Hacking for School-Wide Change toward Deeper Learning

Deeper Learning 2016, Deep Dive: March 24

Peter Worth, Stanford d.school
Devon Young, Stanford d.school
Jessica Huang, June Jordan School for Equity
Coeyleen Barry, CreatEDU
WELCOME!
AGENDA

10:30 Introductions
10:40 Observation and Share-out
11:20 Aspirations for Deeper Learning
11:45 Big Ideas: Inspiration from Deeper Learning
12:00 Lunch
1:00 Stories from practice
1:20 Brainstorming your hack
2:00 Hack design
2:40 Prototyping
3:30 Sharing and reflection
4:00 Deep Dive Exhibition
SCHOOL RETOOL IS

a professional development fellowship that helps school leaders redesign school culture using small, scrappy experiments called “hacks.”
WE FOCUS ON SCHOOL LEADERS AS AGENTS OF CHANGE.
Working at the intersection of content and process

Hack mindsets and levers for design

Big Ideas from Deeper Learning

Change framework
Don't overthink it, just try it.

Bias to Action

Fail Forward and Learn

Start Small

Break down bigger goals into smaller ones that are quickly achievable. Keep the team tight and the timeframe short.

Use "failures" as opportunities to learn.
THE SCHOOL RETOOL CHANGE PROCESS
We’ll start with your aspirations for Deeper Learning.
“Prepare students for success in college and career”
“Develop student agency to expand life opportunities”
“Increase student voice in the learning experience”
And get specific about what behaviors you hope to see.
“Student voice increases in and out of class.”

“Adults take student ideas seriously.”

“Students share their work proudly.”
You won’t be starting from scratch. We’ll take inspiration from Deeper Learning schools.
**STUDENT CONSULTANTS**
Get expert, outsider advice from within.

In the business world, your unhappiest customers are often your best source of information. They know your product better than any outside consultant ever will. So what if you turned your most disgruntled and unsatisfied ‘customers’ into your official advisors? Invite students—especially the struggling ones—to consult with you on your current projects. You get to the bottom of what the school really needs, and they have a chance to be heard.

**LEARNING GALLERIES**
Turn your hallways into exhibitions of student work.

Parents stop hanging drawings and spelling tests on the refrigerator some time in elementary school. But that doesn’t mean we stop having pride in our work. Why not bring back the practice and take it to a new level by showcasing the learning process as well as the product? Elevate (literally) the learning process by finding creative ways to hang student work up on the walls for everyone to see.
Then, it will be time to HACK. We’ll use the levers to break down those Big Ideas into bite sized, designable pieces.
→ Have lunch with a student
→ Bring a student to a staff meeting
→ “Speak your mind” meeting with the principal
And observe how these hacks...
And observe how these hacks *change* behaviors.
ASPIRATIONS

BEHAVIORS

“BIG IDEAS”
Deeper Learning Inspiration

SMALL “HACKS”

OBSERVE
Behavior Change
LET’S OBSERVE
CAN YOU FIND EVIDENCE OF THESE STUDENT OUTCOMES?

ACADEMIC MINDSET
I am a learner, and I belong here at school. If I work hard, I’ll be able to overcome obstacles.

COLLABORATION
I can work well with others to solve problems together, learn from my peers, and help them.

CRITICAL THINKING
I look at all the relevant evidence and decide what I think. I design my own solutions to complex problems.

EFFECTIVE COMMUNICATION
I can express myself and receive feedback constructively.

SELF-DIRECTED LEARNING
I can set goals and track my own process. I am in charge of my own learning journey.

MASTERY OF ACADEMIC CONTENT
Students collaborate on a school project to learn rigorous content, not just when planning the school dance.
LET’S OBSERVE

BE BACK AT 11:20
WHAT DID YOU SEE?
WHAT IS YOUR DEEPER LEARNING ASPIRATION?
Make sure your aspiration is...

- Student-centered
- Specific
- Focused on the “why”
BIG IDEAS FROM DEEPER LEARNING
BIG IDEAS FROM DEEPER LEARNING

A collection of 19 practices related to instruction and school culture from throughout the Deeper Learning Network

Reviewed and vetted by representatives from

Big Picture Learning
EdVisions Schools
Envision Schools
Expeditionary Learning - Casco Bay HS + King MS
High Tech High - High Tech High + HTH Media Arts
Internationals Network
New Tech Network
Pick a Big Idea

Which describes behaviors you want to see?

Write your name and big idea on a post-it.

Also available at schoolretool.org/big-ideas
# Big Ideas From Deeper Learning

<table>
<thead>
<tr>
<th>Real-world topics</th>
<th>Student-led parent-teacher conferences</th>
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</thead>
<tbody>
<tr>
<td>Academic internships</td>
<td>Learning zones</td>
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<tr>
<td>Cross-pollinated classes</td>
<td>Defront the classroom</td>
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<td>Project-based learning</td>
<td>Students as teachers</td>
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<td>Students as consultants</td>
<td>Teacher-to-teacher feedback</td>
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<tr>
<td>Independent learning plans</td>
<td>Advisory</td>
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<tr>
<td>Unwall your office</td>
<td>Goodbye tracking</td>
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<tr>
<td>Student thesis defense</td>
<td>ELL learning cohorts</td>
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<tr>
<td>Learning galleries</td>
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</table>
LUNCH TIME!

BE BACK AT 1:00
WELCOME BACK!

USE THE POST-ITS TO FIND YOUR NEW GROUP
STORIES FROM PRACTICE
Now it’s your turn
Aspiration and Behaviors

Aspirations should be
  • Student-centered
  • “Why” not “How”
Big Idea

SELECT A BIG IDEA

Choose 1 Big Idea you’d like to explore this month.
Think about something that you are personally interested in pursuing at your school.
Don’t worry, this is not a high stakes decision. No long-term commitment, just a space for experimentation.

what big idea are you exploring? write it here.

BRAINSTORM
Levers for change

SPACE
EVENT
SCHEDULE
FINANCE
PROCESS
ROLE
RITUAL
INCENTIVE
COMMUNICATION
Brainstorm Hacks

Now gather your group, and start brainstorming! What are some ways you could “hack” this Big Idea?

A HACK SHOULD BE...
- Quick. You try it in 1-3 days.
- Small scale. You can do this with a few teachers, a few students, or one classroom.
(Think of the quick wins as examples.)

THE RULES OF BRAINSTORMING
Go for quantity
Defer judgement
Encourage wild ideas
Build on the ideas of others
Have one conversation at a time
Stay on topic
Be visual

THINK ABOUT LEVERS: the elements you can design to create change at the school-wide level.

add your brainstorm ideas below! the more, the better.
Some Rules for Brainstorming

• Defer judgment
• Build on the ideas of others
• Write headlines
Pick One Idea to Hack

PICK ONE HACK

Choose a hack to develop further today, and to try this month. Think about one you would be excited to lead!
Design Your Hack - 15 min

**Name your hack.**
Something short and playful.

**Sketch it.**
One scene, or a comic-book-style storyboard.
Get Some Feedback - 10 min

**Name your hack.**
Something short and playful.

**Sketch it.**
One scene, or a comic-book-style storyboard.
Plan Your Hack - 10 min

HACK PLANNING: WHO, WHEN, WHERE

YOUR NAME:

Block out time.
At a very high level, what activities might happen when?

Don't get stuck in planning! Bias to action.

WEEK 1

HACKING

WEEK 2

REFLECTING + ITERATING

Things didn’t go as expected? Learn from it and try again.
What’s Your Hack?

My hack is _____ ...

because I’m trying to inspire these behaviors _____ ...

which will help my school progress toward this aspiration ______.
PROTOTYPE
Prototyping

works like

looks like

interacts like

product

service/experience

space

story

- Prototyping
Digital interactions (Paper)
Digital interactions (Video)
Physical products
Journeys
Storyboards
Scale model and environment
Physical experience prototype
PROTOTYPE AND TESTING

2:45 First prototype
3:00 Test and get feedback
3:05 Iterate and get more feedback
3:25 Refine
3:35 Share and Reflect
4:00 Exhibition
DEBRIEF
Shadowing a 5th grader 4 the #shadowastudent challenge. Survived playground soccer! #principalsinauction #oklaed

shadowastudent.org #shadowastudent
HACKTIVITY

A Tutorial for Turning Insights into Action

March 4 – 29, 2016

This free 15-minute online tutorial will help you build on your insights from shadowing a student and guide you to a small, quick experiment or “hack” to learn how to improve the student experience in your school. The goal isn’t to get it perfect – it’s to learn, fast.

LEARNING OBJECTIVES

- Discover a new, simple process for change
- Be inspired by evidence-based ideas
- Learn by doing a hack in your school

HOW IT WORKS

1. CHOOSE A BIG IDEA
   Big Ideas are research-based practices that lead to deeper learning in students.

2. SELECT A HACK
   Hacks are small experiments inspired by Big Ideas.

3. TAKE HACK-TION
   Learn by doing a hack in your school.

shadowastudent.org
YOUR BIG IDEA

Students as Consultants

HACK OPTIONS

Invite a Student to sit in on a staff meeting and then listen to their feedback.

PICK THIS HACK

Have lunch with a few students. Tell them about a project you are working on, and ask for their input. What questions do they have?

PICK THIS HACK

Write a question on a piece of paper or whiteboard and stand in the hallway holding it. Invite passing students to answer the question by writing down a response or telling you directly.

PICK THIS HACK

Invite a few students to suggest some interview questions to ask when hiring teachers. If you have an interview scheduled, ask a student to join.

PICK THIS HACK
Thank you!

KEEP IN TOUCH

@schoolretool
schoolretool.org
shadowastudent.org
schoolretool@gmail.com