Spring Branch Independent School District
Inspiring minds. Shaping lives.

SOLVING WICKED PROBLEMS
SINCE DECEMBER 1ST 2015
Opportunities:
• T-2-4
• Overall Student Performance Trends
• English Language Learners
• Data & Accountability
• Parental Involvement

Core Strength:
Supportive Community
• Support and trust from the community
• High expectations

Core Strength:
Dedicated Employees
• Committed to doing great work for the District
• Servant attitude
• Passion for the work
• Sense of family

Design Teams
Spring Branch ISD
HB 1842
Districts of Innovation
You are achieving. W. E. Deming
“Your organization is perfectly designed to achieve the results you are achieving.”

W. E. Deming
YOU ARE HERE
Design Teams:

• Who:
• What:
• How:
• When:
• Why:
Empathize
Define
Ideate
Scale
Revise & Prioritize

Committee Meeting November 16th
Committee Meeting December 10th
Committee Meeting January 14th
Committee Meeting February 18th

DIT Vote
Board Vote 3/21
The future belongs to those who learn, unlearn, & relearn.
2,200 Passengers – 705 Survivors (32%)

2 Hours, 40 Minutes (60 minutes = 16 Boats)

16 Lifeboats x 65 passengers = 1,040 Possible Survivors

Lifeboats: 64 (4,160), 40 (2,600), 20 (1,300)
Google[x]’s mantra is that failure is the key to innovation, and that failing fast is better (and cheaper) than failing last.

SOLVE FOR X
Design Teams:

• **Who:**
• **What:**
• **How:**
• **When:**
• **Why:**
Wicked problems are those without but full of multiple boundaries and an outcome that is NEVER known and usually unexpected.
Design Teams:

- Who:
- What:
- How:
- When:
- Why:
Empathize: 

**November 30th through December 18th**

Role: “Detective”

Objective: Gather and consider all available and relevant data (quantitative and qualitative)

Scope of Work:
- Teams will meet for the first time to develop team norms, roles and a calendar of regular meetings.
- Team members will consider what data points are needed to better understand the current state of their specified area of focus.
- Some members may gather quantifiable data while others may observe “clients” in various settings
- **December 10th - December Strategic Planning Committee Meeting (6:00pm)**

Deliverables:
- No specific deliverables submitted
Define: January 4\textsuperscript{th} through January 13\textsuperscript{th}

Role: “Forensic Scientist”

Objective: Provide clarity and focus to each theme by defining the current state, the ideal state, and other details that will guide forthcoming ideation.

Scope of Work:
Teams will analyze data gathered as part of the Empathize Phase to clearly define several key elements. Once defined, these elements will guide the development of pathways.

Deliverables:
- January 13\textsuperscript{th}: Definition Worksheet (workbook chapter 3)
**Ideate: January 14<sup>th</sup> through January 29<sup>th</sup>**

Role: “Inventor”

Objective: Ideas, Ideas, Ideas – Quantity is first step in the ideate process. Teams will categorize and begin to further define areas of consideration as process continues.

Scope of Work:
- Teams will begin by brainstorming a myriad of ideas, suspending judgment to ensure that every idea is considered. Quantity is encouraged during the early portions of this phase.
- **January 14<sup>th</sup> – January Strategic Planning Committee Meeting (6:00pm)**

Deliverables:
- January 29<sup>th</sup> - Ideation Update (workbook chapter 4)
**Scale: January 30th through February 5th**

Role: “Designer”

Objective: Teams filter, shed and develop ideas to design a specified pathway of initiatives.

Scope of Work:
- Teams work to develop or discard ideas in an effort to develop a pathway between the current state and the ideal state. As initiatives are developed, teams add detail including HB1842 related exemptions and possible interim measures.

Deliverables:
- February 5th – Final Draft of Pathway(s) (workbook chapter 5)
**Revise & Prioritize:** *February 5th through March 4th*

Role: “Analyst”

Objective: As the final draft of the strategic plan is considered, teams will study feedback for possible revisions in advance of the March votes by the DIT and Board of Trustees.

Scope of Work:
- During this phase, teams will:
  1. (Primary Scope) consider feedback for possible revisions to published strategic plan
  2. Consider which (if any) pathway elements need to be resourced and implemented within the 2016/2017 school year
- *February 18th - February Strategic Planning Committee Meeting (6:00pm)*

Deliverables:
- *February 19th - Final revisions submitted (if applicable)*
Design Teams:

- Who:
- What:
- How:
- When:
- Why:
Design Teams

Spring Branch ISD

November | December | January | February | March

Committee Meeting: November 16th
Committee Meeting: December 10th
Committee Meeting: January 14th
Committee Meeting: February 18th

Empathize | Define | Ideate | Scale | Revise & Prioritize

Board Vote: 3/21
DIT Vote: TBD
Design Teams:

• Who:
• What:
• How:
• When:
• Why:
“Your organization is perfectly designed to achieve the results you are achieving.”

W. E. Deming
BREAK
HOMEWORK
REDISEIGN

40 minutes from start to finish
4 Phases
Empathize (10)
Define (5)
Ideate (15)
Scale (10)
Empathize: **10 Minutes**

- **Role:** “Detective”
- **Objective:** Gather and consider all available and relevant data (quantitative and qualitative)

https://www.youtube.com/watch?v=FULxYPagZ0
Define: 5 Minutes

- Role: “Forensic Scientist”
- Objective: Provide clarity and focus to each theme by defining the current state, the ideal state, and other details that will guide forthcoming ideation

Current State

Ideal State
**Ideate: 15 Minutes**

- **Role:** “Inventor”
- **Objective:** Ideas, Ideas, Ideas – Quantity is first step in the ideate process. Teams will categorize and begin to further define areas of consideration as process continues.
**Scale: 10 Minutes**

- **Role:** “Designer”
- **Objective:** Teams filter, shed and develop ideas to design a specified pathway of initiatives
The Spring Branch Way