Welcome & Introductions

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Goals

- Understand how culture is the key to improving outcomes in every part of a school and system
- Learn about the components of Growth Culture
- Bring a new lens and ideas back to your own context
- Feel productive, connected, and inspired

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
- We believe that in order to achieve real improvement in student outcomes, we must collaborate with educators to design agile solutions, measure their effectiveness and potential for sustainability and scalability, and deploy them in our nation’s neediest schools
About Beyond High School

- **Approach**
  - Partner with schools and districts to address systemically inequities and develop leaders who are empowered and committed to education justice
  - Use design thinking to engage a community of diverse stakeholders
  - Focus on continuous improvement by developing strong cultures where adults and students are learning, developing themselves, and seeing transformative results

**Agenda**

- Welcome & Intros
- Ball Pit
- An Introduction to Growth Culture
- Mini-Assessment
- Examples from the Field: Los Arboles Middle School
- Goal-Setting
- Rapid Speed Design Challenge
- Reflections
The Ball Pit

- PLAY

Working Towards a Growth Culture

When have you grown personally in your work environment?
An Everyone Culture
### Growth at Work: Two Paradigms

#### 20th Century

- Educators who opt-in or get release time; principal as main source of school PD
- Large PD; Top-down approach
- Sporadic release days or rare classroom observations

#### 21st Century

- Everyone
- Together at work
- Every day
What is Growth Culture?

**Everyone, Every Day,** Works on Developing
**Themselves, Others,** and the **Organization**

to Achieve **Breakthrough Performance** and

Become **Better Versions of Themselves.**
21st Century Growth Culture

**EDGE**
Challenge Side of Development

**HOME**
Support Side of Development

**GROOVE**
Habits & Practices of Development
Home

• Communities of trust, support, & challenge
• Everyone needs a crew
• Everyone builds the culture
• Rank doesn’t give you a pass

Edge

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

- 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 person, including their interior world
Mini Assessment

http://tinyurl.com/DL19CULTURE

Case Study

- Monterey Peninsula Unified School District
- Growth Culture Story:
  - District-wide Assessment
  - Pilot
Growth Culture Baseline Survey

Edge / Home / Groove - Present & Future

Current Desired Future

EDGE
[ 0.79 ]
3.19 4.29

HOME
[ 0.79 ]
3.03 3.99

GROOVE
[ 0.67 ]
2.48 3.79

Growth Culture Baseline Survey

Edge / Home / Groove - School Level

EDGE
HS
MS
ES
PRES
MU

HOME
HS
MS
ES
PRES
MU

GROOVE
HS
MS
ES
PRES
MU

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Growth Culture Baseline Survey

Edge / Home / Groove - Location by ES

Los Arboles Middle School

- Part of the Beyond High School initiative
- Joined Growth Culture Pilot
- The work of Los Arboles’s Growth Culture team
- Strategies and Implementation
Strategies

- Building Home— a community of trust, vulnerability, and safety
- Growing Edge— people’s ability to learn and grow
- Implementing Groove— the practices that further the development of a Growth Culture
Setting Goals

- Brainstorm a list of goals that would make a significant impact on your life
- Rate them on a scale of 1-5
- “I’d like to get better at…”

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.
Rapid Speed Design Challenge

• How might we increase the Growth Culture at our site(s)?

Rapid Fire Ideation

• Using one sticky per idea, brainstorm as many ideas for how you might bring this work back to your site as you can
Reflections & Appreciations

- Thoughts on applications to your context?
- Partnering with Pivot
- Plus/Delta’s for session
- Appreciations

Please Give Us Your Feedback!

http://tinyurl.com/DLPIVOTFB
Thank you!

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