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Staying on the Cutting Edge

Opportunities and Challenge

Dr. Bill Daggett
Whitehall City Schools
April 15. 2024

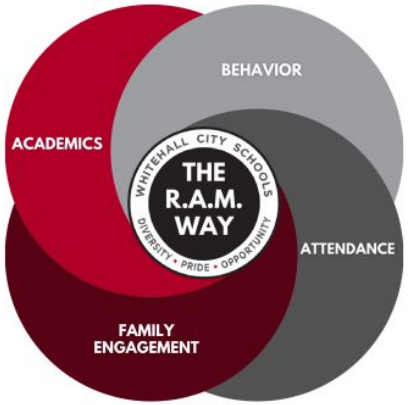
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You have identified the WHAT...

Reflect

WCS Commitment Plan Non-Negotiables

2023-25



At WCS principals and staff will ensure

"Innovation at WCS is the catalyst to success and student achievement."

ACADEMICS

GOAL: Increase academic performance on state assessments by 15%.

FOCUS: Improve literacy through vocabulary and classroom discourse.

- Teach standards in meaningful and engaging ways
- Implement curriculum based on the Science of Reading (SoR) with fidelity
- Identify and teach essential vocabulary to be mastered
- Embed classroom discourse into daily instruction

BEHAVIOR

GOAL: Decrease disruptive behaviors by 20%.

FOCUS: Improve student behaviors through PBIS and MTSS.

- Teach and model appropriate behaviors, emotional regulation, and conflict resolution
- Provide SEL instruction
- Implement PBIS frameworks with fidelity
- Provide real-time and targeted intervention
- Collaborate on success plan creation

ATTENDANCE

GOAL: Reduce chronic absenteeism by 10%.

FOCUS: Improve attendance through Stay in the Game campaign and HB 410 implementation fidelity.

- Emphasize and recognize the importance of daily attendance
- Provide inviting and engaging classroom instruction that draws students to school
- Provide personal outreach when students miss and welcome them back when they return
- Implement WCS attendance protocols and procedures with fidelity

FAMILY ENGAGEMENT

GOAL: 90% of families have a parent portal account.

FOCUS: Increase Parent Portal access and usage of two-way communication tools.

- Build strong relationships with students and families
- Ensure families have correct information
- Provide updated and timely communication about children's progress
- Complete success plans with families

Non-Negotiables

- Academics
- Behaviors
- Attendance
- Family Engagement



Reflect

Question #6 - What are the most important things the Whitehall City School District can do for the youth in this community?	
1. **Accountability:** The term "accountability" is frequently mentioned, emphasizing the need to hold both students and families accountable for their actions and involvement in the educational process. 2. **Preparation for the Future:** There is a strong focus on preparing students for the next phase of their lives, whether it be post-high school education, entering the workforce, or pursuing other opportunities. 3. **Life Skills and Critical Thinking:** The importance of teaching life skills is highlighted, including financial literacy, communication skills, and responsibility. There is a consistent call to teach critical thinking skills to help students analyze information and make informed decisions. 4. **Community Involvement:** Building a coherent community involving parents, guardians, and other community members is emphasized. Collaboration and engagement with the community are seen as essential for creating a supportive learning environment. 5. **Social-Emotional Learning**: Emotional regulation, respectful behavior, and kindness are mentioned as crucial components of education. The need for social-emotional support and learning is highlighted, with a focus on mental health services and trauma care. 6. **High Expectations:** High expectations for students, both academically and socially, are consistently advocated. Clear and defined expectations, along with accountability, are considered essential for student success. 7. **Safety and Support:** Providing a safe and supportive environment is a recurring theme, encompassing physical safety, emotional well-being, and support for families. Smaller class sizes, additional support staff, and intervention spots are suggested to ensure personalized attention. 8. **Community Engagement:** Engaging families through various means, including education sessions, community events, and partnerships, is seen as vital. There's a call for increased collaboration with local organizations and businesses to provide more opportunities for students. 9. **Innovation and Flexibility:** Innovating the	The **community** emphasizes college readiness, a diverse curriculum, and increased class options in middle school. They stress the importance of preparing students to be productive adults, career readiness, and continued teacher education. The community advocates for parent involvement, outreach, and supporting multiple activities. Safety, care, and offering a safe space are also key themes. The community calls for more arts and crafts, support for strong readers, and free resources for after-school activities. They encourage innovations in learning, personal growth, and challenges to improve, with a focus on engaging families and creating equal opportunities. **Students** emphasize the significance of attendance, community, and understanding in their educational experience. They value extracurricular events, clubs, and activities, expressing a desire for more community events and collaboration with external organizations. Students appreciate a safe space and seek support in areas where they may be struggling. They emphasize the importance of following the school's values, such as "the Rams way," and desire more engagement through events, clubs, and partnerships with local businesses. The **teachers and staff** emphasize the importance of holding students accountable, fostering flexibility, and providing opportunities for post-high school education. They aim to prepare students for the next phase of their lives by teaching valuable life skills, critical thinking, and promoting a growth mindset. The staff is dedicated to creating a coherent community by involving parents, modeling emotional regulation, and setting clear expectations for students. The focus is on building positive relationships, promoting literacy, and instilling a sense of pride. The educators also stress the need for collaboration, engagement, and support to create a safe and enriching learning environment.

Prepare Students For

- Accountability
- Preparation For The Future
- Life Skills and Critical Thinking



Share

QUESTION #3: What skills do you want to see all WCS students graduate with?

1. **Critical thinking - 160**
2. **Problem-solving - 143**
3. **Accountability - 132**
4. **Emotional regulation - 116**
5. **Empathy - 112**
6. Communication - 104
7. Collaboration - 100
8. Growth mindset - 96
9. Adaptability - 92
10. Leadership - 89
11. Persistence - 87
12. Grit - 83
13. Financial literacy - 78
14. Self-awareness - 76
15. Flexibility - 74
16. Positive attitude - 71
17. Social skills - 69
18. Innovation - 66
19. Initiative - 64
20. Self-direction - 61
21. Diversity and inclusion - 58
22. Real-world effectiveness - 55
23. Information literacy - 52
24. Openness and perspective - 50
25. Sense of belonging - 47
26. Inquisitiveness - 45
27. Good judgment - 42
28. Community engagement - 39
29. Global awareness - 36
30. Creativity - 34
31. Self-confidence - 32
32. Entrepreneurial drive - 29

Community members offered a unique perspective on the skills they value in students. Good judgment, inquisitiveness, and effective communication were frequently mentioned. The community stressed the significance of skills like humility, empathy, and a positive attitude. There was a notable focus on preparing students for real-world challenges, with an emphasis on financial literacy, entrepreneurship, and a global awareness perspective. The responses indicated a strong desire for students to possess a well-rounded skill set that extends beyond the academic realm.

Students shared their perspectives on the skills they believe are important for their success. The responses reflected a mix of academic and personal development skills. Students emphasized problem-solving, emotional regulation, and teamwork. The importance of communication, positivity, and a growth mindset was evident. Notably, students highlighted practical skills like driver's education and real-world knowledge, indicating a desire for relevant and applicable learning experiences.

Teachers and staff provided valuable insights into the skills they believe are essential for student success. The focus appears to be on foundational skills such as information literacy, financial literacy, self-awareness, and reflective practice. Teachers highlighted the importance of leadership, initiative, and self-directed learning. The responses underscored the educators' emphasis on a well-rounded set of skills that go beyond academic achievements.

Skills Students to Graduate With

- Critical thinking – 160
- Problem-solving – 143
- Accountability – 132
- Emotional regulation – 116
- Empathy – 112
- Communication – 104
- Collaboration – 100
- Growth Mindset – 96
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- Persistence – 87
- Grit – 83

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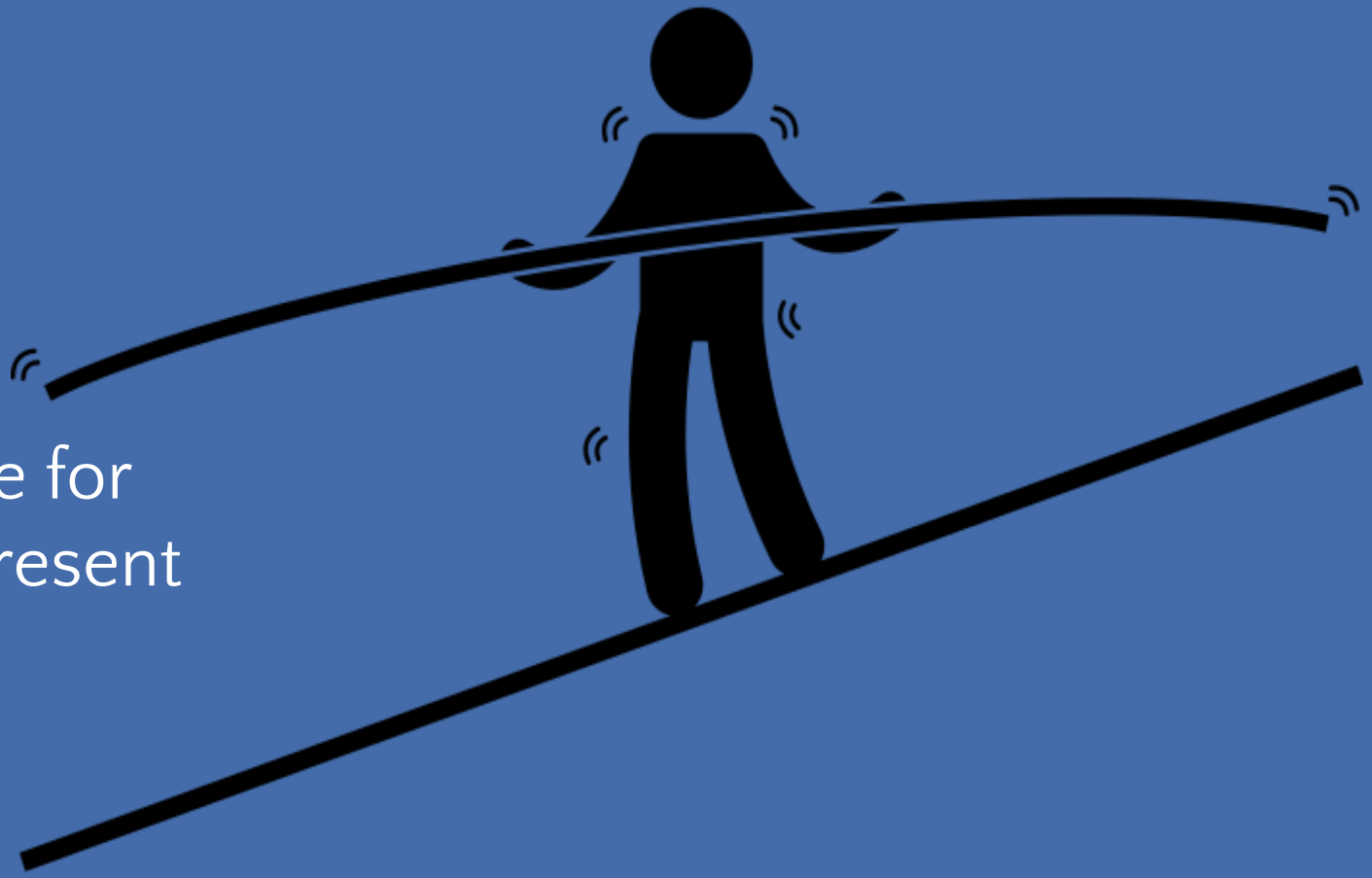
You have identified the WHAT...

Strategies on HOW to...

Where are you and where do you want to be?

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Addressing Today's Challenges



Care for
the Present

Pressing Challenges

- Learning loss

Pressing Challenges

- Learning loss
- How to do school

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Pressing Challenges

- Learning loss
- How to do school
- Mental health

Pressing Challenges

- Learning loss
- How to do school
- Mental health
- Attendance

Pressing Challenges

- Learning loss
- How to do school
- Mental health
- Attendance
- Workforce pipeline

Pressing Challenges

- Learning loss
- How to do school
- Mental health
- Attendance
- Workforce pipeline
- Parent/community pressure

Pressing Challenges

- Learning loss
- How to do school
- Mental health
- Attendance
- Workforce pipeline
- Parent/community pressure
- School safety

Trauma is a growing issue

Begin with **providing solutions** to today's challenges.

AI can help give teachers and staff their nights and weekends back.

- Lesson plans
- Describe a lesson and ask for ways to make it more engaging
- Assessments
- Curriculum
- Communication with parents
- IEPs

A critical skill in the age of artificial intelligence is the ability to write effective **prompts**.

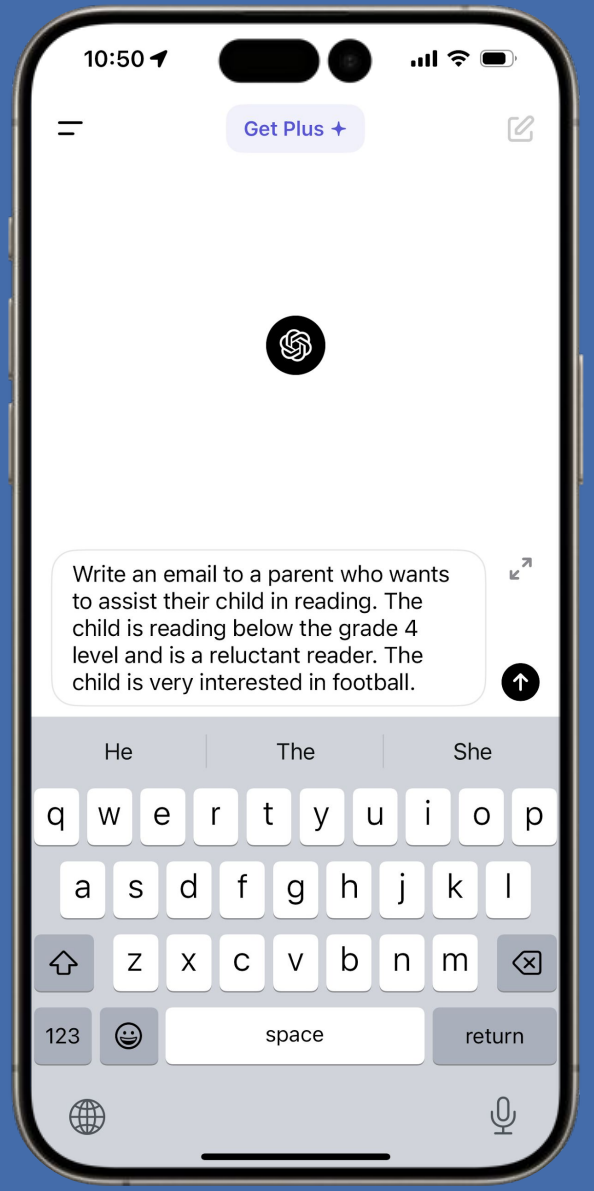
A critical skill in the age of artificial intelligence is the ability to do sophisticated **editing**.

80/20 Rule

ChatGPT

Parent Email

Write an email to a parent who wants to assist their child in reading. The child is reading below the grade 4 level and is a reluctant reader. The child is very interested in football.

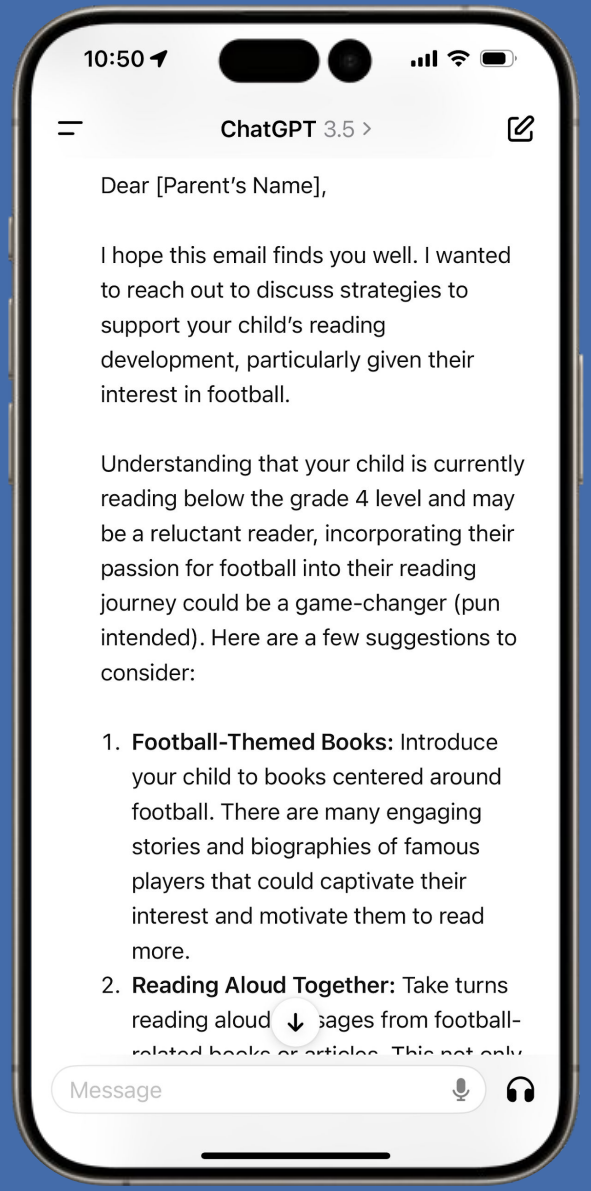


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ChatGPT

Parent Email

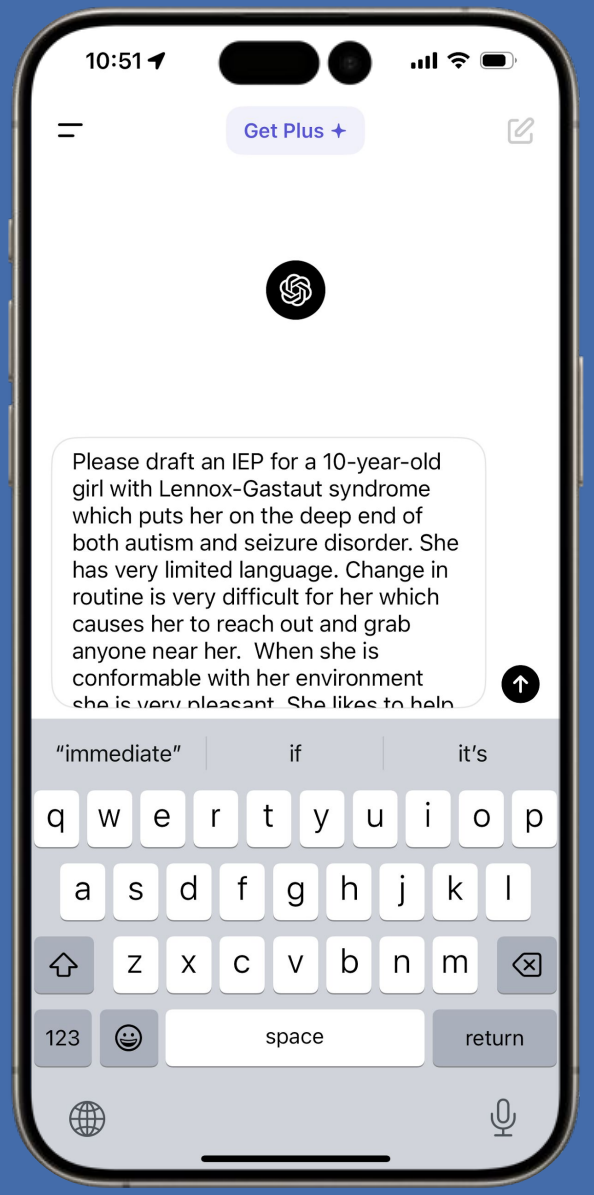
- Customizable introduction
- Football-themed recommendations
- At-home literacy strategies
- Encouragement
- Next steps



ChatGPT

Student IEP

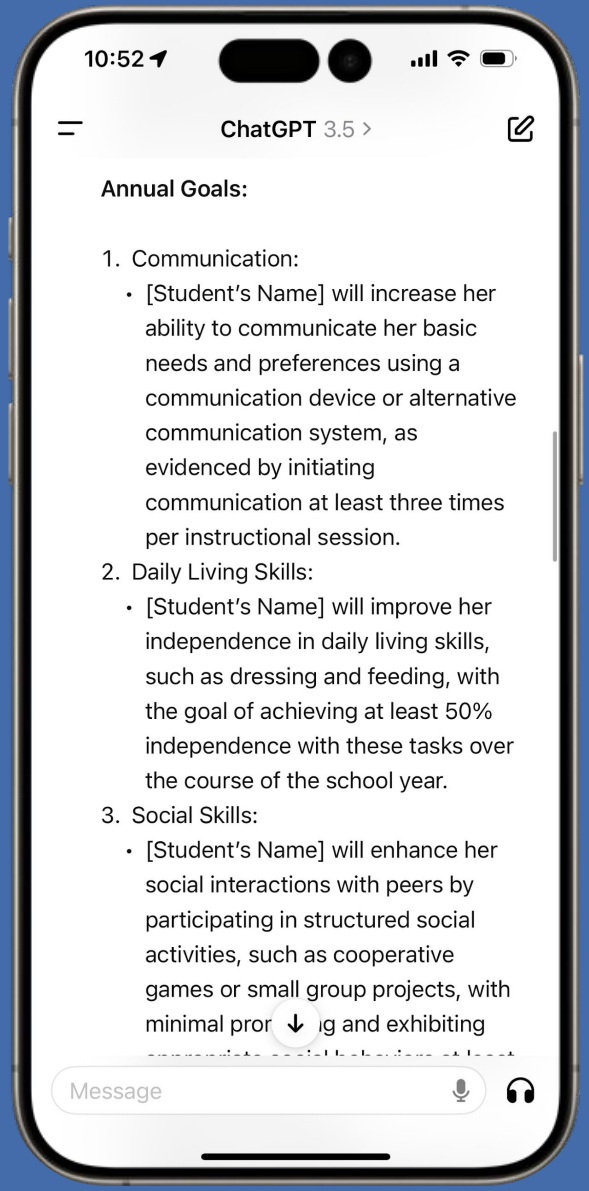
- 10-year-old girl
- Lennox-Gastaut syndrome
- Limited language
- Change in routine is difficult
- Pleasant when comfortable or in a routine



ChatGPT

Student IEP

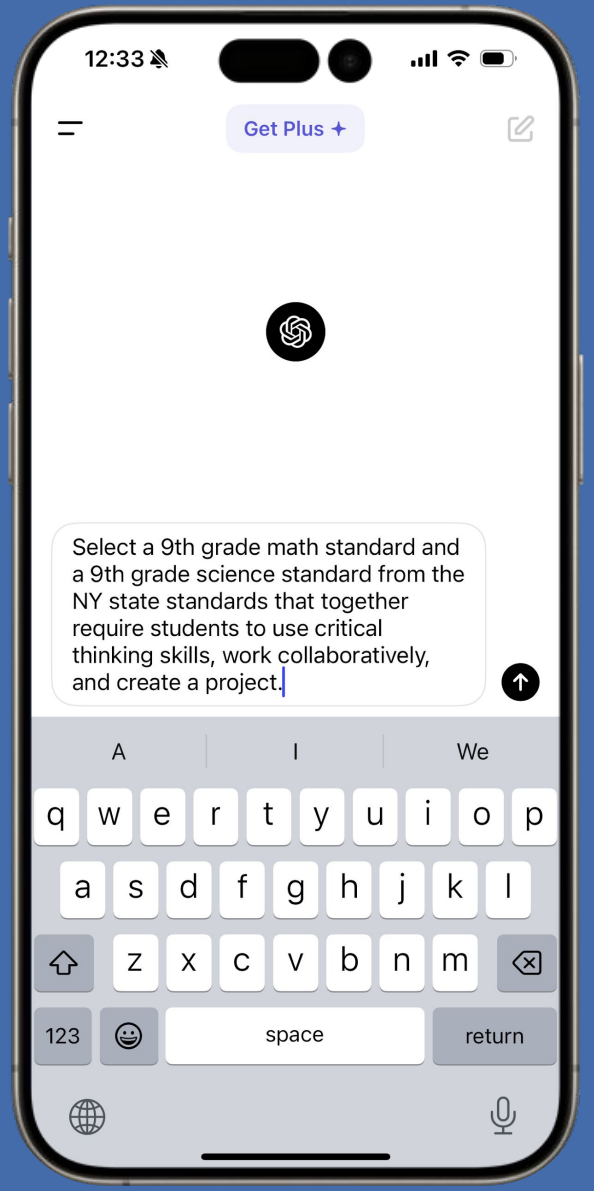
- Student Information
- IEP Team
- Academic/Functional Summary
- Annual Goals
- Special Education Services
- Accommodations
- Transition Plan
- Parent/Guardian Involvement
- Evaluation and Review



ChatGPT

Standards Alignment

Select a 9th grade math standard and a 9th grade science standard from the NY state standards that together require students to use critical thinking skills, work collaboratively, and create a project.

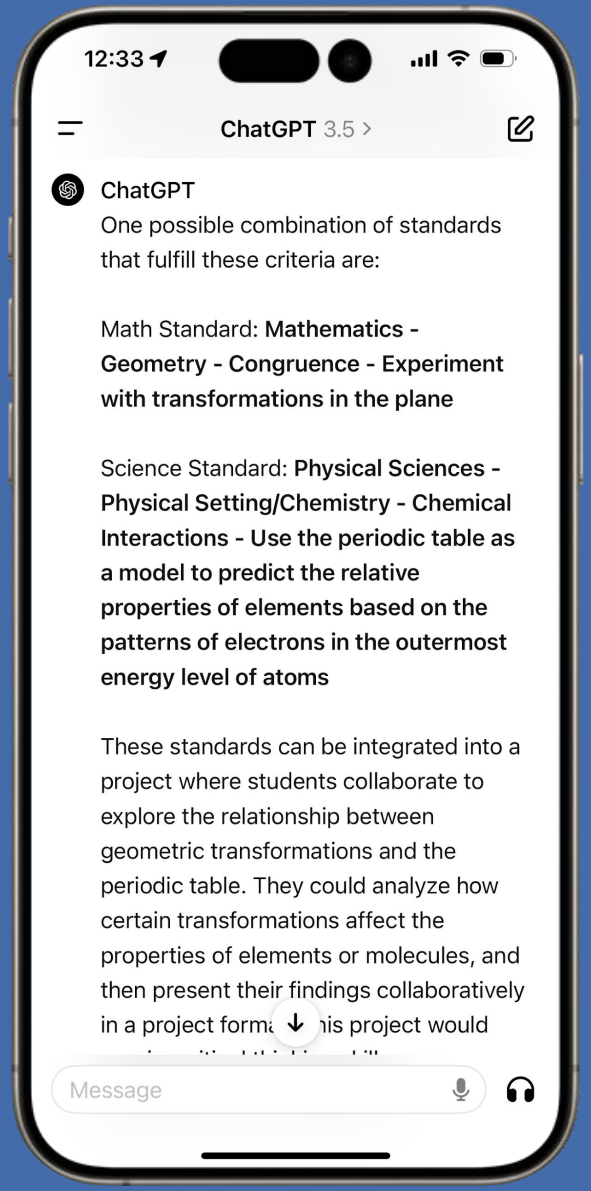


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ChatGPT

Standards Alignment

- **Math standard:** Geometry and congruence
- **Science standard:** Periodic table predictions
- **Project idea:** Explore relationship between geometric transformations and the periodic table

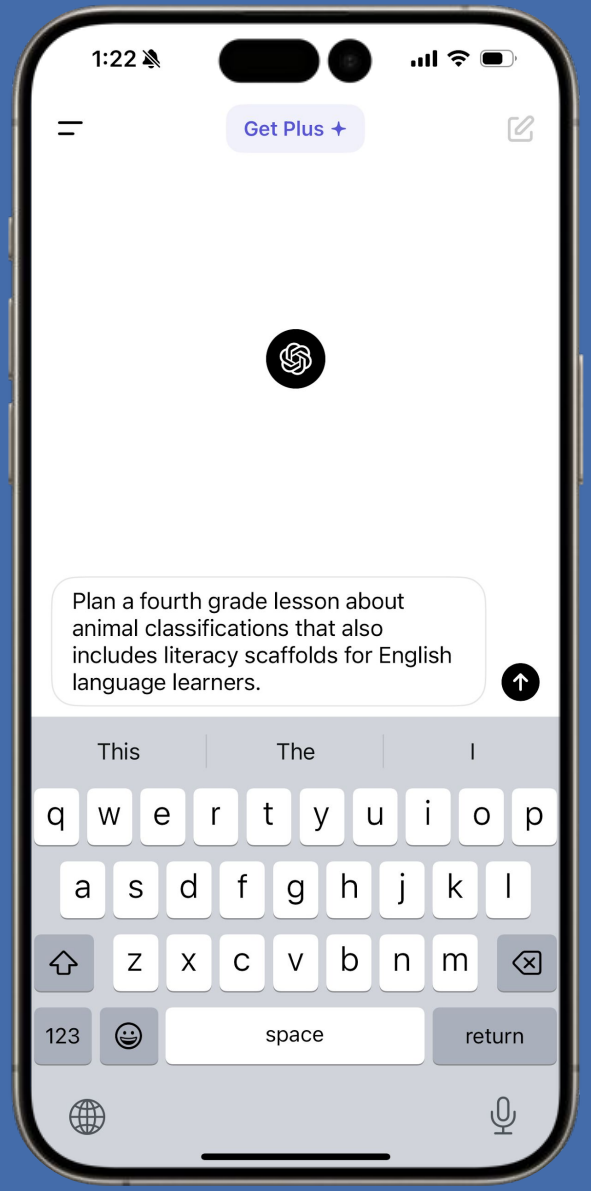


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ChatGPT

ELL Differentiation

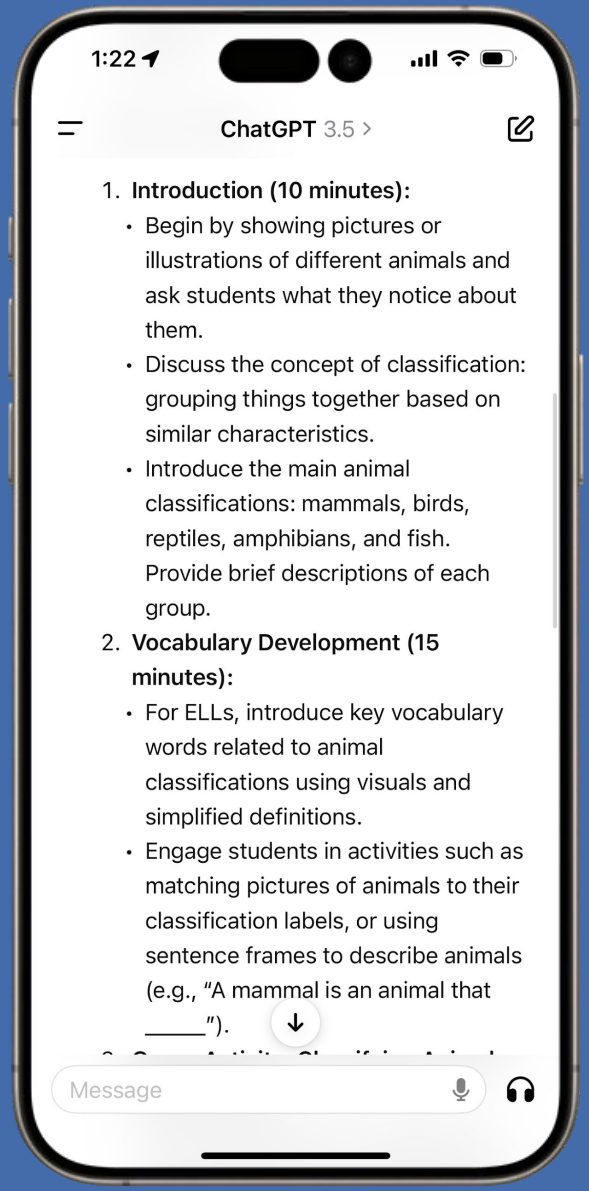
Plan a 4th grade lesson about animal classifications that also includes literacy scaffolds for English Language Learners.



ChatGPT

ELL Differentiation

- Introduce key vocabulary using visuals and simplified definitions for ELLs
- Provide ELLs guiding questions and sentence starters for discussion
- Provide sentence word banks for ELLs



Gemini

Photos

Use photos of your classroom, home, materials, etc. to generate creative ideas from AI.



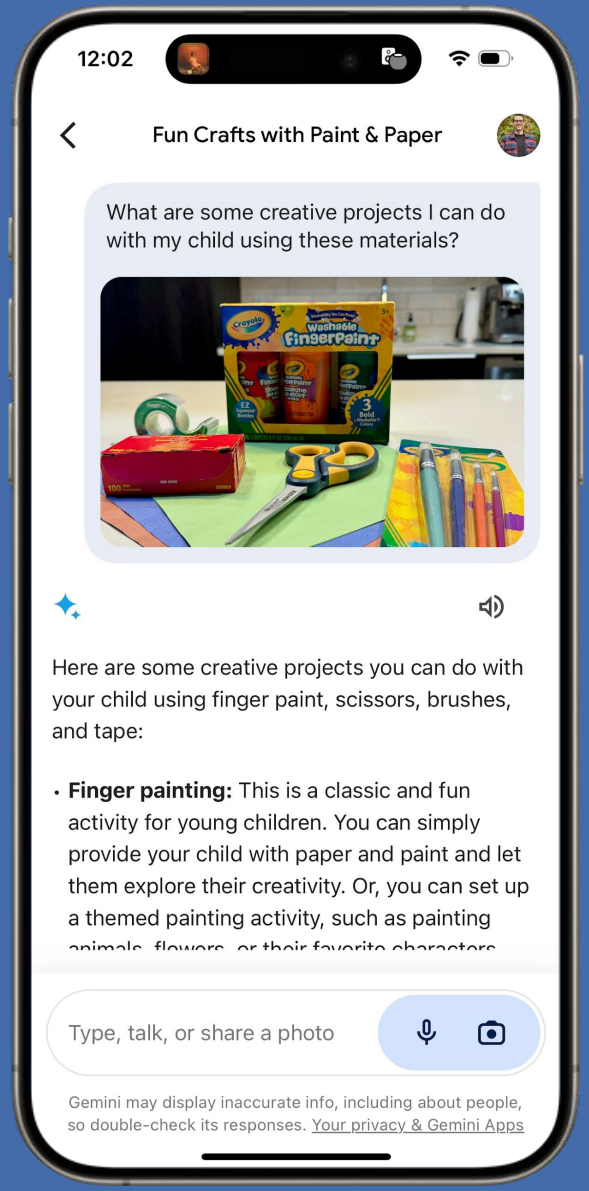
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Gemini

Photos

What creative projects can I do with my child?

- Finger painting
- Tape resist art
- Scenes and collages
- Paper bag puppets



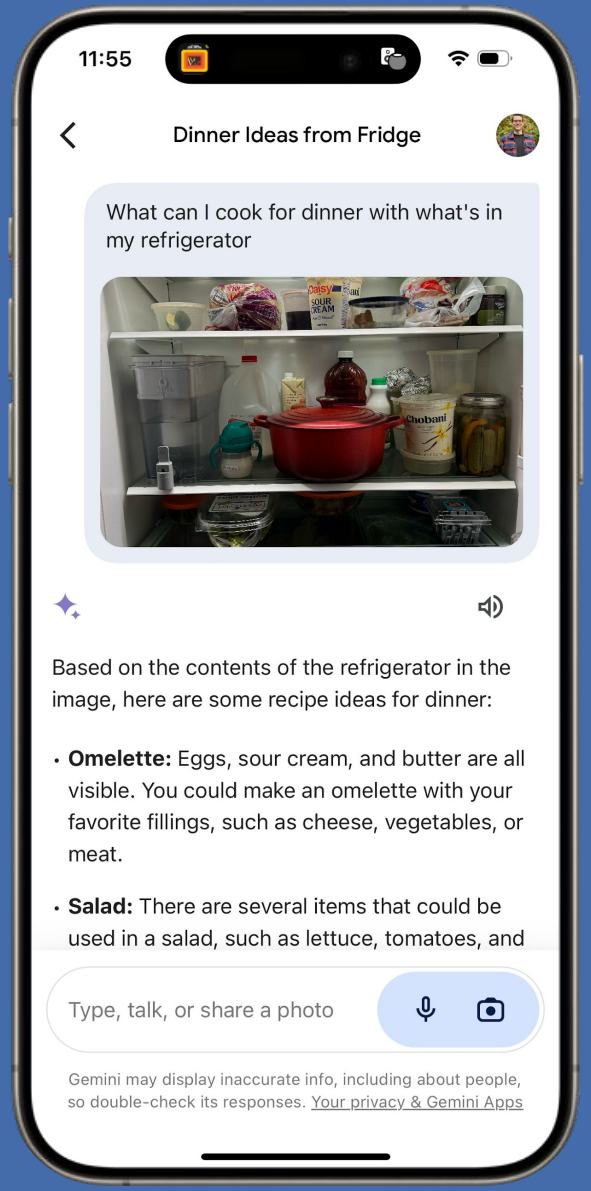
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Gemini

Photos

What can I cook for dinner?

- Omelet
- Salad
- Quesadilla



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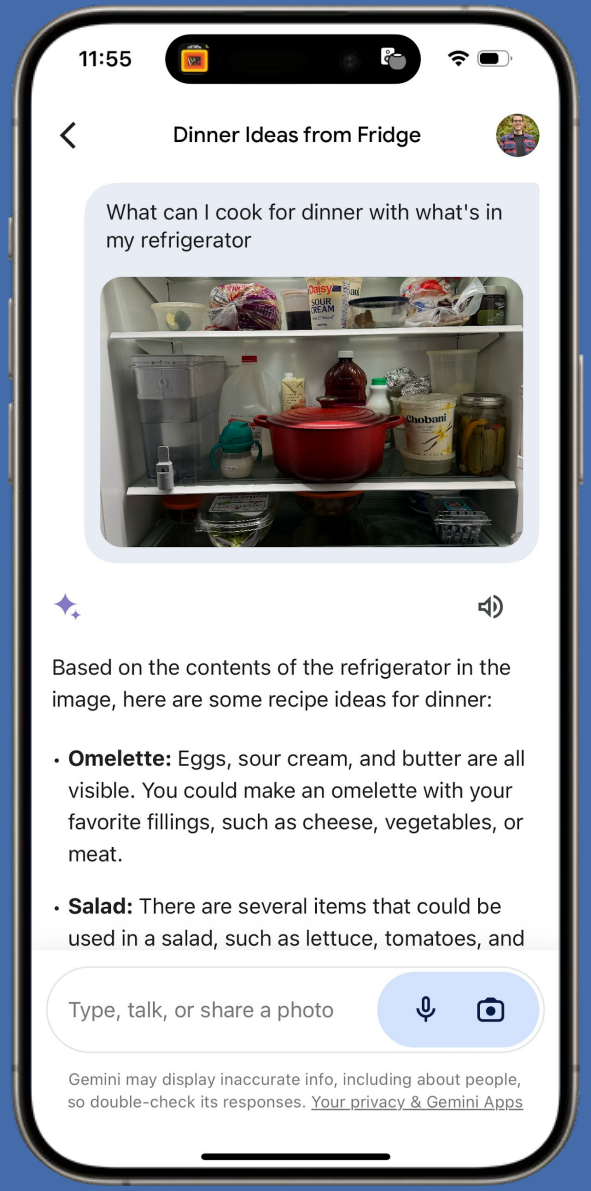
Gemini

Photos

What can I cook for dinner?

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Follow-up question:
How do I make an omelet?



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Microsoft Copilot

Adobe Firefly

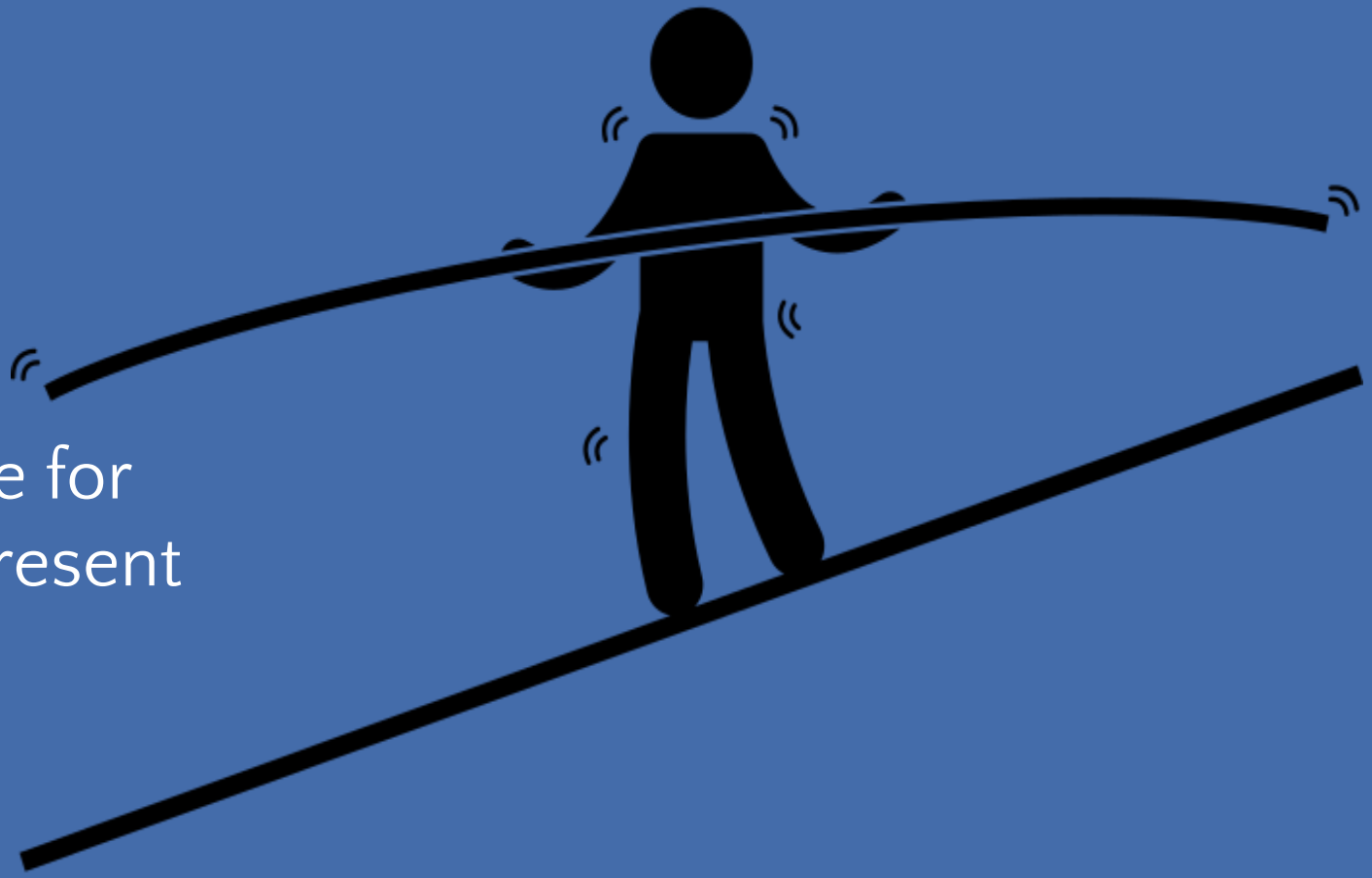
Grammarly

MAGIC SCHOOL

Gemini

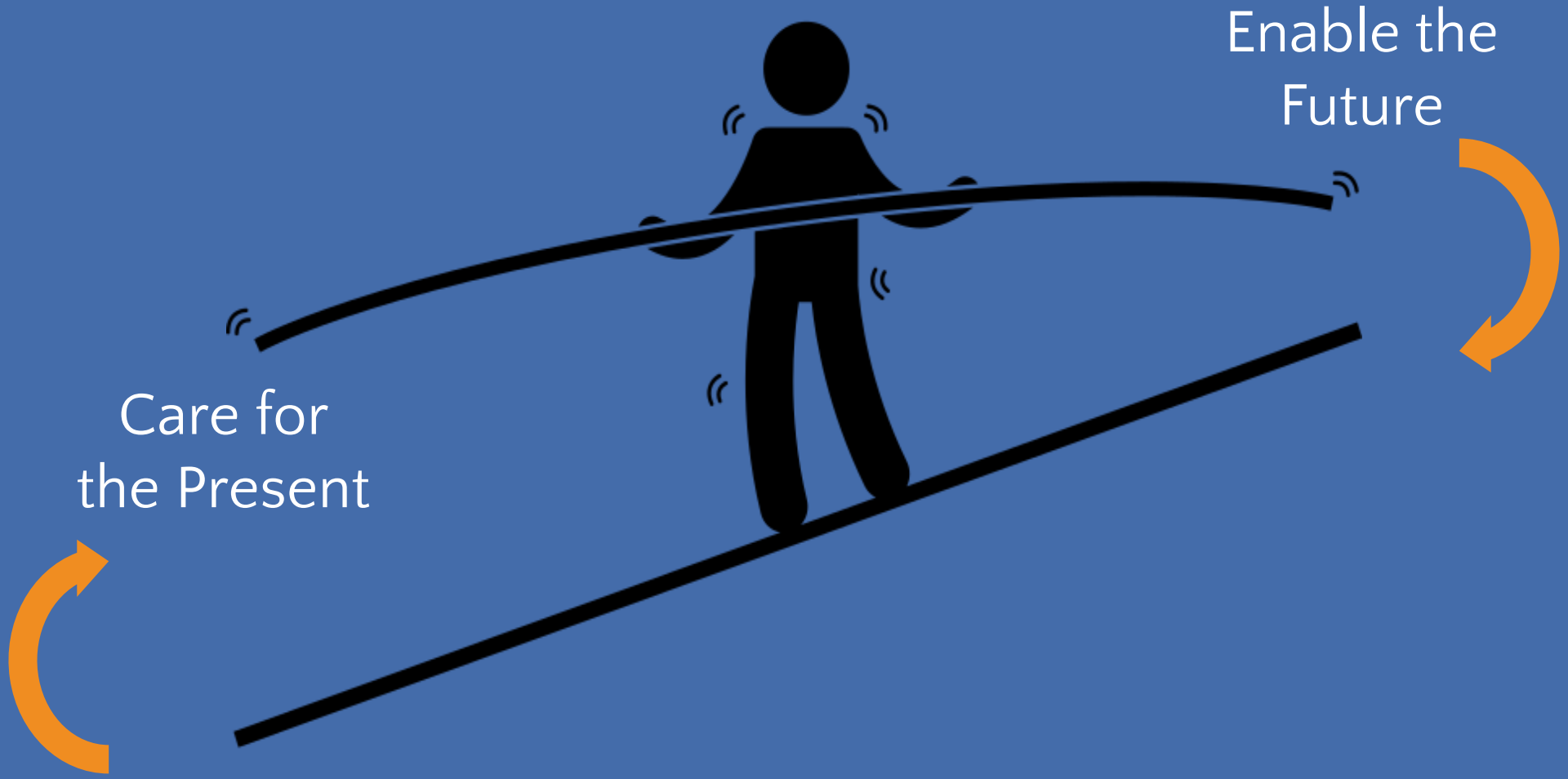
... and many, many more pop up everyday.

Addressing Today's Challenges



Care for
the Present

Addressing Today's Challenges



Verizon Innovative Learning Schools district



Reflect

Question #6 - What are the most important things the Whitehall City School District can do for the youth in this community?	
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Prepare Students For

- Accountability
- Preparation For The Future
- Life Skills and Critical Thinking

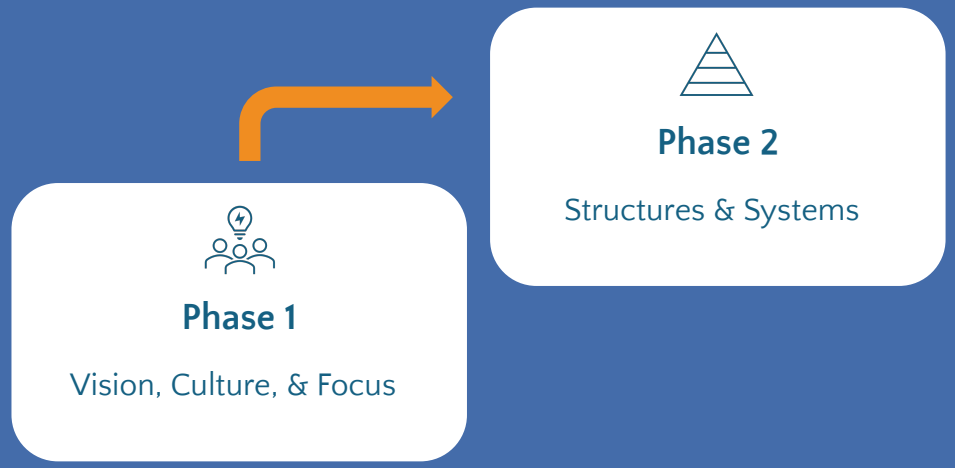
Five Phases of Systems Transformation



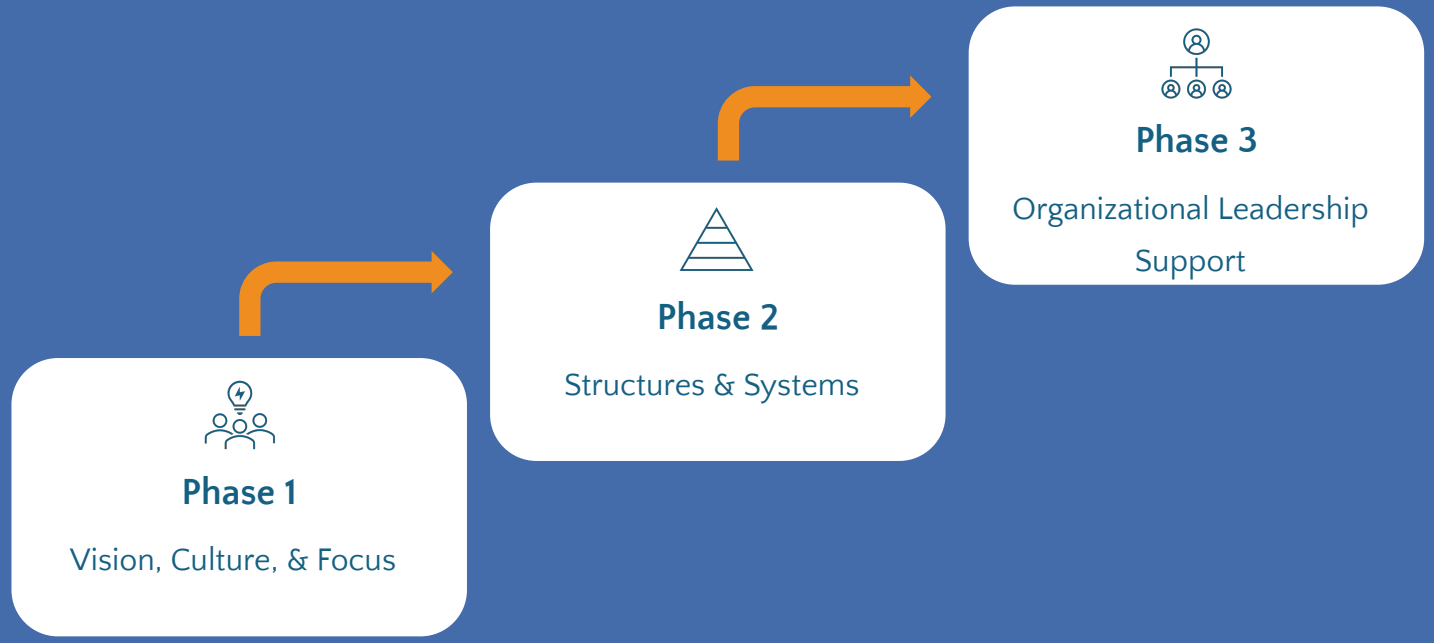
Phase 1

Vision, Culture, & Focus

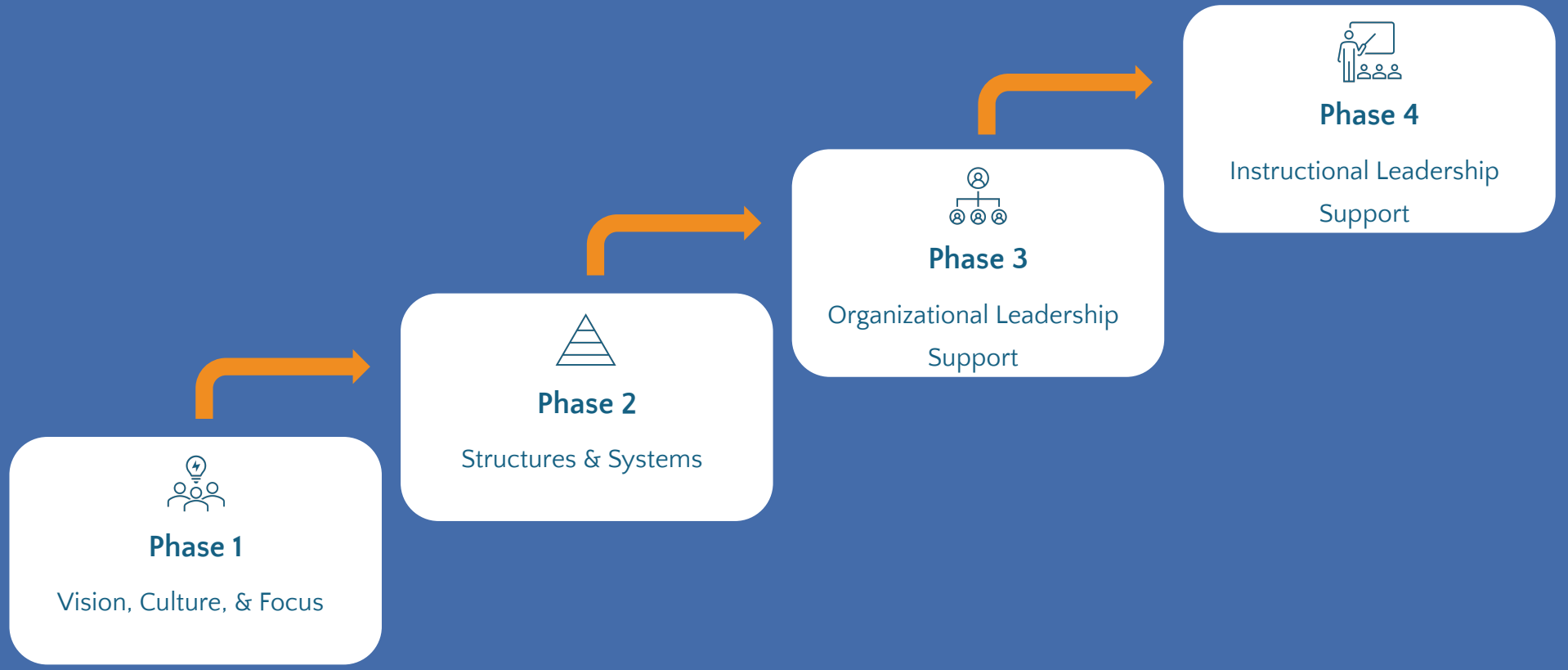
Five Phases of Systems Transformation



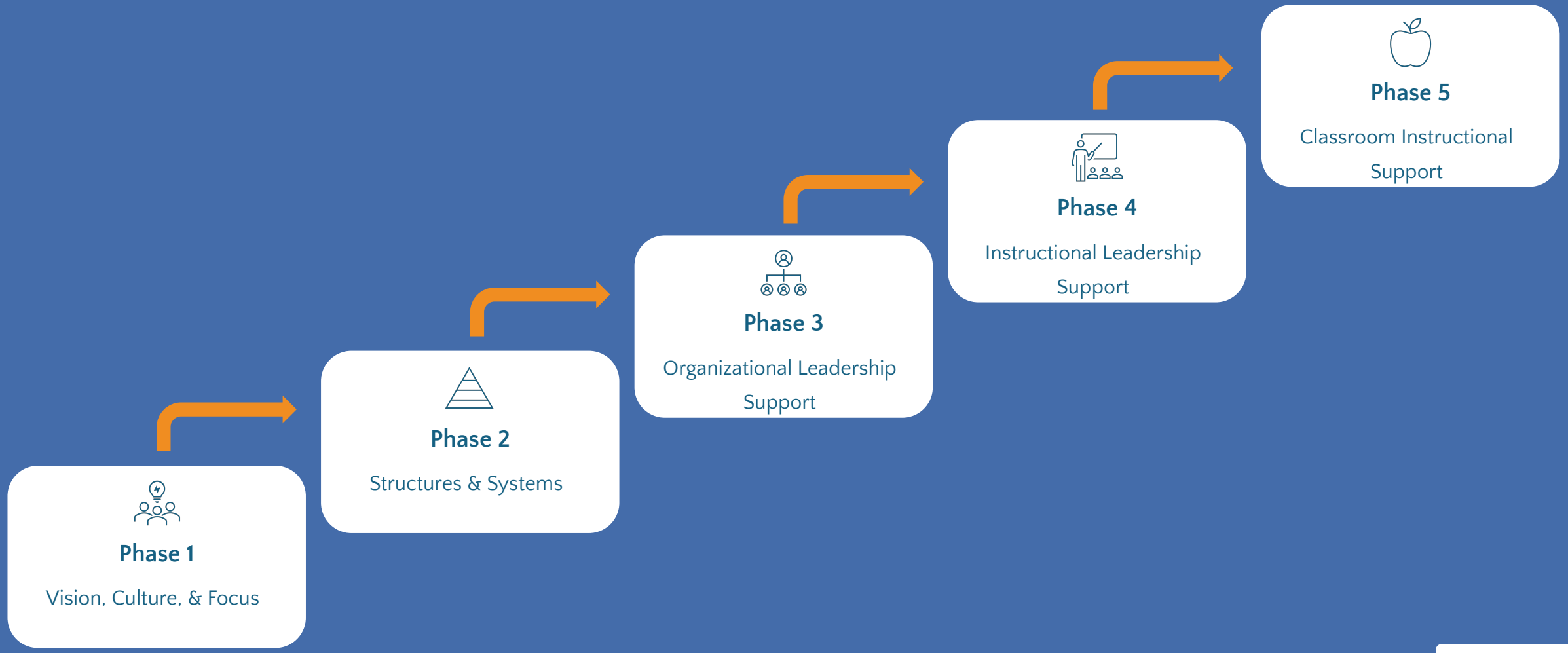
Five Phases of Systems Transformation



Five Phases of Systems Transformation

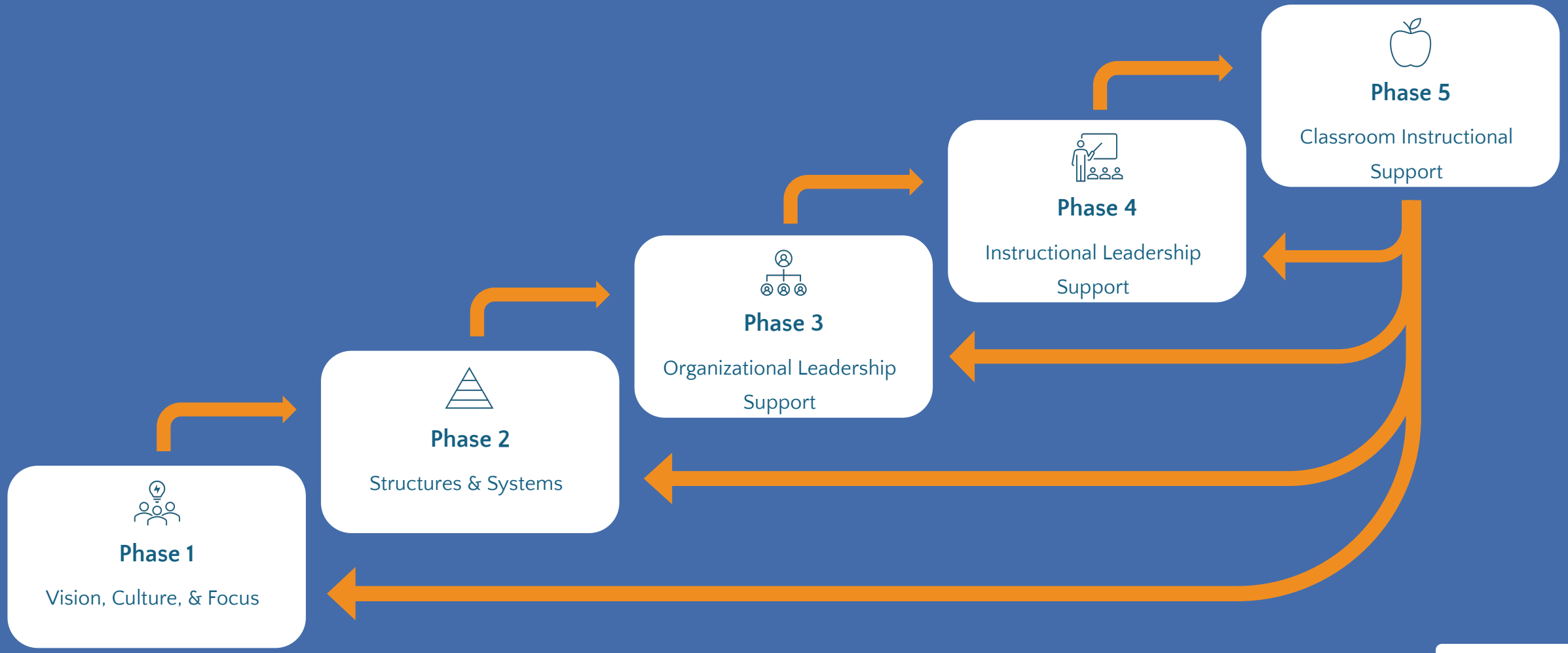


Five Phases of Systems Transformation



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Five Phases of Systems Transformation



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Five Phases of Systems Transformation



Phase 1

Vision, Culture, & Focus

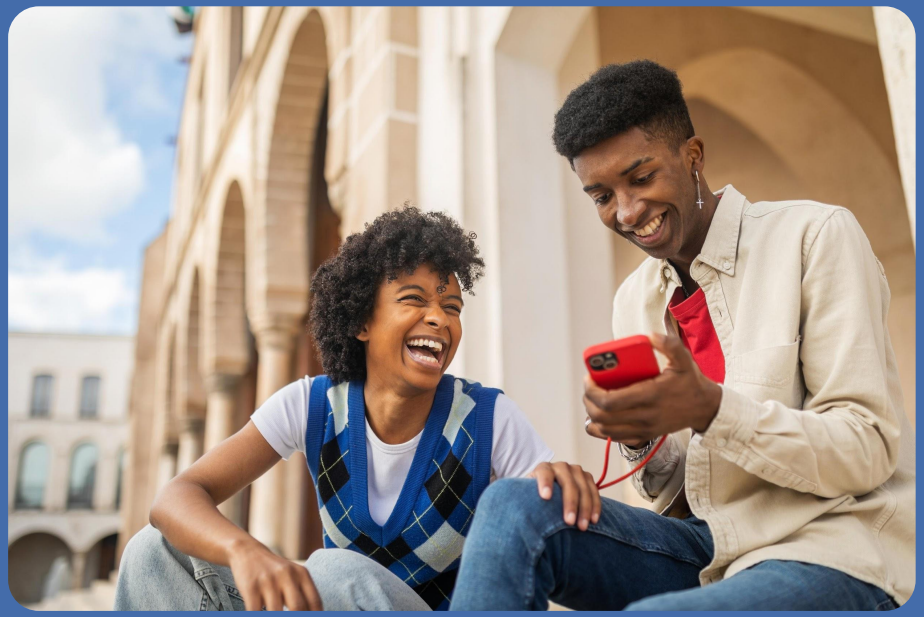
Our Kids Are Different





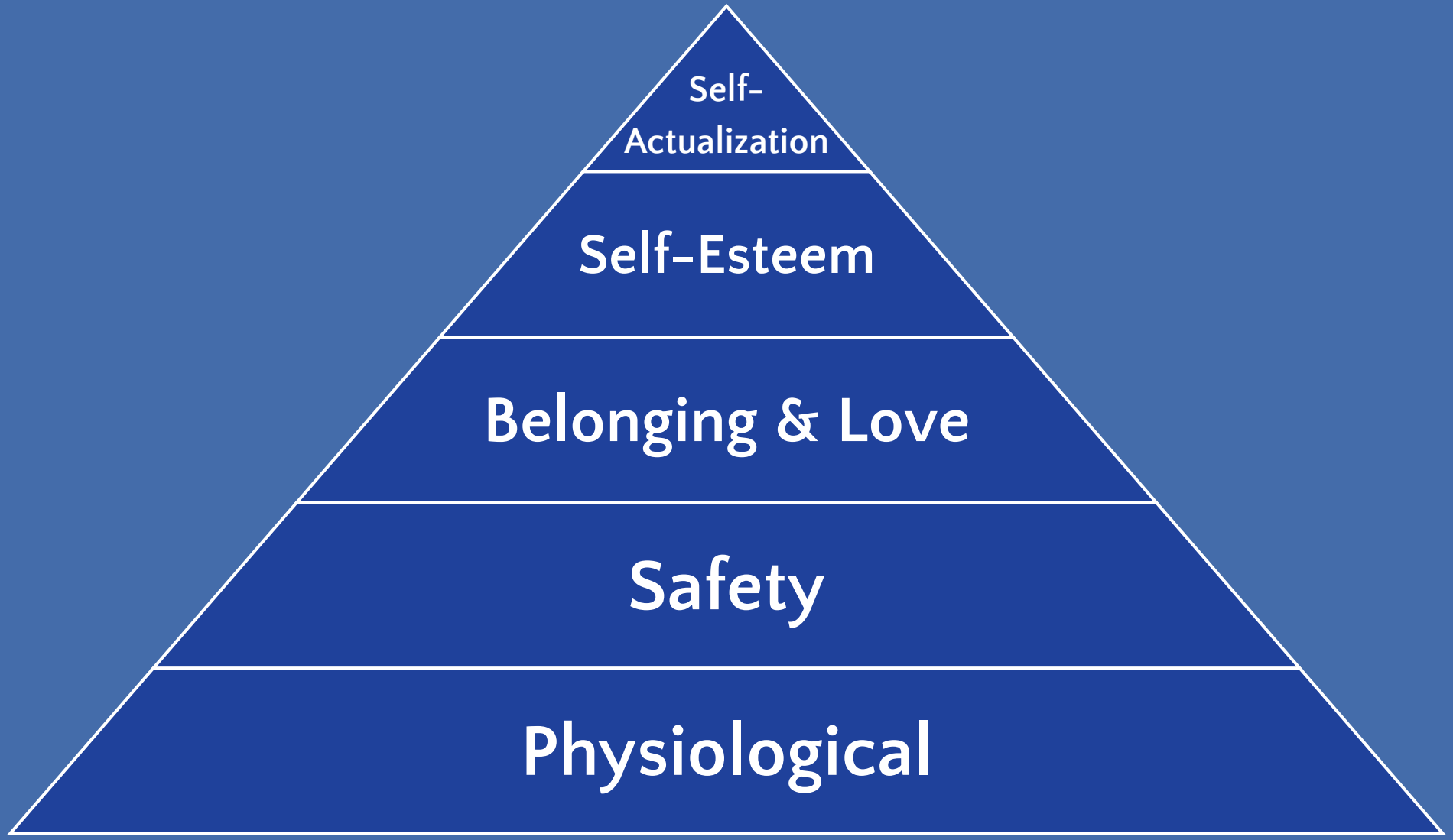




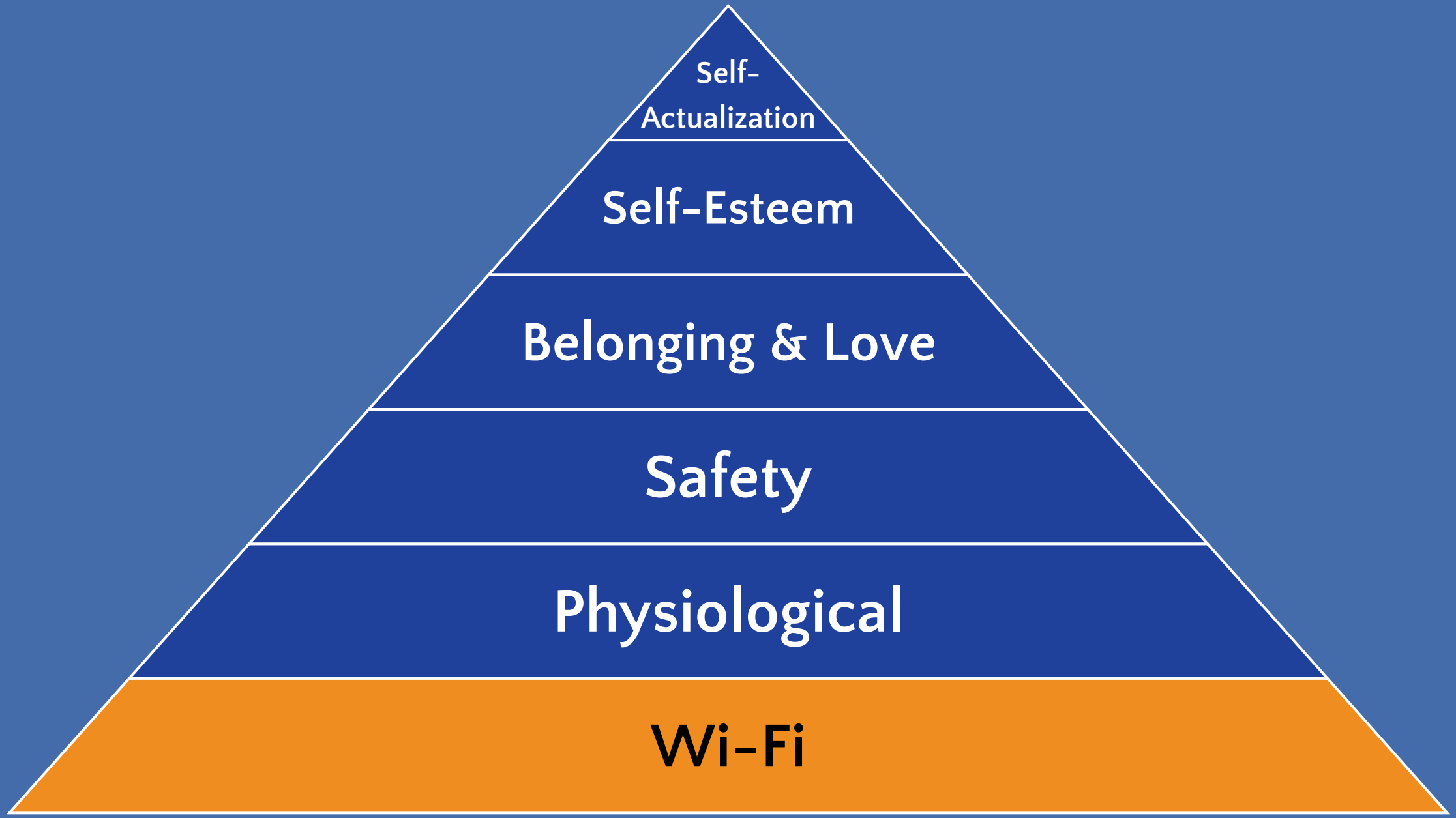


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Diversity



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Self-
Actualization
Self-Esteem
Belonging & Love
Safety
Physiological
Wi-Fi

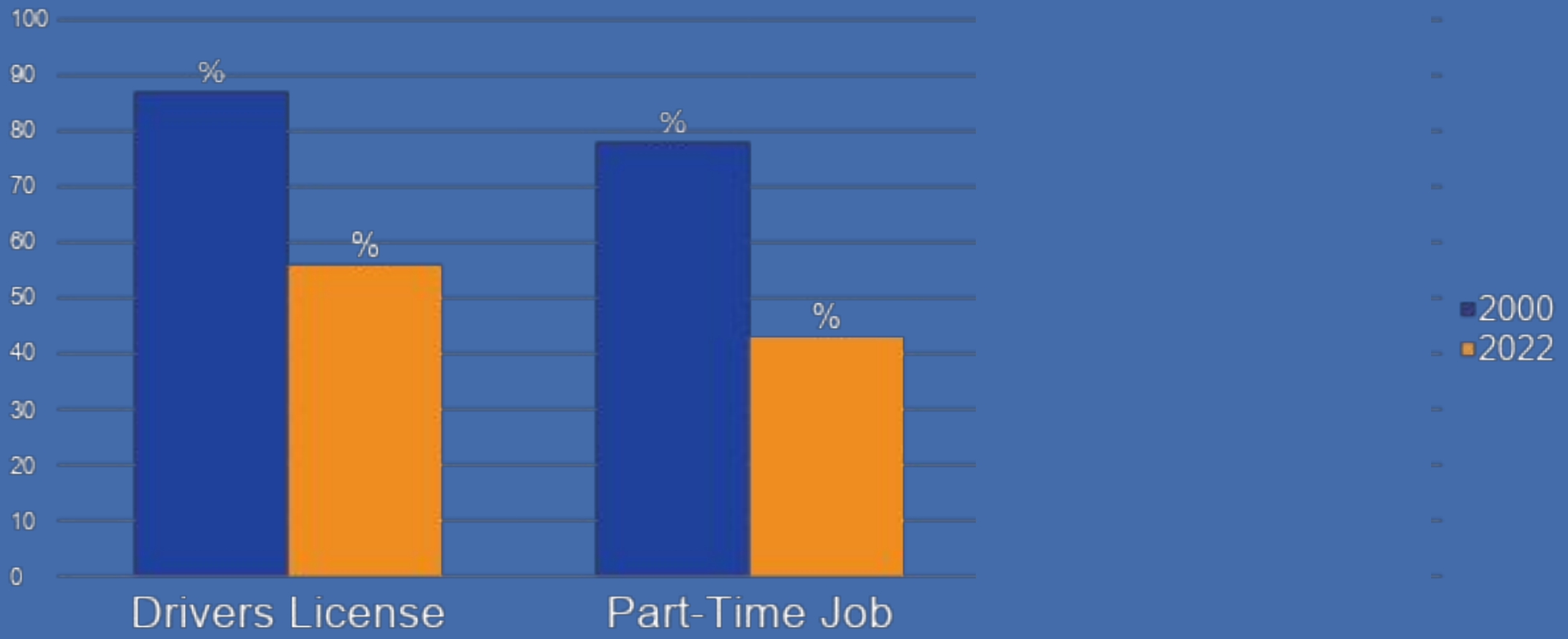
It is more than just the impact of technology

Percentage of 12th Graders Who Have …



88 % 57%

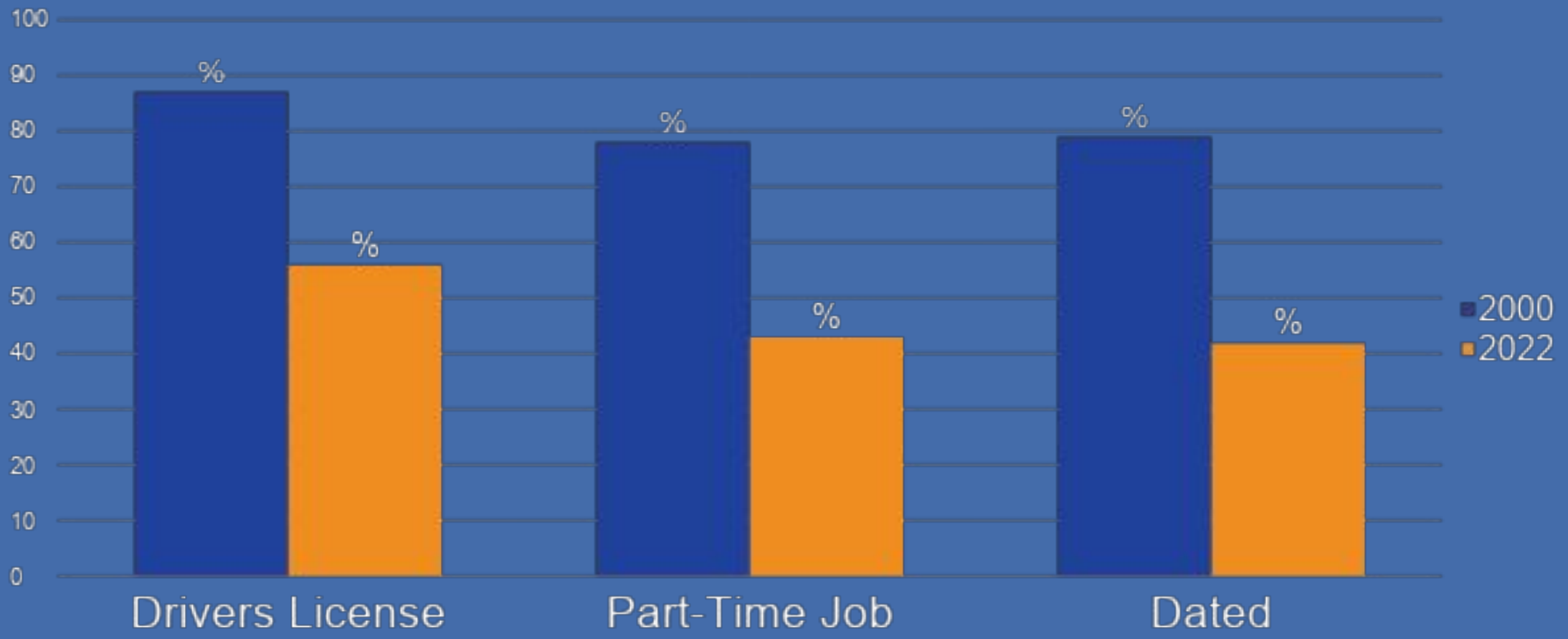
Percentage of 12th Graders Who Have …



88 % 57%

78 % 43%

Percentage of 12th Graders Who Have …



88 % 57%

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Our Kids Are Different



Workplace, Home, and Society



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Third Wave of School Reform

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Third Wave of School Reform

- A Nation at Risk (1983)

Third Wave of School Reform

- A Nation at Risk (1983)
- No Child Left Behind Standards Movement (2002)

Results of the Standards Movement

- Deep focus on college readiness

Results of the Standards Movement

- Deep focus on college readiness
- Increased accountability through state testing

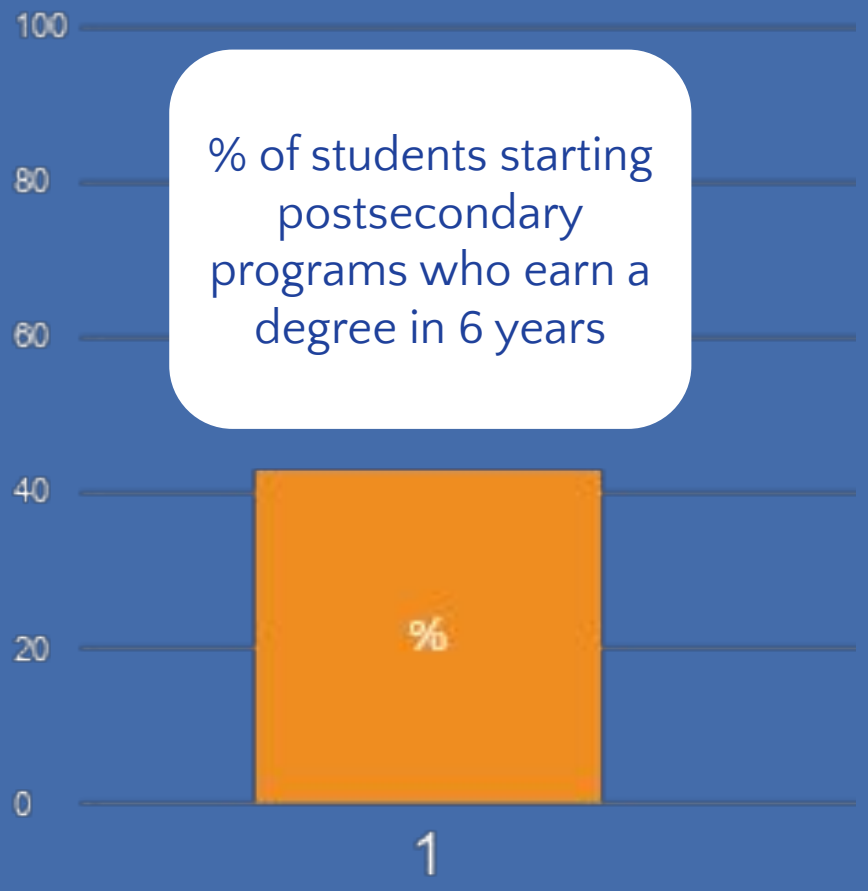
Results of the Standards Movement

- Deep focus on college readiness
- Increased accountability through state testing
- Double-down on:
  - Basic skills
  - Content

Career readiness is a growing pressure.

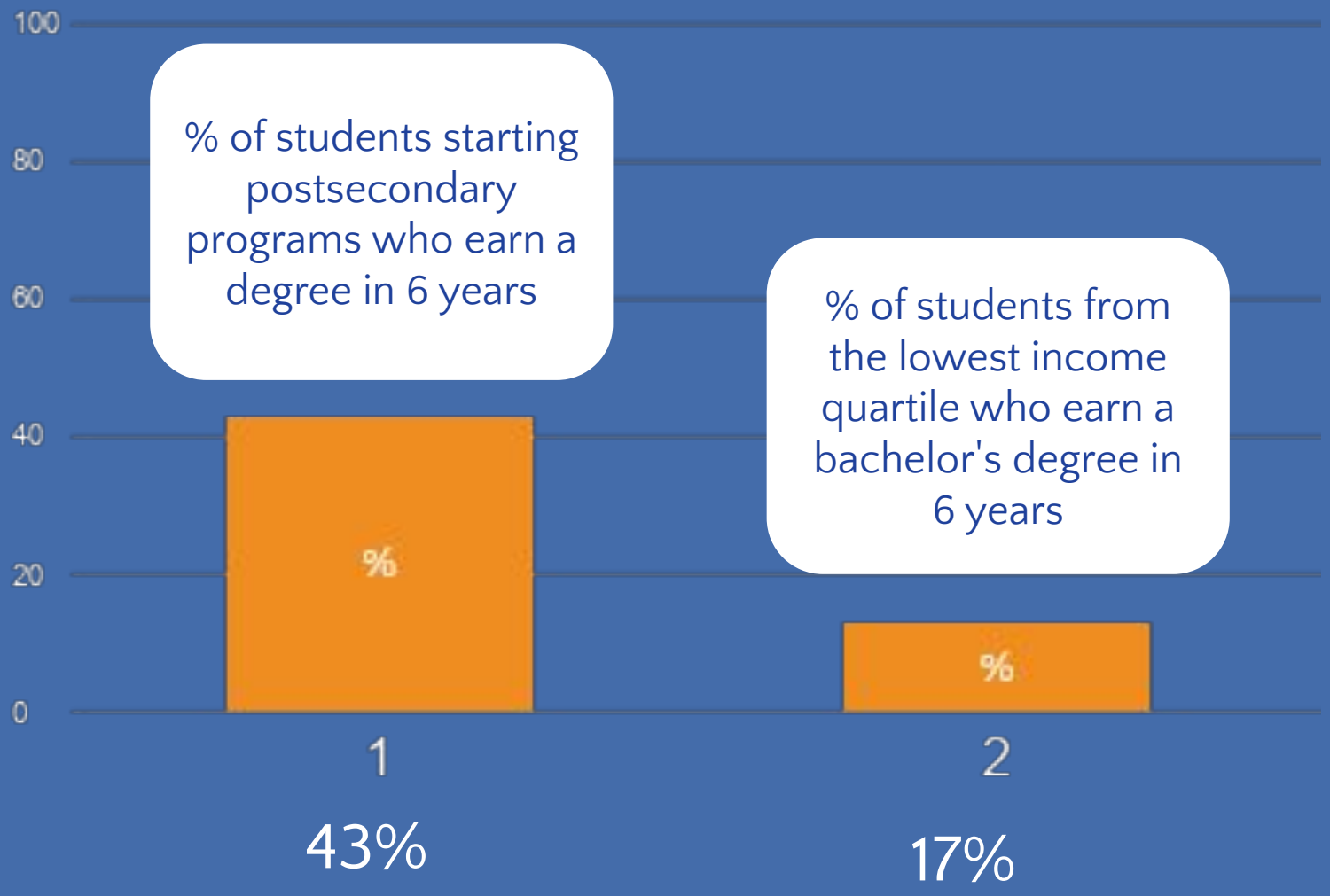
The Gap Between Education and Industry

The Gap Between Education and Industry

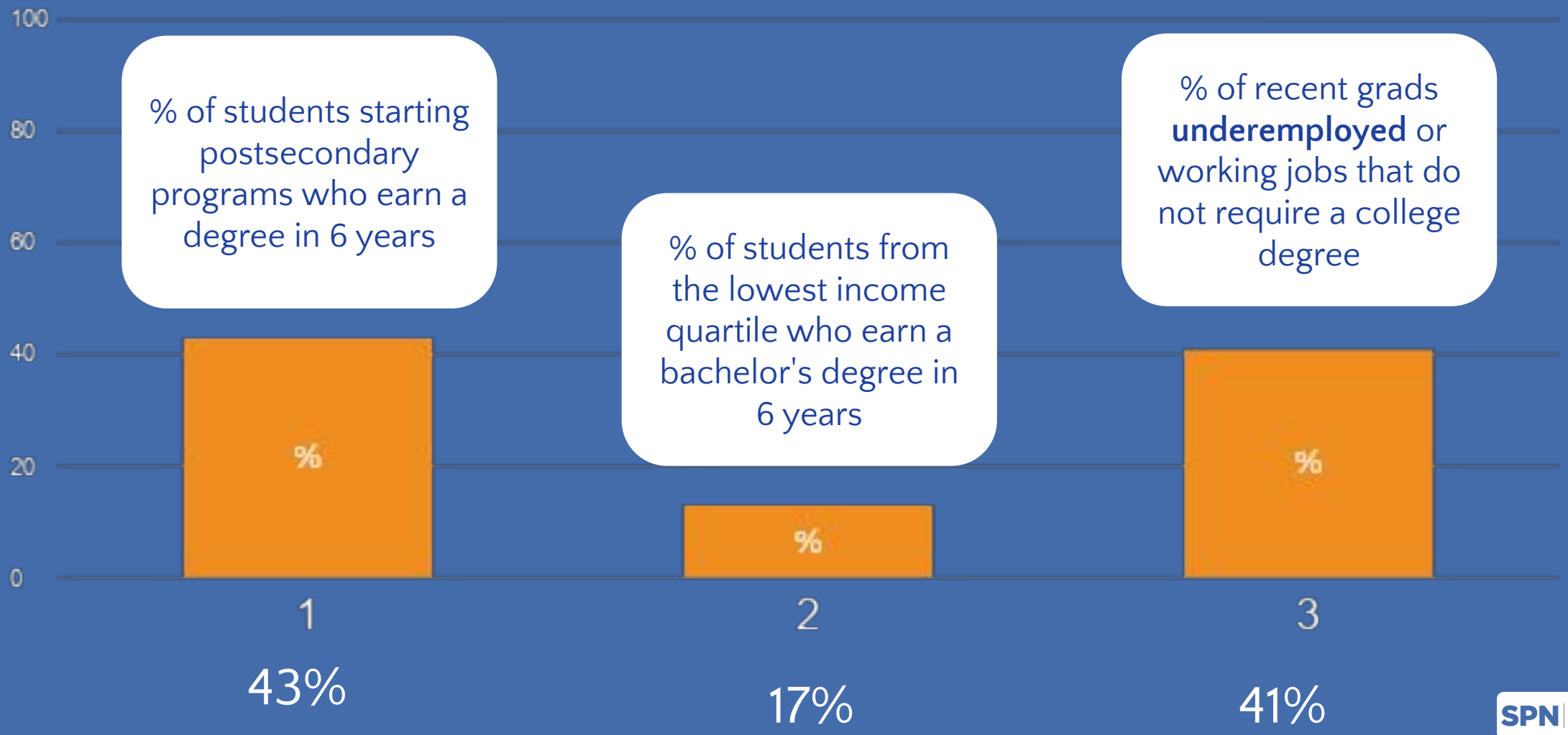


43%

The Gap Between Education and Industry



The Gap Between Education and Industry



Third Wave of School Reform

- A Nation at Risk (1988)
- No Child Left Behind Standards Movement (2002)

The Third Wave is being pushed by **workforce-related issues**.

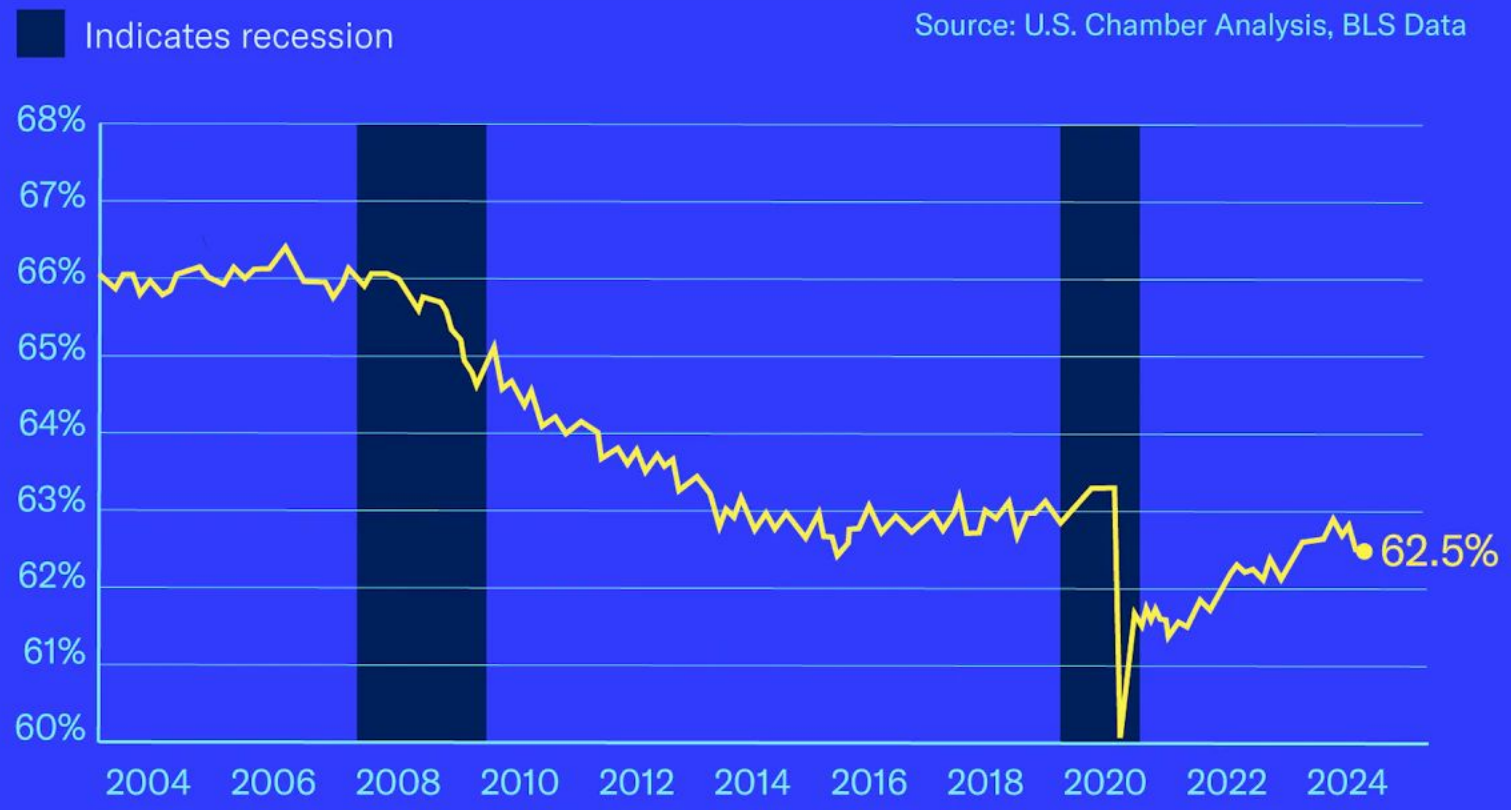
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Recent Challenges

- Employee pipeline

Labor Force Participation Rate

February 2024



Worker Shortage Index

As of February 2024, there are 73 available workers for every 100 open jobs in the U.S.



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Recent Challenges

- Employee pipeline
- Chronic absenteeism

Recent Challenges

- Employee pipeline
- Chronic absenteeism
- Poor work ethic

Recent Challenges

- Employee pipeline
- Chronic absenteeism
- Poor work ethic
- Mental health challenges

The business and industry sectors see AI as a **tool** to address their challenges.

AI will …

- Replace some jobs

AI will …

- Replace some jobs
- Fundamentally change many jobs

Jobs at Risk from AI

- Computer programmers
- Coders
- Software developers and engineers
- Content creators
- Technical writers
- Journalists
- Advertisers
- Paralegals

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Jobs at Risk from AI

- Court reporters
- Legal secretaries
- Medical secretaries
- Data entry clerks
- Medical assistants
- Medical records personnel
- Market researchers
- Financial analysts

Jobs at Risk from AI

- Data managers
- Traders
- Insurance agents
- Graphic designers
- Accountants
- Bookkeepers
- Customer service agents
- Web designers

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Co-Counsel

ChatGPT Applications in Legal Professions

- Conduct legal research

ChatGPT Applications in Legal Professions

- Conduct legal research
- Summarize court opinions and filings

ChatGPT Applications in Legal Professions

- Conduct legal research
- Summarize court opinions and filings
- Assemble, analyze, and create redline versions of contracts

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ChatGPT Applications in Legal Professions

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ChatGPT Applications in Legal Professions

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- All communications

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AI will …

- Replace some jobs
- Fundamentally change many jobs
- Create new jobs

Most workers will not be replaced by AI.

Most workers will not be replaced by AI.

They will be replaced by a person with skills that AI does not possess.

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What are those **skills**?

Skills Students to Graduate With

- Critical thinking – 160
- Problem-solving – 143
- Accountability – 132
- Emotional regulation – 116
- Empathy – 112
- Communication – 104
- Collaboration – 100
- Growth Mindset – 96
- Adaptability – 92
- Leadership – 87
- Persistence – 87
- Grit – 83

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Major Research Studies

- McKinsey and Company – Defining the skills citizens will need in the future world of work (2023)
  - 18,000 business leaders
- Deloittle – The State of AI: Now Decides Next (2024)
  - 2,800 business and technology leaders
- World Economic Forum – Jobs of the Future (2024)
  - Study of 803 companies

Transformation requires …

56 foundational skills that will help citizens thrive in the future of work

56 deltas across 13 skill groups and 4 categories



Marco Dondi, Julia Klier, Frederic Panier, and Jorg Schubert; *Defining the skills citizens will need in the future world of work;* McKinsey & Company, June 2021

Cognitive/Academic

- Literacy
- Mathematics
- Communication
- Problem-Solving
- Adaptability

Transformation requires …

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Marco Dondi, Julia Klier, Frederic Panier, and Jorg Schubert; *Defining the skills citizens will need in the future world of work;* McKinsey & Company, June 2021

Interpersonal

- Honesty
- Trust
- Teamwork
- Empathy
- Collaboration

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Self-Leadership

- Self Control
- Grit and Persistence
- Coping
- Achievement Orientation
- Self Development

Deloittle

- Critical thinker
- Empathetic communicator
- Creative problem-solver
- Engaged collaborator
- Adaptable learner

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World Economic Forum – Jobs of the Future
Most Essential Skills

- Analytical thinking
- Critical thinking
- Resilence
- Flexibility and agility
- Self-motivation and self-awareness
- Technological literacy
- Life long learner
- Empathy and active listening
- Quality control
- System thinking

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Portrait of a Graduate

- Critical thinker
- Empathetic communicator
- Creative problem-solver
- Engaged collaborator
- Adaptable learner

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Transformation requires …

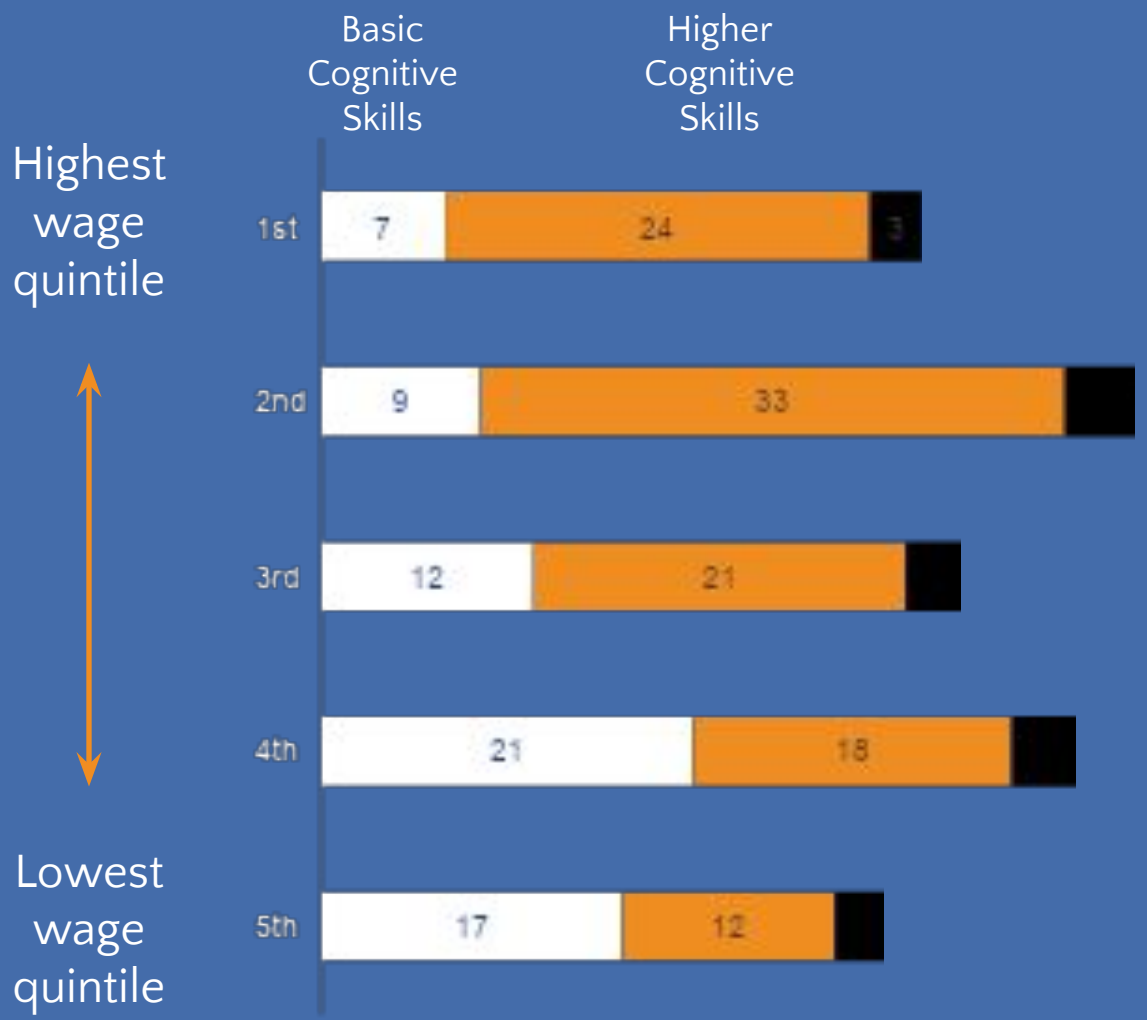
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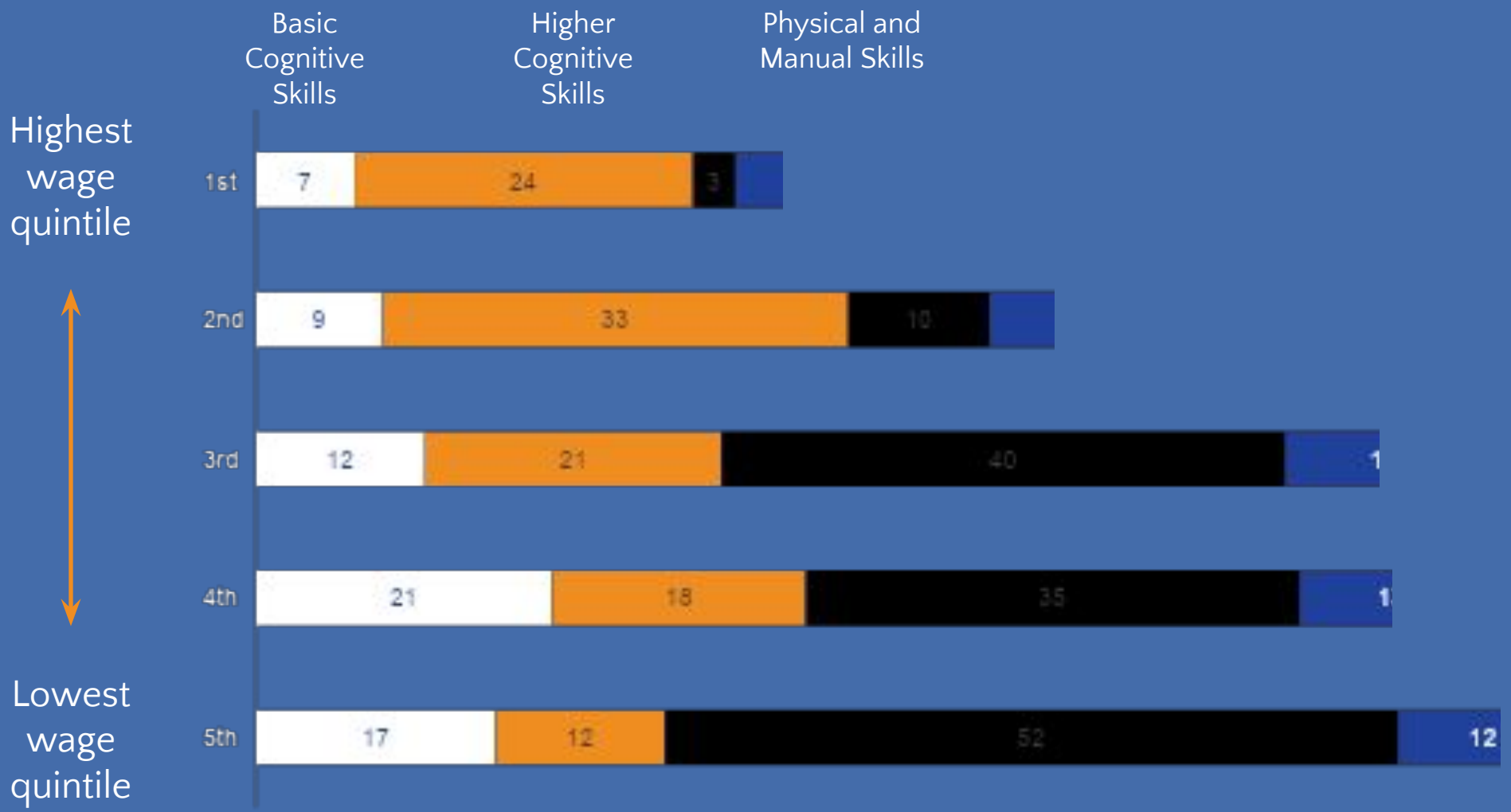


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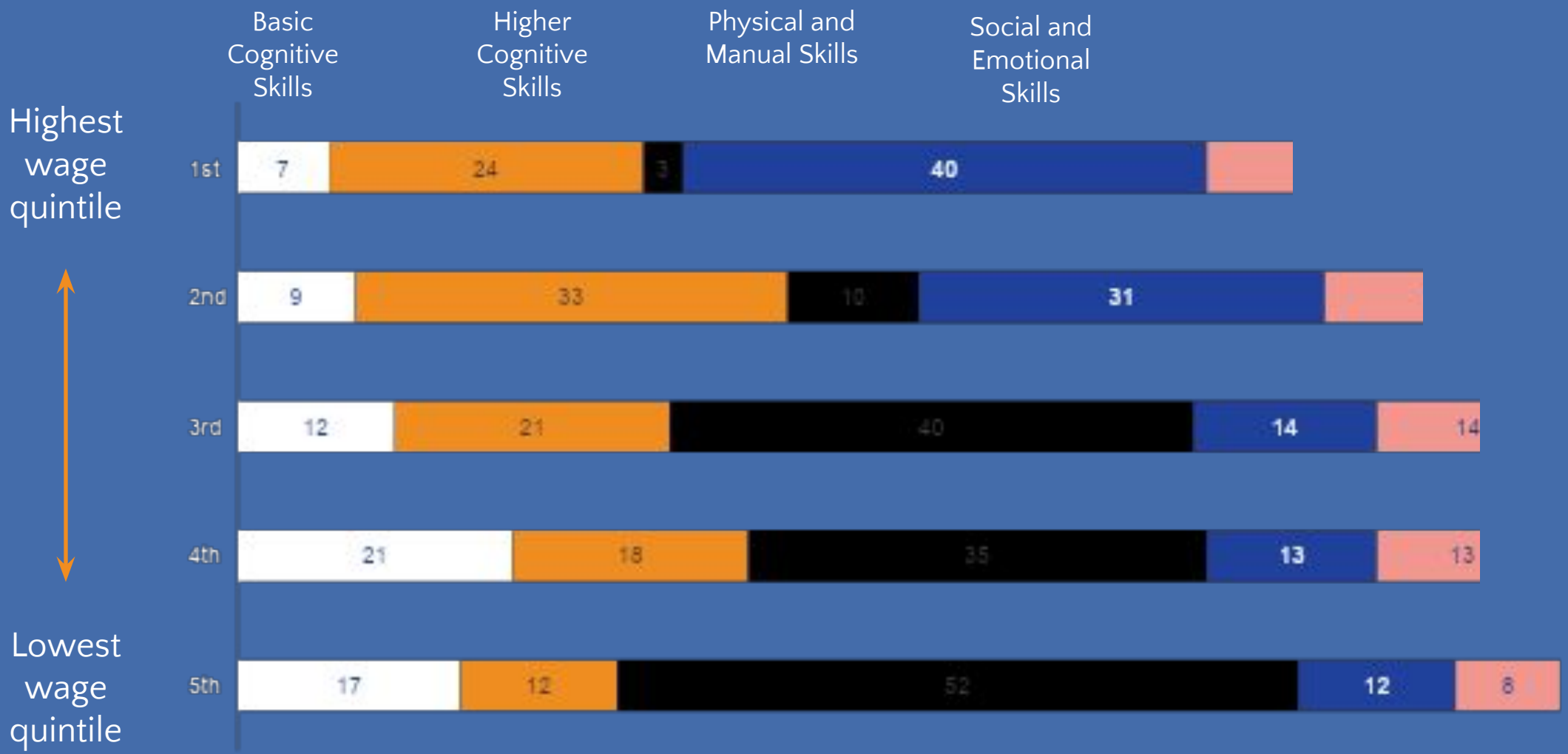
Percentage of Time Spent Using Skills



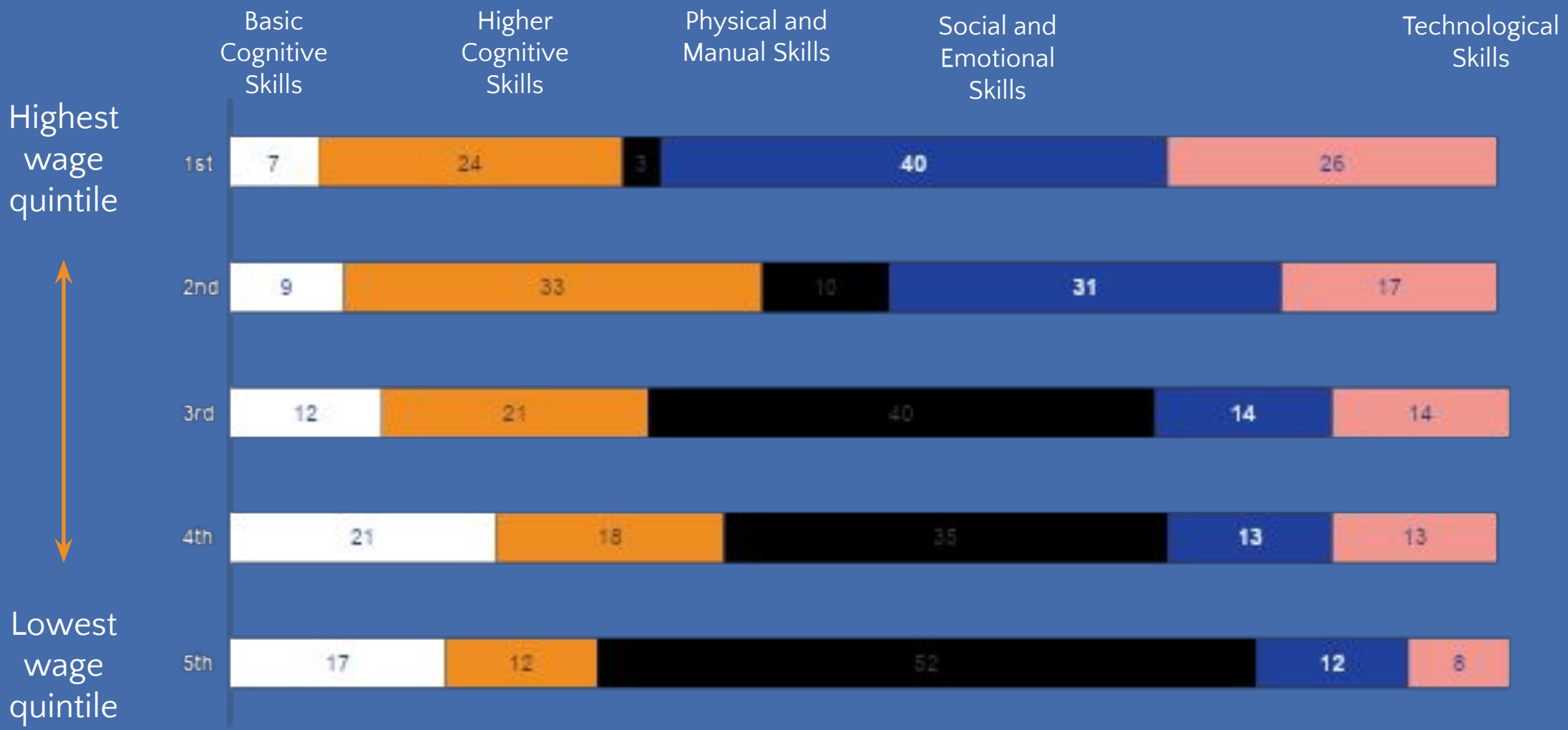
Percentage of Time Spent Using Skills



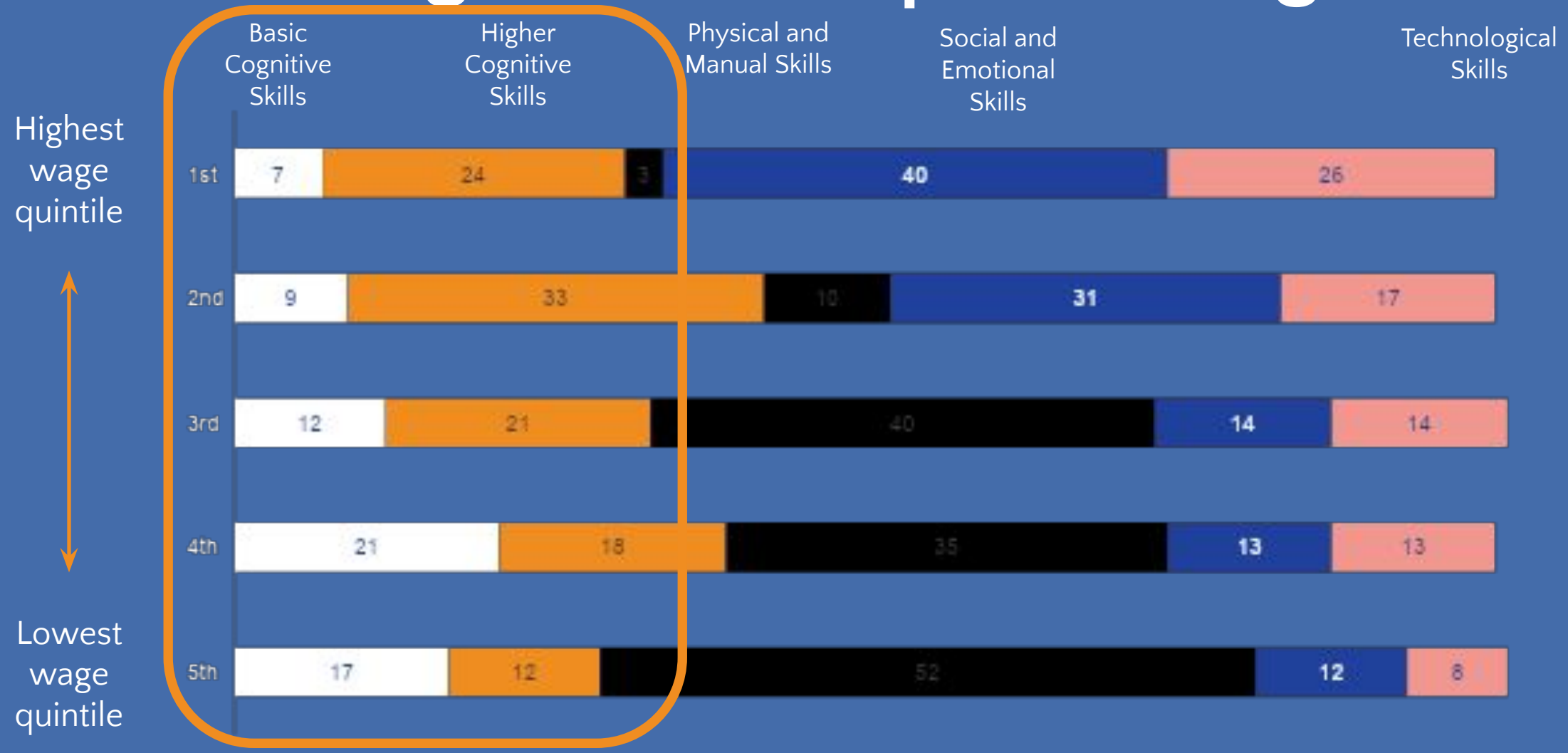
Percentage of Time Spent Using Skills



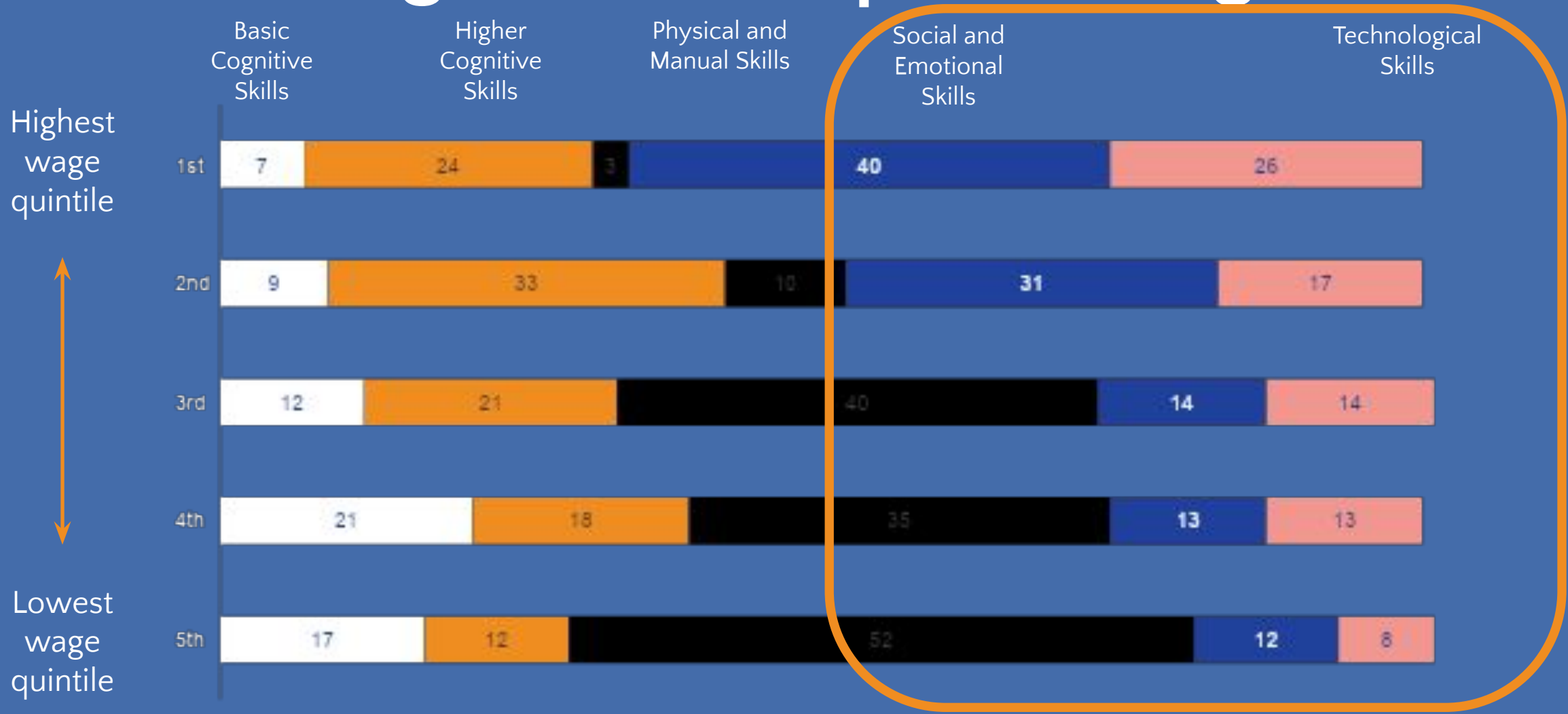
Percentage of Time Spent Using Skills



Percentage of Time Spent Using Skills



Percentage of Time Spent Using Skills



It’s time to shift from content …

It’s time to shift from content … to **skills**.

Content moves from being the objective to being the **enabling objective**.

Skills become the objective.

Impact of AI on Schools

- Block use

Impact of AI on Schools

- Block use
- Personal assistant

Impact of AI on Schools

- Block use
- Personal assistant
- Student cheating

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Impact of AI on Schools

- Block use
- Personal assistant
- Student cheating

RECOVERY

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Impact of AI on Business and Industry

- Efficiency
- Effectiveness
- Cost savings
- Staffing patterns

Impact of AI on Business and Industry

- Efficiency
- Effectiveness
- Cost savings
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TRANSFORMATION

RECOVERY

leads us back to doubling down on **content**.

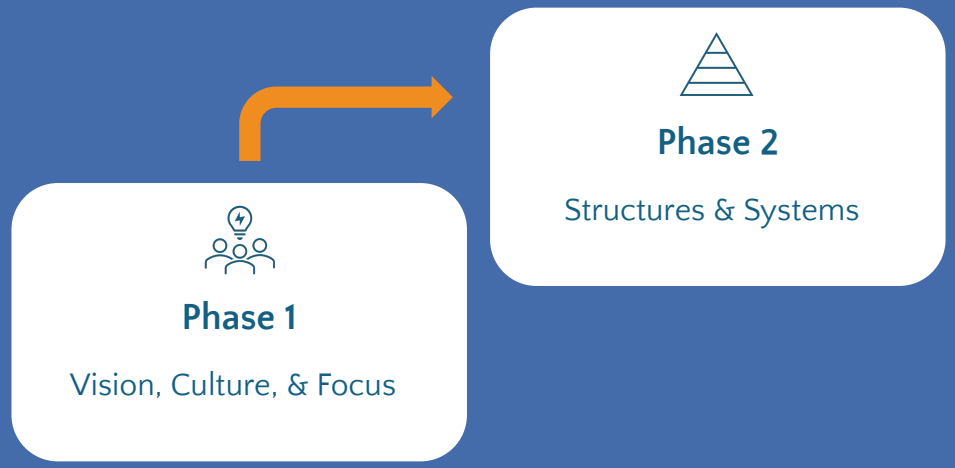
TRANSFORMATION

requires us to focus on **skills**.

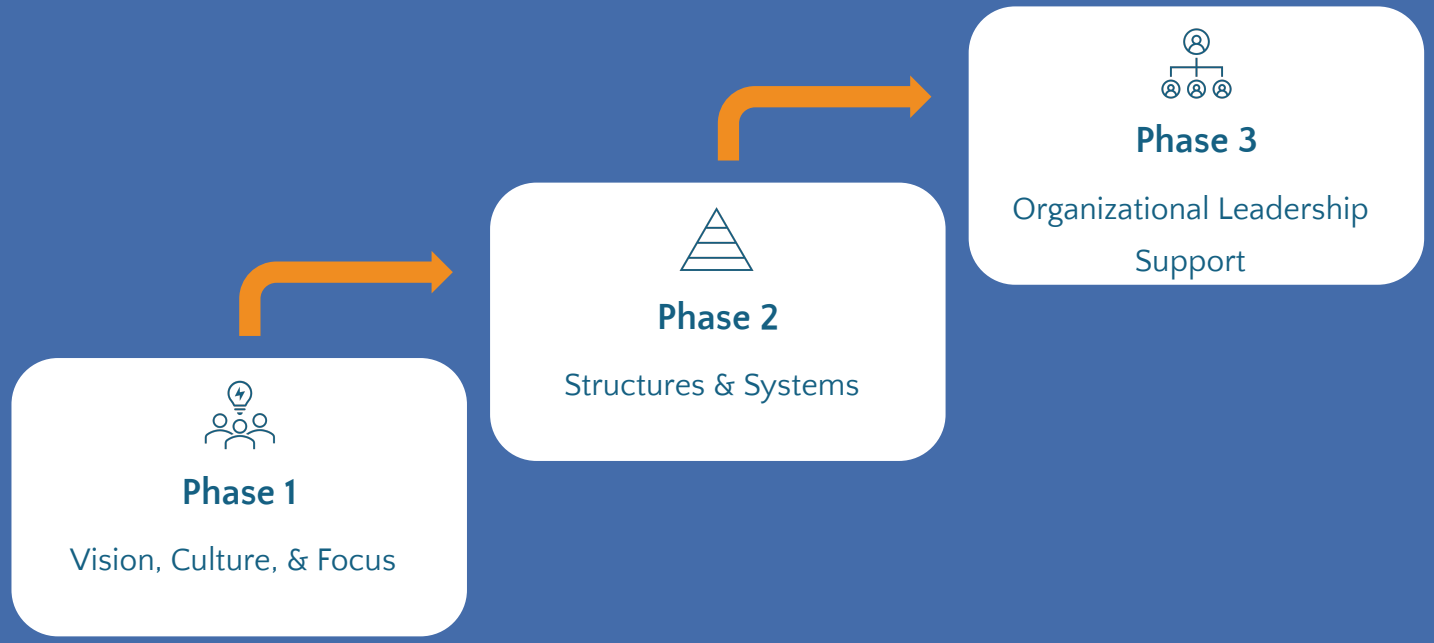
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Where are you and where do you want to be in two years?

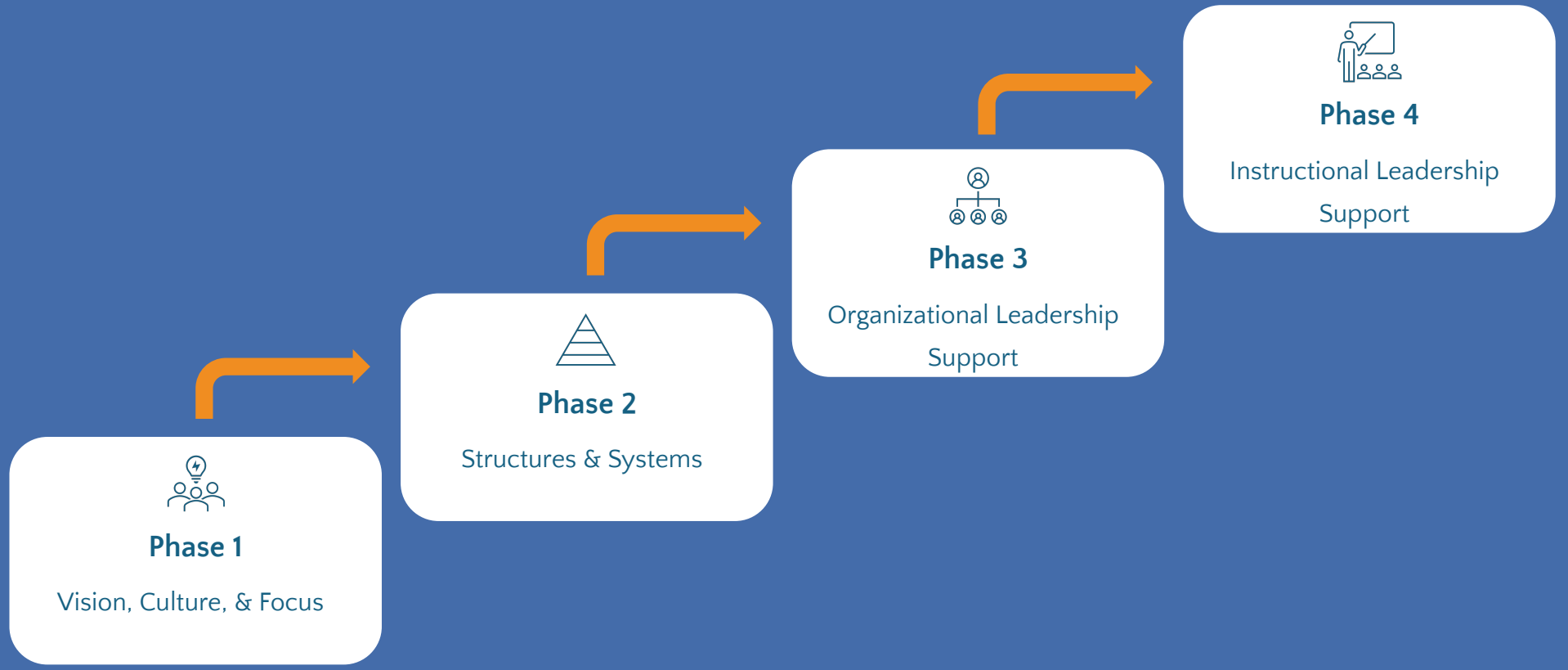
Five Phases of Systems Transformation



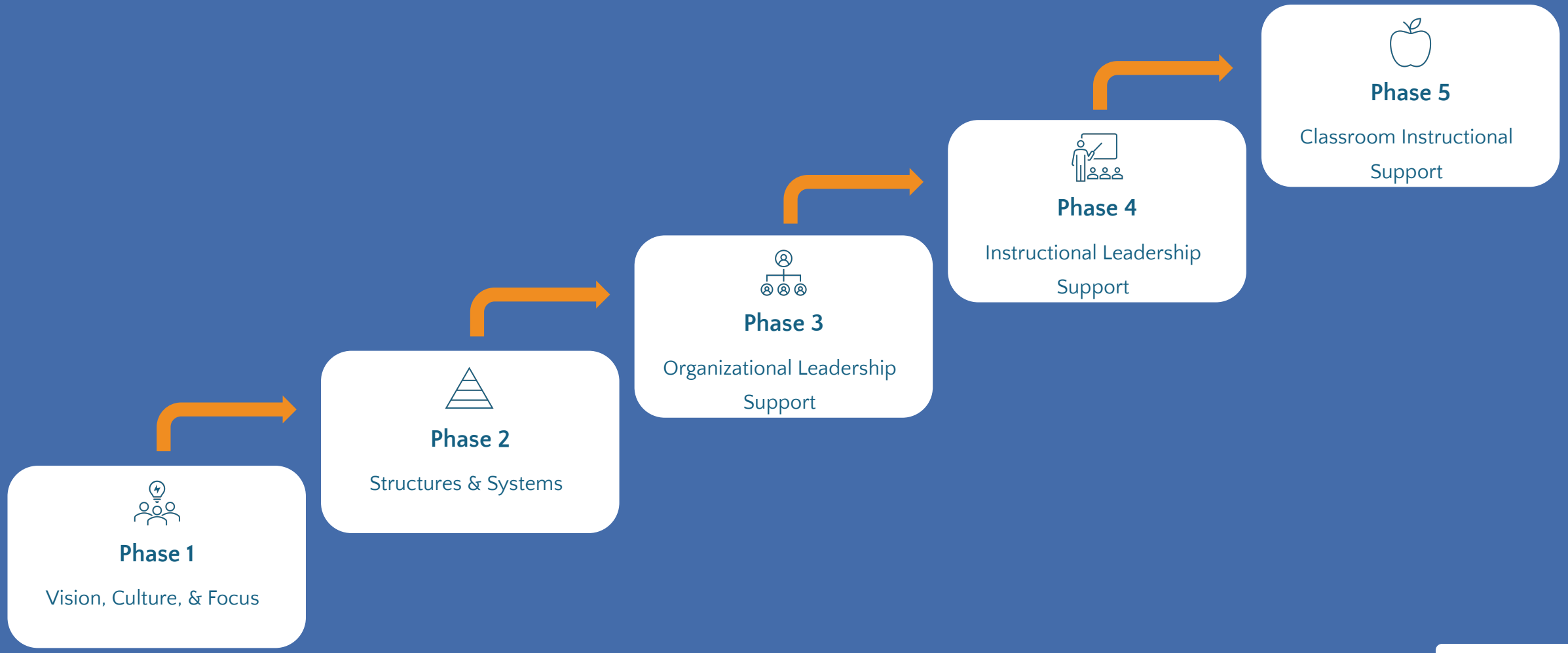
Five Phases of Systems Transformation



Five Phases of Systems Transformation



Five Phases of Systems Transformation



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WHAT NEEDS TO BE FOCUSED ON

- Instructional practices not curriculum
- Assessment
- Supplement to student report card

Transformation requires …

56 foundational skills that will help citizens thrive in the future of work

56 deltas across 13 skill groups and 4 categories



Marco Dondi, Julia Klier, Frederic Panier, and Jorg Schubert; *Defining the skills citizens will need in the future world of work;* McKinsey & Company, June 2021

McKinsey and Company Research

4 Categories

- Cognitive
- Interpersonal
- Self-leadership
- Digital

Transformation requires …



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McKinsey and Company Research

4 Categories

- Cognitive
- Interpersonal
- Self-leadership
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13 Skill Groups

Transformation requires …

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Logical Reasoning

Definition

The ability to draw logical conclusions based on facts, statements, or arguments and to identify the strengths and weaknesses of those arguments.

Desired Proficiency Level

Individuals are able to draw sound conclusions from facts and assess the strengths of others' arguments.

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The **Future-Focused Instructional Design** process empowers students, educators, and leaders to build the best and next practices essential for success in a relentlessly evolving world.

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The Future-Focused Instructional Design process empowers students, educators, and leaders to build the best and next practices essential for success in a relentlessly evolving world.

Know

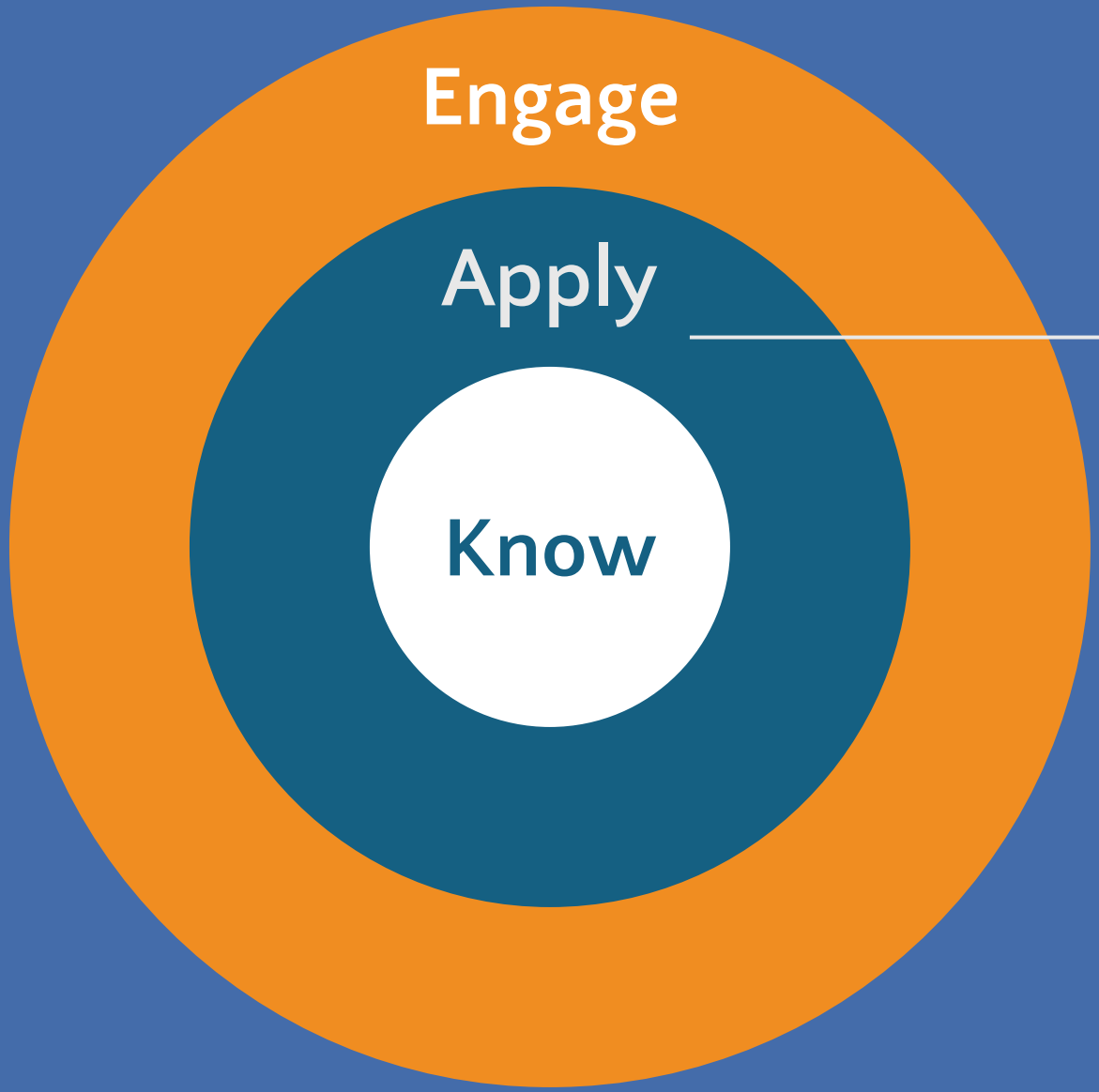
Define the enabling content and skills that students need to **know** and learn.

A critical skill in the age of artificial intelligence is the ability to write effective **prompts**.

A critical skill in the age of artificial intelligence is the ability to do sophisticated **editing**.

A critical skill in the age of artificial intelligence is **digital ethics**.

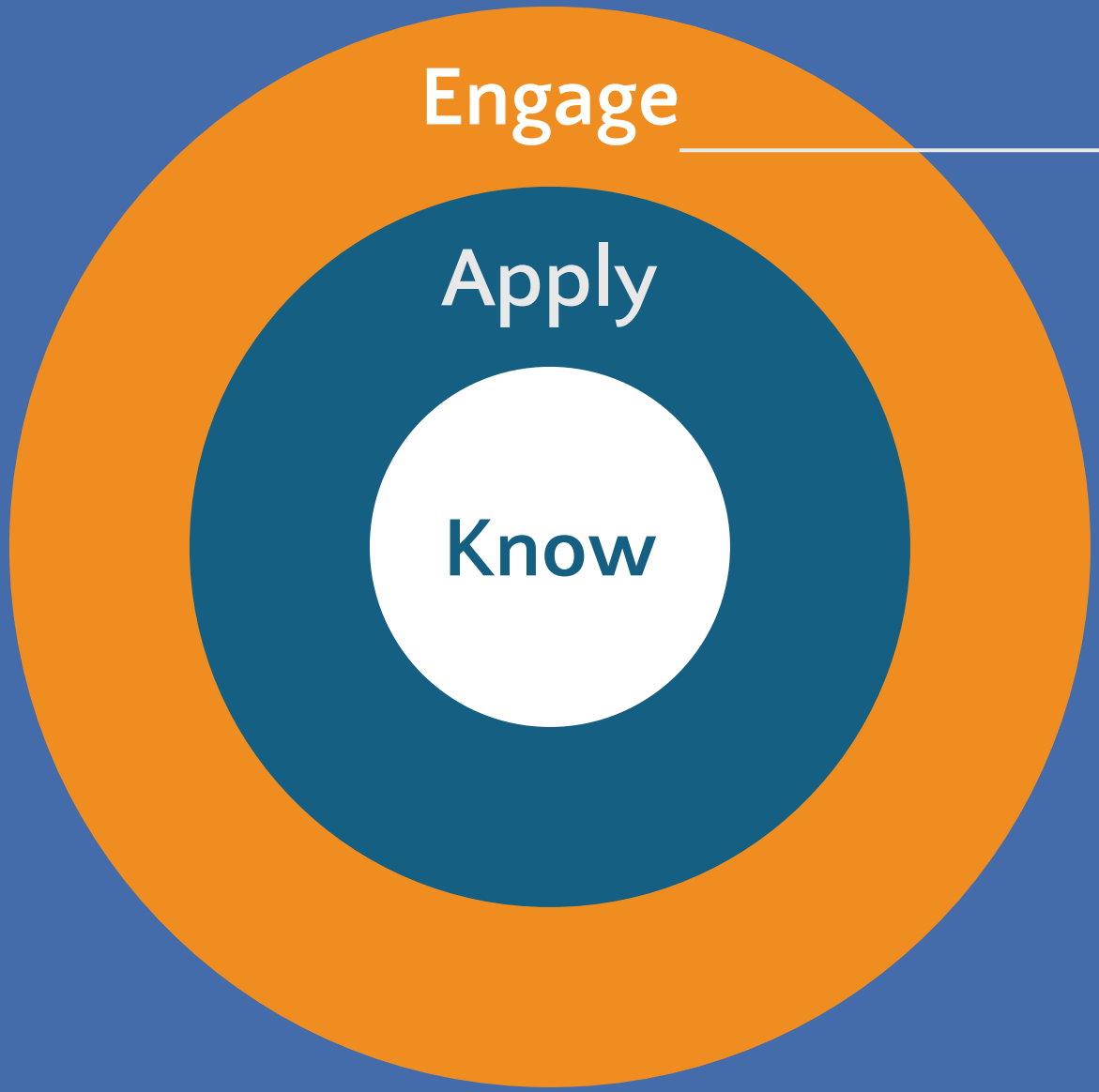
The Future-Focused Instructional Design process empowers students, educators, and leaders to build the best and next practices essential for success in a relentlessly evolving world.



Create learning opportunities that require students to **apply** the enabling skills.

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The Future-Focused Instructional Design process empowers students, educators, and leaders to build the best and next practices essential for success in a relentlessly evolving world.



Refine instructional practices to **engage** students to synthesize enabling skills and design innovative solutions to real-world contexts.

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Workplace, Home, and Society



Future - Focused Schools Conference

2024



June 24 – 26
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Hosted by SPN Successful Practices Network

Learn More!

Where are you and where do you want to be in two years?