Scaling Innovation and Personalized Learning

Building a 2030 Vision
Pewaukee School District

Suburb of Milwaukee, approximately 3000 Students and 370 employees
K4-12 on a single campus setting

Pewaukee Lake Elementary School
• K4-3

Horizon Elementary School
• 4-6

Asa Clark Middle School
• 7-8

Pewaukee High School
• 9-12
Introductions

- Brian Kammers, PSD Board President
- Ron Frea, PSD Board Member
- Danielle Bosanec, PSD Chief Academic Officer
- Mike Cady, PSD Superintendent
Brief History

• **Malcolm Baldrige National Quality Award:**
  Site Visit & Award Recipient - 2013
  Applications Submitted - 2010 & 2012

**Wisconsin Center for Performance Excellence:**
Governor’s Award/Highest Level of Excellence - 2010
Mastery Level Attained - 2007 & 2009
First application submitted - 2007

• **Strategic Planning**
  Used annually since 1992
Objectives

Participants will...

- Gain an understanding of how the PSD Strategic Planning Process drives district wide innovation related to personalized learning
- Identify how the district mission directly connects to the ideas of personalization and innovation
- Identify the guiding principles of the PSD Personalized Learning initiative and understand how those principles guide innovation
- Understand the philosophy and structure of personalized approaches to professional development
- Understand the role Board members and administration play in an ongoing system of innovation and continuous improvement
Agenda

- Role of Strategic Planning to drive innovation
- Engagement of stakeholders
- Strategic Initiative / PDSA Process
  - Systems ➔ driver of innovation
- Personalized Learning - Innovation history and process
  - PL for students
  - PL for staff
- Future Ready - Profile of a Graduate
Future Predictions

DID YOU KNOW THAT IN 2028?
“The best way to predict the future is to create it.” - Abraham Lincoln

A strategic plan is an articulation of the mission, purpose, and values of our organization. A good plan puts those ideas into action.
Baldrige Excellence Framework

Building the Foundation

Core Values and Concepts
Our Mission

Through our unique *all campus setting*, we will open the door to *each child’s* future.

Our School community delivers an *innovative* and *progressive* education.

We are:

- passionate about *academic excellence*
- committed to fostering *positive student citizenship*
- dedicated to inspiring *all students* to flourish
PSD Continuous Improvement Cycle

- Annual Audit and PDSA Process Renewal
- Reporting & Initial Implementation
- Progress Monitoring & Plan Revision
- Secondary Implementation
- Strategic Planning Initiation
**PSD Annual Strategic Planning Process**

**PLAN**
**Clarify Purpose & Direction**
- **Large Stakeholder group assembled in spring to:**
  - Assess organizational performance by reviewing progress on SP Goals & Action Plans
  - Validate or refine Mission, Vision and Values
  - Update SWOT Analysis and Environmental Scan; Use results to validate or refine Strategic Advantages & Challenges and Core Competencies
  - Validate or refine SP Strategy Areas and Goals (Long term focus)

**ACT**
**Commit to Continuous Improvement**
- **Senior Leaders and Board of Education:**
  - Evaluate Action Plan Results & SP Goal Attainment
  - Identify successes and opportunities for improvement
  - Recommend refinements in Action Plans to achieve continuous improvement
  - Redirect resources, if necessary, to address opportunities for improvement
  - Evaluate SP Process
  - Identify opportunities for process improvement
  - Assemble Stakeholder Group
  - Begin Next Cycle

**STUDY**
**Analyze Results**
- **Senior Leaders and Board of Education:**
  - SP Goal measured throughout the school year
  - Review quarterly progress against plan on Action Plans

**DO**
**Align Action**
- **Administrative Team, School & Department Teams:**
  - Develop Budget, Staffing & Professional Development Plans to support SP accomplishment (spring)
  - Update SP Goal Measures (summer)
  - Create SP Action Plans (short term focus) for 5 Strategy Areas (summer)
  - Create School Improvement Plans to support work of Teaching & Learning Strategy Area
  - Board Approval of SP (summer)
  - Allocate Resources (summer-fall)
  - Deploy Action Plans & SIP’s (fall)
  - Communicate SP with all Stakeholders (fall)
Planning for the *Long Path*....

*Futures Thinking*

Education, Global Economy, Technology, Culture...
Our Plan Should Drive Innovation

we think strategically about improvement and innovation

Starting with people...
Engagement?

**Strategic Planning** is an opportunity to engage, students, community, and staff in making our schools better.
Student voice...

Making more eeks pare aments
so kids can all so do it
to so ther can be hap py!!!
Students First...

Major Themes:
- Choice (approach, process, product)
- Independence
- Options (classes, books, etc.)
- Active & Creative
- Ability to work with others
- Adult success / day to day (finances)
Community Engagement

Strengths
Weaknesses
Opportunities
Threats
Innovation Looks More Like This

The Light Bulb Isn’t the Focus – The Process Is!
Organizational Structure - 5 Key work Areas of Strategic Plan

- Teaching and Learning
- Technology
- Workforce Development
- Communication & Marketing
- Facilities and Operations

(Possible New Area - Student Services)
48% OF EMPLOYERS are TRAINING AND DEVELOPING EXISTING EMPLOYEES to fill open positions

- 48% Offer training and development to existing staff
- 44% Recruit outside the talent pool
- 27% Explore alternative sourcing strategies
- 22% Pay higher salary packages to recruits
- 19% Provide additional perks/benefits to recruits
- 17% Change existing work models
- 12% Outsource the work

“Employability depends less on what you already know and more on how well you can learn, apply and adapt.”

Mara Swan
EVP Global Strategy and Talent at ManpowerGroup
Learnability is: “the desire and ability to quickly grow and adapt one's skill set to remain employable throughout their working life.”

~Manpower Group
Personalization & Future Ready - A Commitment

2009: 1:1 Laptop Initiative

2011: Academy 21, ACMS

2012: PSD PL
Guiding Principles Drafted,
Readers/Writers Workshop
Implemented, BL Classes at PHS

2015: Standard-based Grading
Fully Implemented, PHS Insight
Program launched

2018: Profile of a PSD Graduate
Developed, Personalized PD and PLP’s for staff
Teaching & Learning Goals

1. **Personalized Learning** - By June of 2018, all students will participate in a learning environment that personalizes student learning as defined by the PSD Personalized Learning Guiding Principles and measured by teacher observations and artifacts.

1. **Future Ready** - By June of 2022, 100% of graduates will have engaged in at least one place-based experience, receive formal mentoring, and have earned either post-secondary credit(s) or industry certification(s).

Goals and action plans are constructed using concepts of ADLI:

**Approach** – method used to carry out a process

**Deployment** – extent to which your organization applies an approach (depth & breadth)

**Learning** – organizational learning through cycles of improvement

**Integration** - harmonization of plans, processes, information, resource decisions, workforce capacity, actions and results to support key organization wide goals.
Guiding Principles provide a framework for action

1. Standards-based
2. Student Agency
3. Authentic/Relevant
4. Digitally Rich/Tech Infused
5. Higher-order thinking
6. Flexible Structures & Spaces
PERSONALIZED LEARNING GUIDELINES

STANDARDS-BASED

COMMON CORE STATE STANDARDS

NEXT GENERATION SCIENCE STANDARDS

WISCONSIN DEPARTMENT OF PUBLIC INSTRUCTION

Future-Ready Students
PERSONALIZED LEARNING GUIDELINES

- 1:1
- Model Innovation Classrooms
- Learning Lab

DIGITALLY RICH-TECH INFUSED

FLEXIBLE STRUCTURES & SPACES
PERSONALIZED LEARNING GUIDELINES

- Insight
- K-12 Workshop Model
- Inclusion
- Academic & Career Planning
PERSONALIZED LEARNING GUIDELINES

STUDENT AGENCY

Standards-based
Authentic/Relevant
Digitally Rich/Tech Infused
Flexible Structures & Spaces
Higher-Order Thinking
Student Agency
Future-Ready Students
As we move ahead with innovation it is critical we have the end in mind
<table>
<thead>
<tr>
<th>CREATE</th>
<th>CONNECT</th>
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<tbody>
<tr>
<td>Develop and implement solutions to unique challenges</td>
<td>Respectfully working with others in meaningful and productive ways</td>
</tr>
<tr>
<td>- Innovation</td>
<td>- Collaboration</td>
</tr>
<tr>
<td>- Problem Solving</td>
<td>- Communication</td>
</tr>
<tr>
<td>- Adaptability</td>
<td>- Cultural Responsiveness</td>
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<table>
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<tr>
<th>CONTRIBUTE</th>
<th>COMPETE</th>
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<tr>
<td>Actively participate in the enhancement of society</td>
<td>Strive to maximize performance by applying acquired information and skills</td>
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<tr>
<td>- Citizenship</td>
<td>- Knowledge</td>
</tr>
<tr>
<td>- Service</td>
<td>- Critical Thinking</td>
</tr>
<tr>
<td>- Global Awareness</td>
<td>- Literacy (digital, financial, etc)</td>
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<th>CARE</th>
<th>COMMIT</th>
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<td>Ability to manage one’s health and support the well-being of others</td>
<td>Internal drive and desire required to overcome obstacles and maximize talents</td>
</tr>
<tr>
<td>- Wellness</td>
<td>- Personal Responsibility</td>
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<tr>
<td>- Empathy</td>
<td>- Resilience</td>
</tr>
<tr>
<td>- Self-Awareness</td>
<td>- Initiative</td>
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<tr>
<td>- Reflection</td>
<td>- Perseverance</td>
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Students are asked to collect and analyze data

- 57% at least weekly
- 28% monthly
- 9% every few months
- 6% never

Students are asked to identify and solve authentic problems

- 45% at least weekly
- 30% monthly
- 15% every few months
- 10% never
Students are asked to collaborate online with classmates

- 65% at least weekly
- 23% monthly
- 6% every few months
- 6% never

Students are asked to receive feedback from others in the classroom

- 33% at least weekly
- 39% monthly
- 17% every few months
- 12% never
How Do Move our Organization to Where it Needs to Be?

- Systems, supports, and processes need to be put in place to set staff up for success as they shift practices.
- Resources must be prioritized / allocated in support of the shift in practices.
- Ongoing engagement and communication with parents and the community regarding the *why* for the changes.
Importance of Integration - Practice What We Preach

PDSAn

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<thead>
<tr>
<th>Strategic Plan Area</th>
<th>Over-arching Goal</th>
<th>Action Plan Title</th>
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<tbody>
<tr>
<td>Teaching &amp; Learning</td>
<td>Pewaukee School District will provide a rigorous and relevant curriculum delivered by high quality educators who use innovative, research-based strategies to prepare students to compete in a 21st century global environment.</td>
<td>&quot;Each Child&quot; Personalized Learning PDSA</td>
</tr>
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PLAN

What is your goal? Why is it important to accomplish? What data supports the need?

Goal: By June of 2018, all students will participate in a learning environment that personalizes student learning as defined by a minimum of 4 PSD Personalized Learning Guiding Principles and measured by teacher observations and artifacts.

Data supporting why this goal is important: Personalized learning has been a strategic initiative for the past 6 years due to its strong alignment with the district mission of opening the door to each child’s future.

DO

What is your approach? Through the further development of a personalized professional development model, the following actions will be areas of emphasis to learn and embed in practice as appropriate for each staff role.
Role of the Board

Annual Audit and PDSA Process Renewal

Strategic Planning Initiation

Reporting & Initial Implementation

Progress Monitoring & Plan Revision

Secondary Implementation

Board Engagement

- Strategic Planning
- Continuous Improvement Reports
- Spotlight on Learning
- Board Learning Sessions
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Questions?

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