

Tennessee Intensive Transformation Cohort (ITC)

June, 2020



THE UNIVERSITY OF
TENNESSEE
KNOXVILLE



Intensive Transformation Cohort

- A collaboration of Tennessee SCORE, the Tennessee Department of Education, and the Center for Educational Leadership at the University of Tennessee.
- A small group of innovation-minded public school principals in Tennessee will explore meaningful school redesign and transformation that will better serve our students in the midst of the current public health crisis.
- Fifteen principals and schools from four school districts.

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- Agenda
 1. Welcome & Introduction to the ITC
 2. Review and Application of Principal Professional Learning Series (PPLS) Module #4: Assessment
 3. Thinking About Possibility
 4. Defining the Problem We're Trying to Solve
 5. Next Steps & Wrap Up

Quickly Introduce Your School

One person from each ITC School Team (not the principal) :

- School Name, District
- Is your school named after someone / something?
(person, neighborhood, etc.?)
- Enrollment / Grades Served
- Share one thing you are proud of about your school.

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Goals

- Bring together innovative principals to collectively grapple with issues associated with the current public health crisis.
- Provide access to national experts around topics relevant to school redesign and transformation.
- Facilitate dialogue with ITC principals and school teams to enable principals to develop and execute a **school transformation plan** for school year 2020-21 and beyond.

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Expectations

- Be present and engaged (video on in small group!).
- Think creatively about how to best serve your children.
- Collaboratively apply lessons from this experience to re-design and transform schooling in your building.

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Calendar

DRAFT	Monday	Tuesday	Wednesday	Thursday	Friday
Week of June 8	<p>June 8 10am – 12noon EDT ITC Principals Group: Overview of ITC: Reality and Possibility https://tennessee.zoom.us/j/94374000774</p>		<p>June 10 1:30 – 3pm EDT PPLS Module #4: Assessment & Data https://tennessee.zoom.us/j/96650548986</p>		<p>June 12 10am – 12noon EDT ITC School Teams: What Problem Are We Trying to Solve? https://tennessee.zoom.us/j/97798759564</p>
Week of June 15	<p>June 15 10am – 12noon EDT ITC Principals Group: Leading & Innovating with Coherence https://tennessee.zoom.us/j/97438218040</p>		<p>June 17 1:30 – 3pm EDT PPLS Module #5: Differentiation, Personalization & Intervention https://tennessee.zoom.us/j/99484603764</p>		<p>June 19 10am – 12noon EDT ITC School Teams: How Can We Best Serve Our Students? https://tennessee.zoom.us/j/95117449307</p>

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Calendar

DRAFT	Monday	Tuesday	Wednesday	Thursday	Friday
Week of June 22	<p>June 22 10am – 12noon EDT ITC Principals Group: Developing Solutions and Building Capacity https://tennessee.zoom.us/j/99909733099</p>		<p>June 24 1:30 – 3pm EDT PPLS Module #6: Strategic Resource Use https://tennessee.zoom.us/j/98915286299</p>		<p>June 26 10am – 12noon EDT ITC School Teams: How Can We Organize Our Resources to Maximize Student Learning? https://tennessee.zoom.us/j/99982678479</p>
Week of June 29	<p>June 29 1:30 – 3pm EDT PPLS Module #7: School Culture, Collaboration & Community https://tennessee.zoom.us/j/98532786973</p>		<p>July 1 10am – 12noon EDT ITC School Teams: What Are We Committing To Doing? https://tennessee.zoom.us/j/94236953603</p>	<p>July 2 10am – 12noon EDT ITC Principals Group: Planning for Implementation and Change https://tennessee.zoom.us/j/95362648707</p>	

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Support

- *School Transformation Plan* document
- School Teams
- Transformation Coach
- Principal Professional Learning Series (PPLS)
- Tennessee SCORE / COVID Innovative Recovery Network (CIRN)

Review & Application of PPLS Module #4

Principles to guide assessment



1. Do no harm

Do	Do NOT
<ul style="list-style-type: none">Focus on building supportive relationships	<ul style="list-style-type: none">Trigger traumaUse invalid or unreliable assessmentsLabel and sort

1. Prioritize instructional purposes

Do	Do NOT
<ul style="list-style-type: none">Prioritize contentSupport teachers in examining student workUse the assessments in your curriculum firstUse assessment results to scaffold within grade level instruction	<ul style="list-style-type: none">Assess on non-priority contentUse assessment results to go backLayer on additional assessments that do not provide new information

3. Reduce or minimize everything else

Do	Do NOT
<ul style="list-style-type: none">Proactively understand every assessment students are taking	<ul style="list-style-type: none">Assess unless you have a worthy purpose and plan for how you will use the data

Review & Application of PPLS Module #4

School Team Discussion (~12 Minutes)

- What do we know about what our students have learned this spring?
- What will we do in our school to gather information and data on student learning to inform instruction?
- What strategies will be essential to gathering necessary information about our students' learning, and what strategies might be extraneous?
- Explore TN DOE Innovative Assessment Supports document – will any of these ideas and strategies meet your purpose of assessment?

Current Reality & Future Possibility

- Share out thoughts and reflections on PPLS Module #4.
- Theme: reality and possibility.
- Our perspective: realistic about the challenges we currently face, while hopeful about the commitment and creativity of our staff, and the resilience of our students.
- Understand constraints and challenges, but recognize that innovation and perseverance can overcome them.

Current Reality & Future Possibility

Possibility: Choose one article:

- Blad (EdWeek); Mathewson (Hechinger); or Reville (Globe)
 - Take 5 minutes to read and reflect.
 - What do you agree with / disagree with?
 - What made you think?
 - What made you excited or angry?
 - Was the focus on innovative new ideas or familiar strategies?

Current Reality & Future Possibility

School Teams (10 minutes):

- Possibility: What could schooling look like in 2020-21 to best serve our students?
 - What if there were no constraints? Would school look different?
 - How might you think differently about grade levels, assessment, collaboration, instruction, school schedule, technology, intervention, self-pacing, student mastery, etc.
 - What would we have to be good at to make these possibilities a reality?

What Problem Are We Trying to Solve?

- “The Mother of all Problems of Practice”
- Overwhelming: Many interrelated and significant dynamics that will be challenging this fall.
- But, what specific problem(s) are we actually trying to solve?
- Can we narrow in on a specific challenge related to student learning that we will need to address this fall, and that will have a significant and meaningful impact?
- Over work together over the next few weeks will help us to develop a plan to address the problem.

Design Thinking

- From IDEO Design Thinking Toolkit, and aligned to the research in *Change By Design*.
- A process for developing effective solutions to thorny problems.
- Step 4 is often referred to as “Prototyping” which fits better for public education.
- Your ITC School Team will undertake steps 1-4 this summer and step 5 in the new school year.

The five phases of the design process:



IDEO Riverdale

Design Thinking - Define the Challenge.

- **List the possible topics.** What are the substantial problems or opportunities that you may want to tackle?
- **Frame the problem.** Rewrite problem statements into “how might we” questions, to frame the problem as a possibility.
- **Keep it simple.** Describe the challenge simply and optimistically.
- **Sketch out end goals.** Broadly, what do we want to accomplish, and what are the “deliverables” for this process?
- **Define measures of success.** What will success look like?
- **Establish constraints.** What are some possible barriers and limitations you might face?
- **Write it out.** Write out the challenge in clear, simple, brief language, addressing the considerations above.



Design Thinking - Define the Challenge.

The *Equity Meets Design* framework provides helpful perspectives as well:

- Who are the “People most Proximate to the Problem” and how would their perspective inform the problem definition?
- Ask yourself WHY it is important to address this problem, and how the solution might impact the People most Proximate to the Problem.



Design Thinking - Define the Challenge.

School Team Activity (~15 minutes):

- Using the principles from Design Thinking on the previous slides, define the main problem that your school will need to address this fall concerning student learning.
- In a few sentences, define the problem (in writing), identify potential constraints to addressing it, and think about what success might look like.
(Please note that you are not yet defining *how* you will address the problem, just what the problem is.)
- Also, answer these three questions:
 - Why is it important for us to change in order to address this problem?
 - Where is our school community's comfort level for change and redesign (on the continuum from incremental to fundamental)?
 - Does our individual and collective comfort level match the level of change needed and required to address our problem?



Wrap Up & Next Steps

- Quickly share out your problem definition (& send to me + transformation coach)
- Questions, comments, takeaways
- ITC Principals Meeting is Monday 10:00 a.m. eastern
- PPLS Module #5 is next Wednesday at 1:30 p.m. eastern
- Surveys:
 - [ITC Friday Survey \(Principals\)](#)
 - [ITC Friday Survey \(School Team Members\)](#)