Creating Deeper Learning Environments for (Design) Teams
Deeper Learning Conference
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Good Morning
Hello!

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Introductions: Who is in the room?

At your table, share:
- Your name
- Your role
- Where you are traveling from
- The story behind your name
About Pivot Learning

Pivot Learning is a nonprofit organization whose mission is to partner with educators to design and implement solutions to their greatest challenges in achieving educational justice.

About Beyond High School

- Partner with schools and districts to create learning environments where adults and students can flourish.
- Use design thinking to engage a community of educators, families, work-force, post-secondary and other partners to co-design deeper learning experiences.
AGENDA

Introductions → Contextualizing → Home|Edge|Groove → Design Activity
A Very Brief Introduction to User-Centered Design

Our Change Design Approach is inspired by experts in design like IDEO, Stanford’s d school, and the Henry Ford Learning Institute.

OUR DESIGN PROCESS

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5 min | Prior Experience with Design Teams

What has been your most significant (design) team experience?
What made it significant?

GROUP SHARE!
10 min | Quick Polling Experience with Design Team

Using sticky notes, share your experience:
Red – Never to a few times
Yellow – Sometimes
Green - Frequently

I’ve felt seen by my (design) team.

10 min | Quick Polling Experience with Design Team

Using sticky notes, share your experience:
Red – Never to a few times
Yellow – Sometimes
Green - Frequently

I’ve felt challenged and supported by my (design) team.
10 min | Quick Polling Experience with Design Team

Using sticky notes, share your experience:
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I’ve felt part of a functional and productive (design) team with clear processes.

5 min | Deeper Learning for (Design) Teams
5 min | Deeper Learning for (Design) Teams

Most people are born creative. As children, we revel in imaginary play, ask outlandish questions, draw blobs and call them dinosaurs. But over time, because of socialization and formal education, a lot of us start to stifle those impulses. **We learn to be warier of judgment, more cautious, more analytical.**

- Tom Kelley and David Kelley, IDEO

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5 min | Deeper Learning for (Design) Teams

**GROWTH CULTURE**

**Everyone, Every Day**, Works on Developing

**Themselves, Others**, and the **Organization**

to Achieve **Breakthrough Performance** and

Become **Better Versions of Themselves.**
THREE DIMENSIONS OF GROWTH CULTURE

• **Home**: A community of trust for adults in which openness and developmental growth are cultivated. A *home* values the whole educator including strengths and limitations as sources for growth.

• **Edge**: The expectation and practices reflecting adults can grow as individuals and professionals.

• **Groove**: Systemic practices that nurture community, personal, and professional growth. Practices are owned by everyone, job-embedded, and recur regularly.
15 min | Building Home

“Being **SEEN** and having a **SENSE OF BELONGING**”

- Communities of trust, support, & challenge
- Everyone needs a crew
- Everyone builds the culture
- Rank doesn’t give you a pass
15 min | Building Home

SHARING THE X-SHAPED YOU

STORY

STEP-UPS

SUPPORTS

STRENGTHS

- Equity-focused Experience Designer, WOC, Immigrant, Nomad, Empath
- Patience, Locus of Control, Sharing my thinking
- Design, Project Management, Strategy
- Feedback, Appreciations, Ownership
Building Edge

“SAFE-TO-FAIL”

- Adults can grow (not just children)
- Based in adult development principles
- Weaknesses & errors as opportunities for learning and growth
- Growing people matters for all of us as humans and is intertwined with success in our work
Building Groove

“A culture of practice”

- Systemic practices to nurture growth and community
- Practices are owned by everyone, job-embedded, and recur
- Invests in growth, not just efficiency
- Practices welcome and develop the whole educator, including their interior world

Growth Culture Norms

- Engage in learning
- Bring your whole self
- Build support, trust, and appreciation
- Get better, together
- Practice openness
- Learn & grow from conflict
- Say things that might be risky to say
- Use mistakes or problems as opportunities for growth
- Aim to be inspired by other teams’ success
- Growth for Everyone: No matter rank, role, or race
Designing for Deliberately Developmental Design Teams:

Identify a norm that you would like to design a prototype around to implement

Remember:
• Every problem is an opportunity for design.
• How Might We’s shouldn’t be too broad.

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20 min | Designing D3 teams

Remember to identify:
- Your User
- Context
- User Experience
- Growth Culture Norm
5 min | IDEATE

**Norms:**
- Defer judgment
- Encourage wild ideas
- Build upon the ideas of others
- Stay focused on the topic
- One conversation at a time
- Go for quantity

5 min | Narrow

**CRITERIA:**
- **RELEVANT** - Supports to Builds Home & Edge
- **FEASIBLE** - Can be implemented in the next 2-3 weeks.
- **SUSTAINABLE**

1. Individually review the criteria, reflect, and narrow down the team’s ideas to the top 2-3 ideas
2. Share 2-3 ideas with the group
3. Work to narrow to 1 idea to prototype
5 min | Prototype

NORMS:
• Keep it Simple and Scrappy to Start
• Make it “Safe to Fail”
• Keep the user experience in mind.

- Sketch your prototype
- SHARE!

Closing Reflections

• What were your key takeaways?
• What questions or wonderings do you have?
WORK WITH US!

How to partner with Pivot:

- School redesign and turnaround
- Growth culture assessment
- Professional Learning Networks
- Curriculum adoption & implementation
- Prevention & intervention systems design
- Strategic planning
- Leadership development
- Action research
THANK YOU & FEEDBACK PLEASE!

SURVEY LINK: