



Superintendent's HOPE Note - April 2021

"Culture does not change because we desire to change it. Culture changes when the organization is transformed – the culture reflects the realities of people working together everyday."
 – Frances Hesselbein

Changing our Culture: Food for Thought

The chart below juxtaposes some of the model components of the current paradigm with those of the learner-centered one.

MODEL COMPONENT	CURRENT PARADIGM	LEARNER-CENTERED PARADIGM
Organization of learners	Organized in age cohorts	Learners learn individually and in diverse and shifting groups consistent with their developmental, social, and competency needs
Curricula	Standardized linear curricula divided into subjects	Relevant, contextualized curricula organized by competency
Learner goals / Progress indicators	Required credit hours and seat time	Development of competency in agreed domains of knowledge, skills, and dispositions in timeframes appropriate to each learner
Role of learners	Passive vessel to be filled	Active co-creators of their learning and development
Role of adults	Individual teachers expected to serve as content deliverers, curriculum developers, data assessors	Network of qualified adults facilitating learning and development
Technology	One-to-many communication tools (e.g. books, white boards, projectors)	One-to-one, one-to-many, many-to-many communication, networking, diagnostic, and content delivery tools
Assessment	Primarily "of" learning	Intentional assessment "for, as, and of" learning
Resource Allocation	Place- and formula-based funding uncorrelated with individual children's needs	Financial resources applied and integrated to support the whole child
Location	Localized in a school building	Learning occurs at many times, in many places, and through many formats; a physical space is established for learners and adults to gather, socialize, and learn
Meeting learner's needs	Differentiation of the standard model to meet learners' needs	Personalization for each and every learner

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UPDATE: District Strategic Plan

We had a team of over 35 staff inclusive of administrators, professionals, support staff and board members meet to review our progress over the last 4 years and begin planning for our future. Major initiatives discussed included:

- The Ideal Learning Experience (MCL)/Student Engagement
- Social/Emotional Learning (staff and students)
- Staff Recruitment & Retention
- Safety & Security
- Diversity, Equity & Inclusion (addressing language and cultural challenges)



Strategic Planning Next Steps

- April:** Leadership Team to identify themes within list of 16 possible initiatives
- June:** HOPE Teams reconvene to prioritize key initiatives and draft measures and targets
- June:** District-wide sharing of strategic initiatives (Closing of School Address)
- June:** Leadership Retreat to finalize measures and targets, and develop a performance review schedule

Equity is Everyone's Responsibility



Many of the initiatives will look very familiar. They are the foundation of who we are as a district. However, we now want to commit on a deeper level. For example, in our commitment to our Core Value, *Our Diversity is Our Strength*, we will begin our journey to ensure that our learning environment is not only safe and supportive, but provides equity and is inclusive for all learners, staff and stakeholders.

Mr. Andrae Martin, Principal of Sara Lindemuth/Anna Carter Primary School, will lead this work in our district. As with every initiative, Mr. Martin will utilize our *Leadership Improvement Model* to guide this work and ensure that our process is both comprehensive and inclusive. Stay tuned for more details and thank you to our HOPE team members for confirming the need for these district-wide conversations.



Piece of the Puzzle

"Mrs. Prime, Mr. Evans, and Ms. Floyd deserve acknowledgement for their support of the MCL work at the Middle School. The work is challenging but knowing that the team has 3 incredibly supportive administrators that offer their insight, listen to concerns, and create a culture of pedagogy have allowed for the team to grow. They are much appreciated!"