

# Focus on the Who

Many of the concepts above are from Engaging Students- Working on the Work by Phillip Schlechty

## Guiding Principles Regarding our Work in AISD

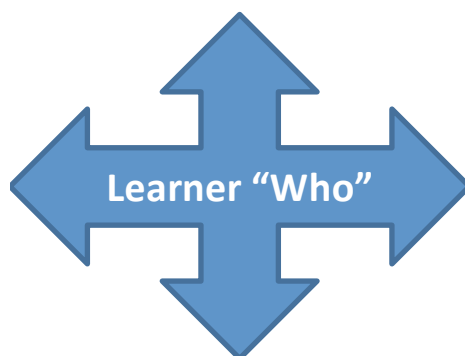
Each student should be empowered to realize the opportunities that they as have as 21<sup>st</sup> century learner. Every student is uniquely capable and deserves to be provided engaging, challenging and meaningful work.

Work must be designed  
Design begins with the needs of the "Learner"

As educators, there are two things we control

Relationships we have with students

Work we provide students each day



Role of central office is to build capacity in others

Engaged Leaders + Engaged Staff + Engaged Students = Student Achievement

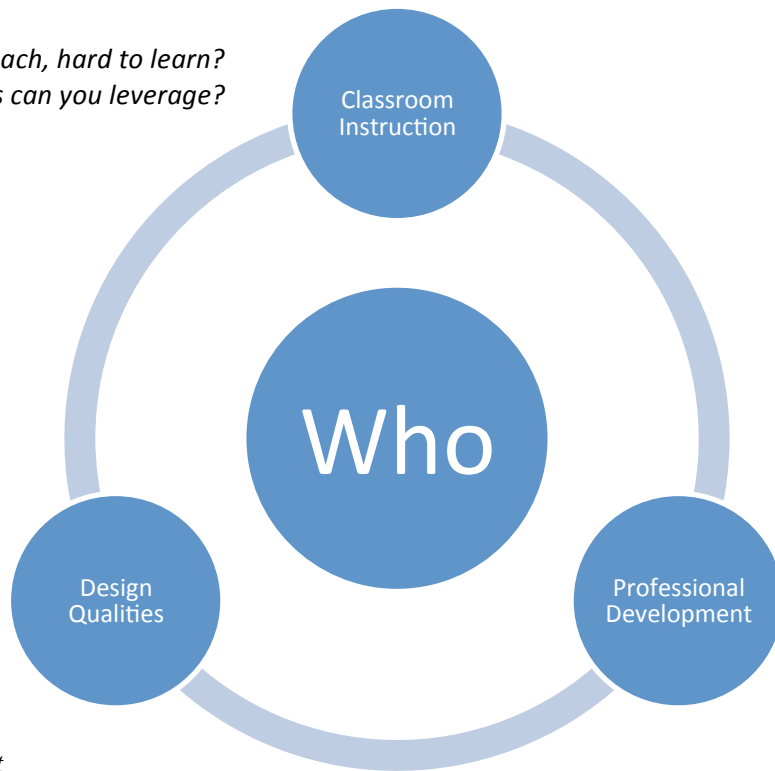
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### Teaching Platform vs. Learning Platform

As an organization, are we an employment agency for adults or a learning institution for students?

| Teaching Platform              | Low | High    | Learning Platform                   |
|--------------------------------|-----|---------|-------------------------------------|
| Teacher as manager             | 1   | 2 3 4 5 | Teacher as leader                   |
| Interest of teacher            | 1   | 2 3 4 5 | Interest of student                 |
| Resistance to change           | 1   | 2 3 4 5 | Open to change                      |
| Compliance                     | 1   | 2 3 4 5 | Commitment                          |
| Fixed learning mindset         | 1   | 2 3 4 5 | Growth learning mindset             |
| Teacher directed               | 1   | 2 3 4 5 | Student directed                    |
| Focus on grades                | 1   | 2 3 4 5 | Focus on learning                   |
| Competitive classroom          | 1   | 2 3 4 5 | Collaborative classroom             |
| Little or no student choice    | 1   | 2 3 4 5 | Students guide their learning       |
| Little or no novelty & variety | 1   | 2 3 4 5 | High novelty and variety are        |
| Superficial learning           | 1   | 2 3 4 5 | Profound learning                   |
| People as commodities          | 1   | 2 3 4 5 | People as resources                 |
| Relationships not important    | 1   | 2 3 4 5 | Relationships are cultivated/valued |
| Planning in isolation          | 1   | 2 3 4 5 | Planning collaboratively            |
| Worksheets/Lecture             | 1   | 2 3 4 5 | Projects                            |

*Hard to teach, hard to learn?  
Which two design qualities can you leverage?*



*As a learner, which of these is most important to you? Which one, if integrated, is most likely to get you engaged in work?*

*Connected to district vision?  
Meaningful for employees?*



Design Qualities  
(Choose one)

1. Like the topic or content
2. Like the end result (have something to show)
3. Need to work in a style conducive to my strengths, lots of resources and materials, and need a(n) (sequential) order
4. Want some examples, to see someone do it first, a checklist, and/or understand the expectations
5. Need practice time and feedback before I complete it
6. Want to work with a partner or team or the opportunity to consult with others
7. I want people, whose opinion I care about, to see it and value what I am trying to accomplish.
8. Flexibility and freedom to make some decisions about how it is done or what the finished product looks like.
9. Add some flare, create variations, and/or provide me with some leadership opportunities to accomplish this work.
10. I need to feel this is important through my values and things about which I care or are relevant to me.

1. Content & Substance, 2. Product Focus, 3. Organization of Knowledge, 4. Clear & Compelling Product Standards, 5. Protection from adverse consequences, 6. Affiliation, 7. Affirmation, 8. Choice, 9. Novelty and Variety, 10. Authenticity

***Leadership is not about the answers we have but instead the questions we ask!***