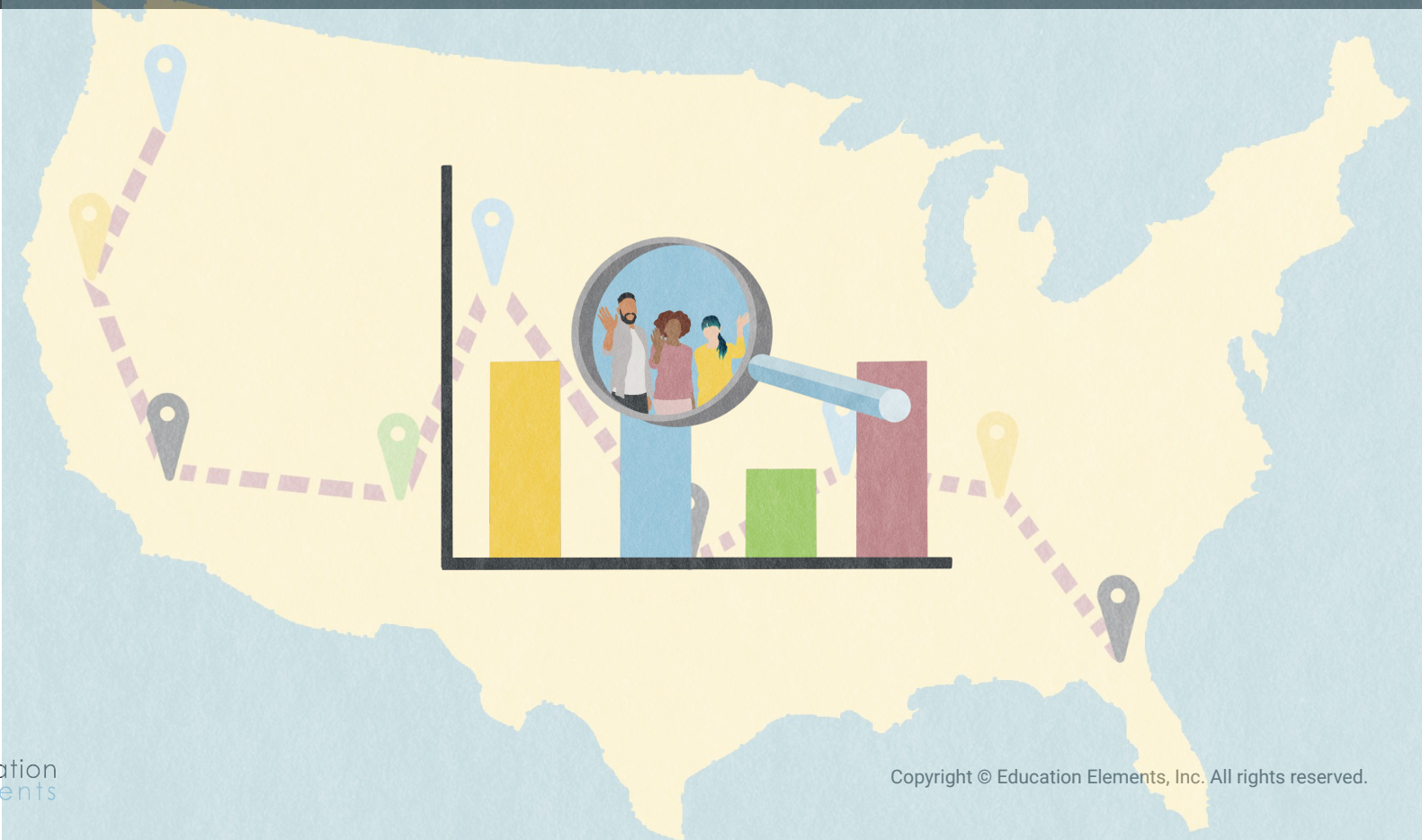
We adapt.

We adapt for the context of your community and evolve as we learn.

Our process.

Our processes lead to sustained change.

Leadership Pulse Check



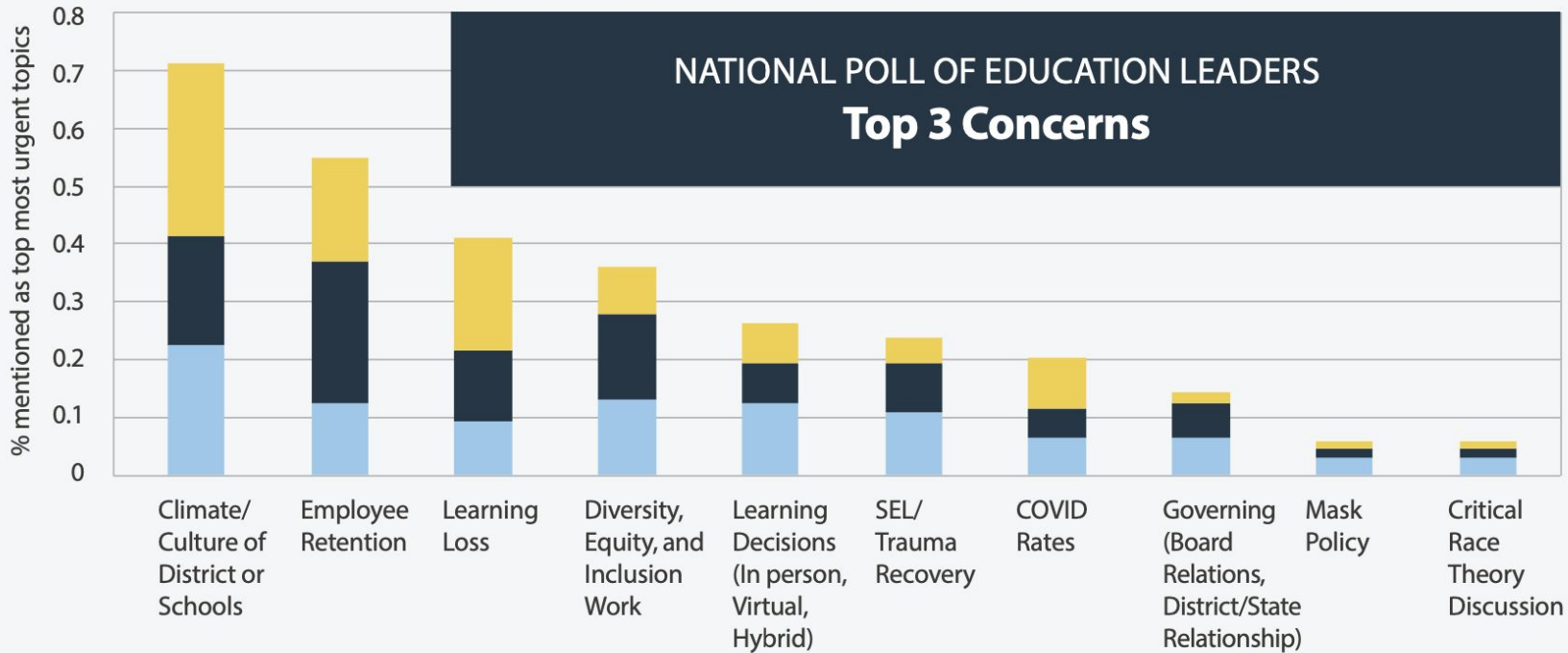
OBJECTIVES

Align on the
top priorities
facing most
school/district
leaders

Plan for a
Culture of
Learning

Leader
Elements
Applied

Top Priorities



Climate & Culture of District or School

71%

of respondents named this in their top 3 concerns



49%

of respondents named this in their top 2 concerns

Re-Energizing and Retaining Workforce

55%

of respondents named this in their top 3 concerns



38%

of respondents named this in their top 2 concerns

Schools Are Desperate for Substitutes and Getting Creative

Schools Are Closing Classrooms on Fridays. Parents Are Furious.

Desperate to keep teachers, some districts have turned to remote teaching for one day a week — and sometimes more. Families have been left to find child care.

Central Indiana school districts plead for parents to substitute teach during staff shortage

New Mexico's governor signs up to be volunteer substitute teacher amid staffing shortage



Matt Pollock · 2nd

Co-Founder, President & CEO at Watermark Bank

4h · Edited · 🌐

While being as prepared as they possibly could, our schools and teachers have continued to face challenges none of them could have expected or thought possible. We are now two years into this pandemic and reverting back to school closures due to the increasing rate of positive Covid cases among our teachers, support personnel and administration. With the ever growing shortage of educational

professionals, this issue goes beyond health and safety concerns. It is a crisis that affects the lives of our students, our communities, and our country. We are committed to supporting our employees and their families during this time. We are offering a benefit that will help our employees support their families and their communities. We are offering a benefit that will help our employees support their families and their communities. We are offering a benefit that will help our employees support their families and their communities.

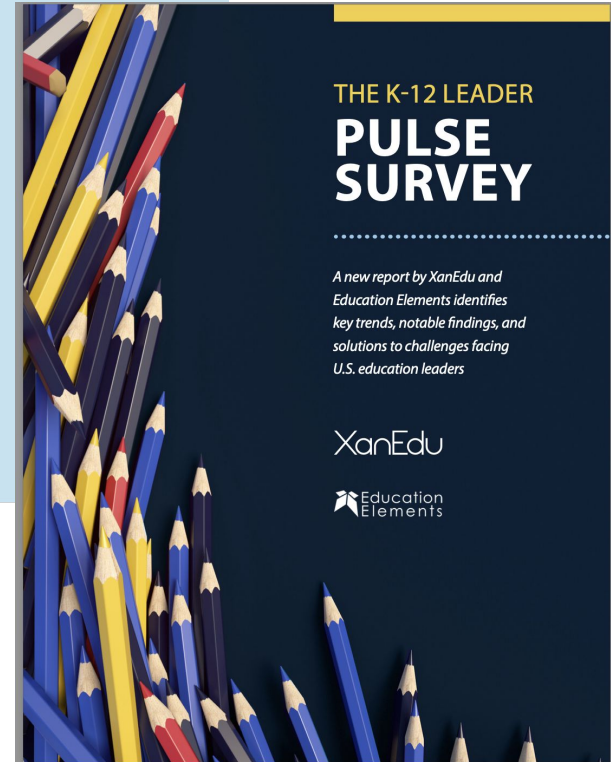
Starting today, **Watermark Bank** is providing our employees the resources and support necessary to obtain their substitute certifications. We are encouraging our employees to dedicate two days per month as substitute teachers to

Starting today, **Watermark Bank** is providing our employees the resources and support necessary to obtain their substitute certifications. We are encouraging our employees to dedicate two days per month as substitute teachers to assist our communities in the classroom. All employees who participate will receive full pay for the days they invest. Each



Long Term Solutions

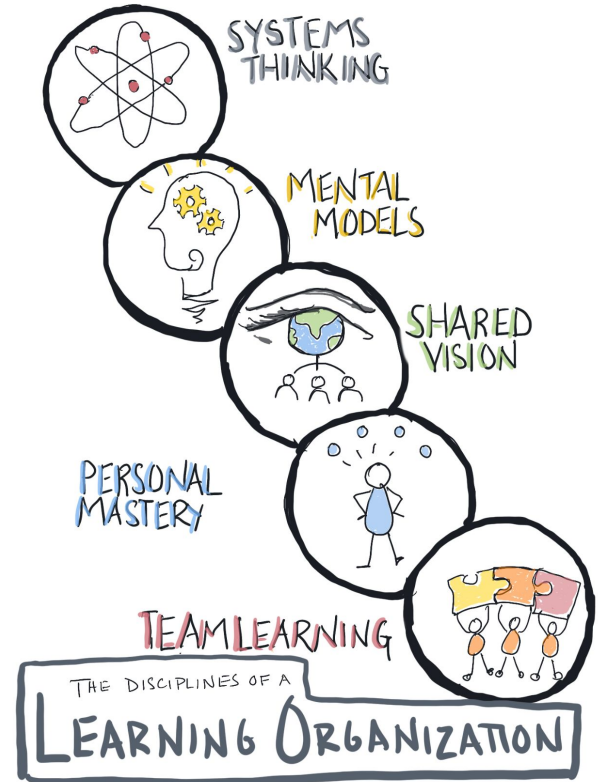
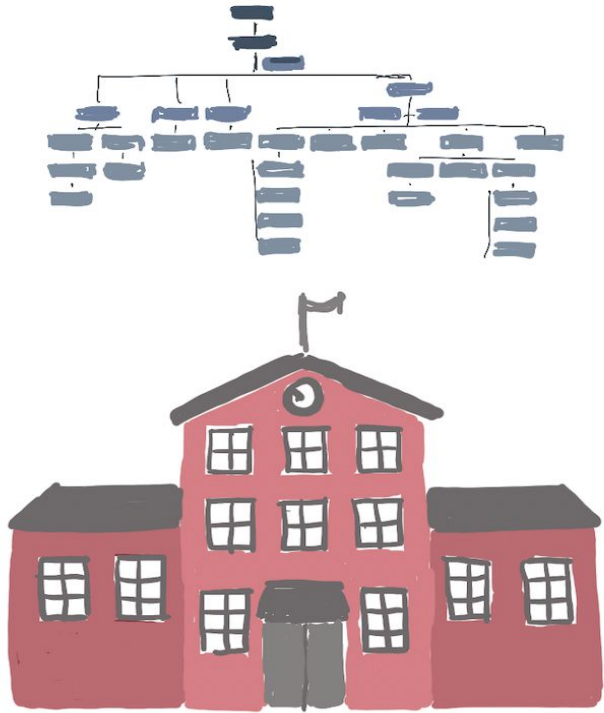
“K-12 leaders likely will be prioritizing efforts to build a **supportive culture** that makes space for everyone to feel included and be successful.”



What do you think is the biggest barrier to a supportive culture in your school or district ?

Leadership Elements Applied

Creating a Culture of Learning

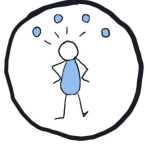


“This type of work does not come easily or quickly. However, survey results imply that districts are willing to invest the time and the funding to help build a team that can successfully address the challenges of teaching and learning at this moment in time.”

-XanEdu K-12 Leader Pulse Check Education Element Whitepaper

What does your team need?

Personal Mastery



Continuously **clarify and deepen** their personal vision, **focus** their energies, develop **patience**, and openly and honestly **see reality as it exists**.

Mental Models



Compare new ideas with internal images of how the world works. A learning organization **fosters openness and provides direction** so **static mental models don't limit innovation**.

Shared Vision



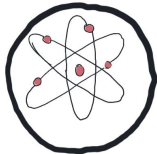
A group forms and holds a **common picture of a desired future** that its members seek to create.

Team Learning



Aligning and developing the capacities of a team to create the results its members truly desire.

Systems Thinking



The organization is made up of interconnected parts, and consideration of the **long-term impact of system dynamics** over the **short-term problems encountered in each part of the system**.

Elements of Leadership

Honesty	Objectivity	Reflection	Synthesis	Adaptability	Applies Foresight	
Observant	Emotional Intelligence	Inquiry	Analysis	Facilitation	Conviction	Understands Relationships
Personal Vision	Inquisitive	Transparency	Active Listening	Cultural Competency	Data Fluency	
Patience	Perseverance	Learning Agility	Clarity	Inclusivity	Explores Boundaries	

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From *The Fifth Discipline* by Peter Senge

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Leadership Elements for Developing a Leader

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Transparency

operating in such a way that others can clearly see what actions are performed, making thinking visible.

Mental Models



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Leadership Elements for Developing a Leader



Facilitation

able to manage conversations that are nuanced, complex, oppositional, or have the potential for conflict to support dialogue

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Elements Resource Bank

ELEMENTS OVERVIEW

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- [\[Brightmorning\] How to Build Trust Self-Assessment](#)
- [The Neuroscience of Trust](#)
- [Being Vulnerable Reflects the Best on You and Others](#)
- [What is Radical Candor?](#)
- [Feedback Principles](#)
- [How to Deliver Constructive Feedback in Difficult Situations](#)
- [Coaching Up – How To Give Feedback To Your Boss](#)
- [Surface your difficult issues](#)

Facilitation

able to manage conversations that are nuanced, complex, oppositional, or have the potential for conflict to support dialogue

- [Facilitating a Difficult Conversation](#)
- [5 steps for Disagreeing Effectively](#)
- [Rethinking Resistance: New Insights Into and Ongoing Inquiry](#)
- [What to Do When Teammates Don't Share the Same Motivation](#)

Planning Canvas

Team Member	Goal	Plan	Metrics	Feedback
	To be able to manage conversations that are nuanced, complex, oppositional, or have the potential for conflict to support dialogue	Gain influence by voicing motivations other than my own while meeting with teammates on weekly internal calls—make sure everyone acts in accordance with the mission because it's the right thing to do for the client	Reflection sheet after meetings- <i>Did I have a good understanding of the other person's perspective?</i> Meeting Audit- How many people were present and how many people spoke?	Provide teammates with internal end of meeting (weekly) Google form to track goal and gather responses from project partners
	To operate in such a way that others can clearly see what actions are performed, making thinking visible	Prioritize communication to keep all members of the team informed, specifically setting aside time for updating Slack and Twitter with project/team updates and new resources as they become available.	6 updates per platform per week. Copyright © Education Elements, Inc. All rights reserved.	Feedback request form, specifically on team's feeling of being informed.

Any Questions?

Plan for a Culture of Learning

Assessment of Organizational Learning

Is Yours a Learning Organization?

by David A. Garvin, Amy C. Edmondson, and Francesca Gino

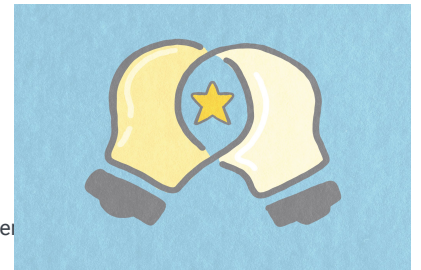
From the Magazine (March 2008)

Summary.

An organization with a strong learning culture faces the unpredictable deftly. However, a concrete method for understanding precisely how an institution learns and for identifying specific steps to help it learn better has remained elusive. A new survey instrument from professors Garvin and Edmondson of Harvard Business School and assistant professor Gino of Carnegie Mellon University allows you to ground your efforts in becoming a learning organization.

The tool's conceptual foundation is what the authors call the three building blocks of a learning organization. The first, a supportive learning environment, comprises psychological safety, appreciation of differences, openness to new ideas, and time for reflection. The second, concrete learning processes and practices, includes experimentation, information collection and analysis, and education and training. These two complementary elements are fortified by the final building block: leadership that reinforces learning.

- Learn about Learning Organizations
- Complete the Survey with your team
- Review the organization's strengths/areas for growth



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Peter Senge's Disciplines of a Learning Organization	
Personal Mastery	The discipline of an individual to continuously clarify and deepen their personal vision, focus their energies, develop patience, and openly and honestly see reality as it exists.
Mental Models	Mental models represent an individual's ability to compare new ideas with internal images of how the world works. A learning organization fosters openness and provides direction so static mental models don't limit innovation.
Shared Vision	The ability of a group to form and hold a common picture of a desired future that its members seek to create
Team Learning	The process of aligning and developing the capacities of a team to create the results its members truly desire.
Systems Thinking	Recognition that the organization is made up of interconnected parts, and consideration of the long-term impact of system dynamics over the short-term problems encountered in each part of the system.

[RETURN TO OVERVIEW](#)

Assessment of Organizational Learning Sections	Disciplines of a Learning Organization
<p>Supportive Learning Environment</p> <p>psychological safety, appreciation of differences, openness to new ideas, time for reflection, and experimentation</p>	<p>Personal Mastery</p> <p>The discipline of an individual to continuously clarify and deepen their personal vision, focus their energies, develop patience, and openly and honestly see reality as it exists.</p>
	<p>Mental Models</p> <p>Mental models represent an individual's ability to compare new ideas with internal images of how the world works. A learning organization fosters openness and provides direction so static mental models don't limit innovation.</p>
	<p>Shared Vision</p> <p>The ability of a group to form and hold a common picture of a desired future that its members seek to create</p>
<p>Concrete Learning Processes and Practices</p> <p>information collection, analysis, education and training, and information transfer</p>	<p>Team Learning</p> <p>The process of aligning and developing the capacities of a team to create the results its members truly desire.</p>
	<p>Systems Thinking</p> <p>Recognition that the organization is made up of interconnected parts, and consideration of the long-term impact of system dynamics over the short-term problems encountered in each part of the system.</p>

[RETURN TO OVERVIEW](#)

Planning Canvas

Goal

Plan

Metrics

Feedback

What is one thing you are excited to try leaving today's webinar?



TACTICS TO TACKLE IN 2022

WEBINAR SERIES



- | | |
|----------------------|---|
| TUES, FEB 1 | Teaching History From A New Perspective By Connecting To Community |
| TUES, FEB 8 | Personalizing within the Curriculum: High Quality Instructional Materials as a Lever for Student-Centered Learning |
| THURS, FEB 17 | Better than Lasso: Coaching to Teachers and Teams |
| THURS, FEB 24 | Redesigning Schools to Embrace Today's Conditions |
| TUES, MAR 1 | Stakeholder Surveys: A Unique Lens into Your School's Diversity, Equity, and Inclusion Culture |

REGISTER AT

bit.ly/2022TacticsWebinar



NEXT WEBINAR

SOCIAL STUDIES CPR: A MASTERCLASS IN REVIVING SOCIAL STUDIES CURRICULUM

.....

*Teaching History From a New Perspective By
Connecting to Community*

Tuesday, Feb 1 at 2pm ET

XanEdu

Education
Elements

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STRATEGIC PLANNING

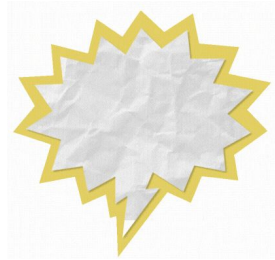
The Importance of Involving Stakeholders Throughout the Strategic Planning Process

By: [Kelly Freiheit](#)
November 29, 2021

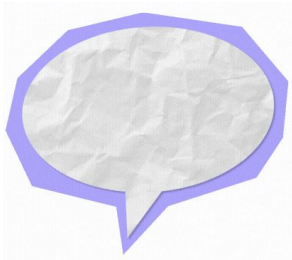
To see students and community members in action - that is the stuff we, as educators, dream about.



CHECK OUT | Gratitude, Keep in touch, + Check-out!



Thank you so much for joining us!



Let us know if you have any questions!

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briana@edelements.com