



27J Learning Organization



**Empowering every student today to
take control of their future tomorrow.**

We ENGAGE this mission on behalf of our community.

2042

- What will the world be like in 2042?
- What jobs will exist?
- What skills will be needed? What attitudes and dispositions will allow them to be successful 20 years past graduation?

2042

Consider

- A world that is seeing a constant diminishing of jobs due to the expansion of outsourcing, globalization, automation and artificial intelligence.
- People will most likely work 11+ jobs in their lifetime
- Average span of a Fortune 500 company has decreased from 75 years to 15 years
- The chance of automation stands at 99% for a telemarketer, 89% for a taxi driver

2042

“Today, automation is blind to the color of your collar. It doesn’t matter whether you’re a factory worker, a financial advisor, or a professional flute-player: automation is coming for you.”

Jerry Kaplan-- Humans Need Not Apply

2042

- 4.3 million workers will be displaced
- An additional 2.2 million workers will be disrupted
- 6.5 million job moves by 2027

World Economic Forum

The skills for the future and the skills of now

Entrepreneurial Skills – Problem Solving, Critical Thinking, Inquiry, Analysis, Innovating, Risk Taking

Personal Skills – Self Awareness, Perseverance, Initiative, Personal Responsibility, Flexibility

Interpersonal Skills – Collaboration, Communication, Cultural-Global Networking, Civic Engagement, Character

Professional Skills – Time Management, Career Awareness, Information Literacy, Productivity, Self-Advocacy, Use of Information and Technology, Leadership

March 2020 - June 2021 Colorado Top 10 Essential Skills Across all Occupations

Teamwork/Collaboration 78%	Communication 75%
Service Orientation 69%	Critical Thinking 64%
Organization, planning, and prioritizes 53%	
Leadership 41%	Digital Literacy 40%
Management 38%	

***Experience, detail orientation

Source: EMSI - Burning Glass 2021.3 Data

2022 Skills Outlook



Growing

- 1 Analytical thinking and innovation
- 2 Active learning and learning strategies
- 3 Creativity, originality and initiative
- 4 Technology design and programming
- 5 Critical thinking and analysis
- 6 Complex problem-solving
- 7 Leadership and social influence
- 8 Emotional intelligence
- 9 Reasoning, problem-solving and ideation
- 10 Systems analysis and evaluation

Declining

- 1 Manual dexterity, endurance and precision
- 2 Memory, verbal, auditory and spatial abilities
- 3 Management of financial, material resources
- 4 Technology installation and maintenance
- 5 Reading, writing, math and active listening
- 6 Management of personnel
- 7 Quality control and safety awareness
- 8 Coordination and time management
- 9 Visual, auditory and speech abilities
- 10 Technology use, monitoring and control

We live in a world where content is no longer the king and there are no extra points for being the “best rememberer” anymore. There can no longer be this divide between content and skills. It is not an either/or proposition, rather, now it is very much an AND World.

KnowledgeWorks Redesigning Readiness

Empowering every student today to take control of their future tomorrow.

The Thinking Classroom

An environment that is learner driven, and students are challenged with the responsibility to think, problem solve, persevere, collaborate, fail forward, learn.

Teachers must intentionally plan for the learning of students, which is different than lesson planning. GELL – Goals, Evidence, Learning Experience, Learning Environment is 27J's instructional frame to support our planning.

The Thinking Classroom

More About

Learning

Student Ownership

Feedback/Self-assessment

Dialogue

Productive Struggle

Adaptive Future

Less About

Memorizing/Regurgitating

Student Compliance

Grading

Monologue

Over helping/busy work

Default Future

Whose classroom? Whose learning ? Who is doing the work?

In Support of Thinking Classroom...

GELL - The structure that supports Thinking Classroom

- G – **Goal** – Articulated expectations at every grade level (p-12) **Curricular Frames** articulate the needed skills
- E – **Evidence** – Articulate evidence/demonstration of learning at every grade level for all students **District Common Assessments**
- L – **Learning Experience** – Empowerment of students with the real work of learning
- L – **Learning Environment** – Learning conditions and environment where students feel cared for, safe, responsible

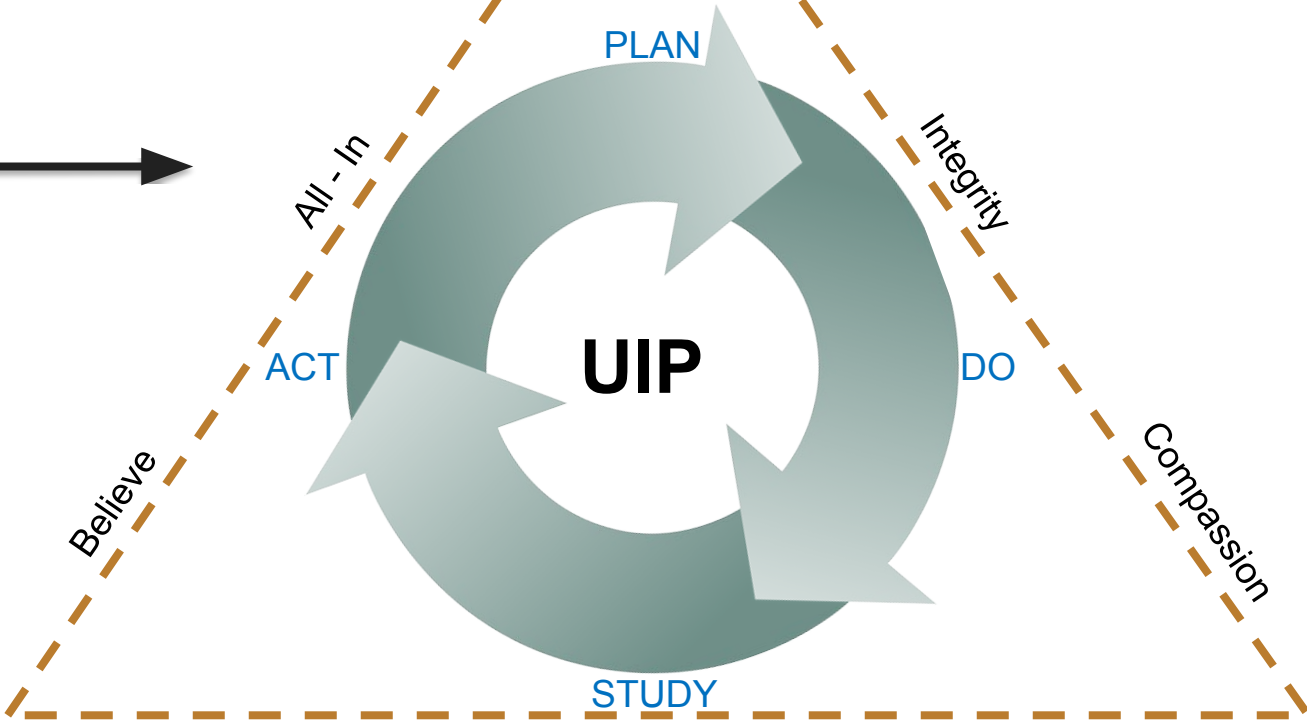
Student →

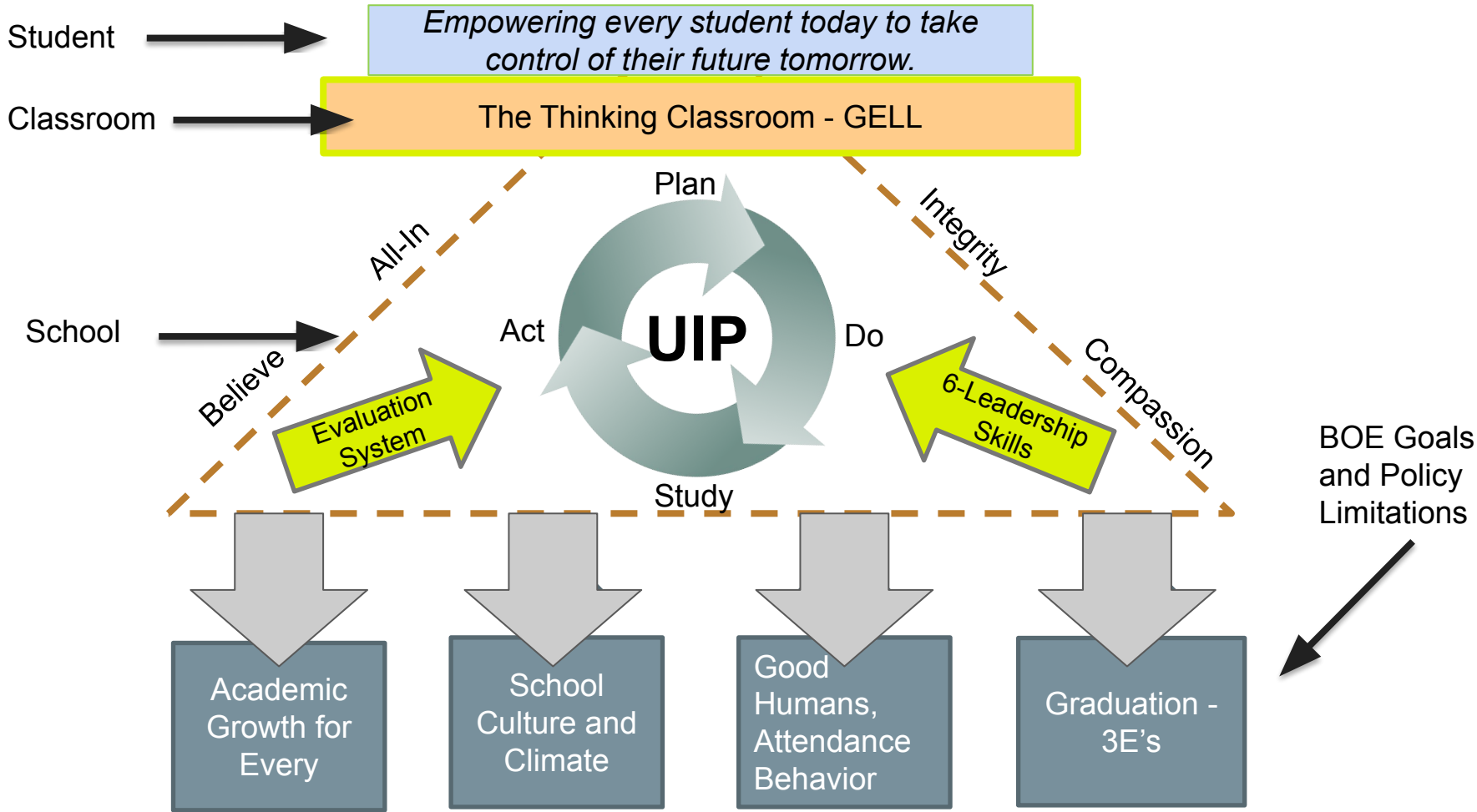
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Classroom →

The Thinking Classroom

School →





27J Leadership Actions

Action
expresses
priorities.

Mahatma Gandhi

- \$1.5m new instructional materials
- \$3.1m in HS staff
- \$3.3m in MS staff
- \$1.5m in Counselor at every school
- \$1.5m in instructional coaches at every school
- \$2m annually for One 2 Web

Questions?