

# Welcome!

*Dr. Kelly Aramaki*  
*Superintendent*



# Today's Facilitator Team



Michael J. De Sousa



Doannie Tran

# Learning Partners



Beth Silveira

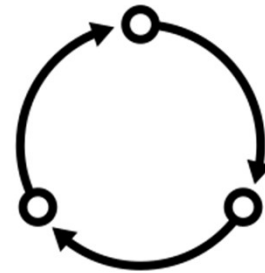


Rita Harvey



# Goals for Today

- Explore empathy interviews and inclusive design.
- Share Vision for Our Work
- Work towards greater clarity on our problem statements
- Prepare for upcoming Design team meeting.



A graphic consisting of several concentric circles in a lighter shade of blue, centered on the left side of the slide.

# Breath, Body, and Mind

*Being heard is so close to being loved  
that for the average person,  
they are almost indistinguishable.*



*David Augsburger*



# Empathy Interviews

## Foundational Practice



# How will **Empathy Interviews** shape our work and leadership?

- They will build **trust and understanding across lines of difference** within the community
- They will help us establish a **shared reality**:
  - *How do diverse community members experience our systems, currently?*
- **Guide our analyses and designs** so that they are reflective of the needs, aspirations, and values of our community.





# What is an **empathy interview**?

- An opportunity to understand the needs of community members
- **One-on-one**
- Strengthen Connections & Relationships
- **Open-ended questions**
- Uncover needs and aspirations



# Interviewing Tips

ASK FOR STORIES, *NOT ADVICE*

BE CURIOUS - DIG FOR SPECIFICS

NOTICE & SEEK OUT EMOTIONS

A GOOD NOTE IS A QUOTE



# Sample Interview

## Watch for:

*How and when is Doannie using follow up questions?*

## Debrief:

What did you notice?  
What do you wonder?



# Empathy

- Interview a Partner
- Dig Deeper
- Take Notes



Tell me about a time where you really felt like you belonged.

Share a story about a time or situation where you learned a lot.



Can you describe a time when you experienced really powerful leadership?



## Whole Group Share Out

### As a listener:

What key quotes or themes did you hear?

What can these quotes or themes teach us?

### As a interviewee:

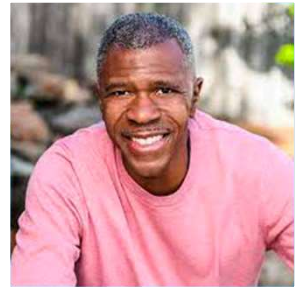
What helped you feel at ease  
and open to share?



# **HOW *we work*, is the WORK.**

*The process is where relationships are built. Trust and collaboration are essential for effective social change, and these relationships are developed over time through shared experiences and activities.*

**Dr. Shawn Ginwright**



# The Habits of Inclusive Design

## Reciprocity

Using processes that lead to *shared power* and mutual benefit.

## Inclusion

Bringing in diverse voices, building a sense of *belonging*

## Empathy

Understanding the *views, feelings, aspirations, and needs* of others

## Co-Creation

*Working across difference* to understand and create solutions.

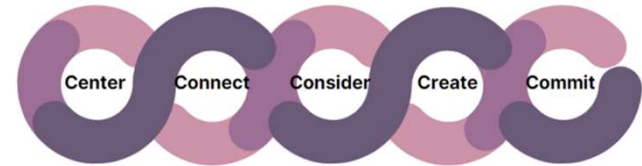
Which habit excites you?  
Which leaves you wondering?

***Coherence and  
Alignment***

***Leadership and  
Processes***

***Inclusive Design***

***Equity Driven  
Decision Making***



***Listening Leader***





# *Coherence and Alignment*

## *Strategic Plan*

### *Review the Plan*

*Where do you see yourself or  
community members in the plan?*

*What excites you?  
Where opportunities do you see?*

*How do you see yourself  
leading within this plan?*

# *Commitments*



***We Belong***



***We Learn***






***We Lead***

# *Priorities*

***Human-Centered Systems  
and Relationships***

***Strengthening Collective  
Leadership***

***Cultivating Student  
Engagement and Learning***

Priorities	Commitments	Design Teams
 <b>We belong</b> Human-Centered Systems and Relationships	<p><i>There is a shared commitment to our “beloved community” where we care for one another and where our richness of diversity is honored, valued, and uplifted.</i></p>	<ul style="list-style-type: none"> <li>➤ Inclusion and Accessibility</li> <li>➤ Welcome Center</li> <li>➤ Black Excellence in Bellevue</li> <li>➤ Multilingualism for All</li> <li>➤ Equity</li> <li>➤ Reimagine Middle School</li> <li>➤ Sustainability</li> </ul>
 <b>We learn</b> Student Engagement and Learning	<p><i>Learning is joyful, innovative, and built upon student strengths. Passion for learning is ignited by placing student voice and agency at the heart of teaching and learning. With active, engaging, and culturally sustaining learning experiences, students learn to navigate and lead in the complex and ever-changing world.</i></p>	
 <b>We lead</b> Collective Leadership for People and Planet	<p><i>Our students are the hope of our future world. They have the passion, drive, and talent to make a difference. Through high quality, engaging learning experiences, students are equipped and empowered to collectively improve conditions for people and the planet.</i></p>	

*What will the  
Strategic Planning  
Coalition do this year?*

**Strat Plan  
Coalition**

*Two Members from  
each Design Team*

**Coherence Builders**

**Pattern Finders**

**Story Tellers**

**Project Managers**

**5 yr Measures**

## Design Teams

- Inclusion and Accessibility
- Welcome Center
- Black Excellence in Bellevue
- Multilingualism for All
- Equity
- Reimagine Middle School
- Sustainability

Metric A for Belonging

Metric B for Belonging

### Coalition Listens and Learns:

How did the teams use the metrics?

How did the community perceive the metrics?

How might these metrics be used in the annual and strategic plans?

What strategies were most effective?

### Integrate into Annual and Strategic Plan

What metrics will we continue to explore and test?

What metrics will be specific to a certain team?

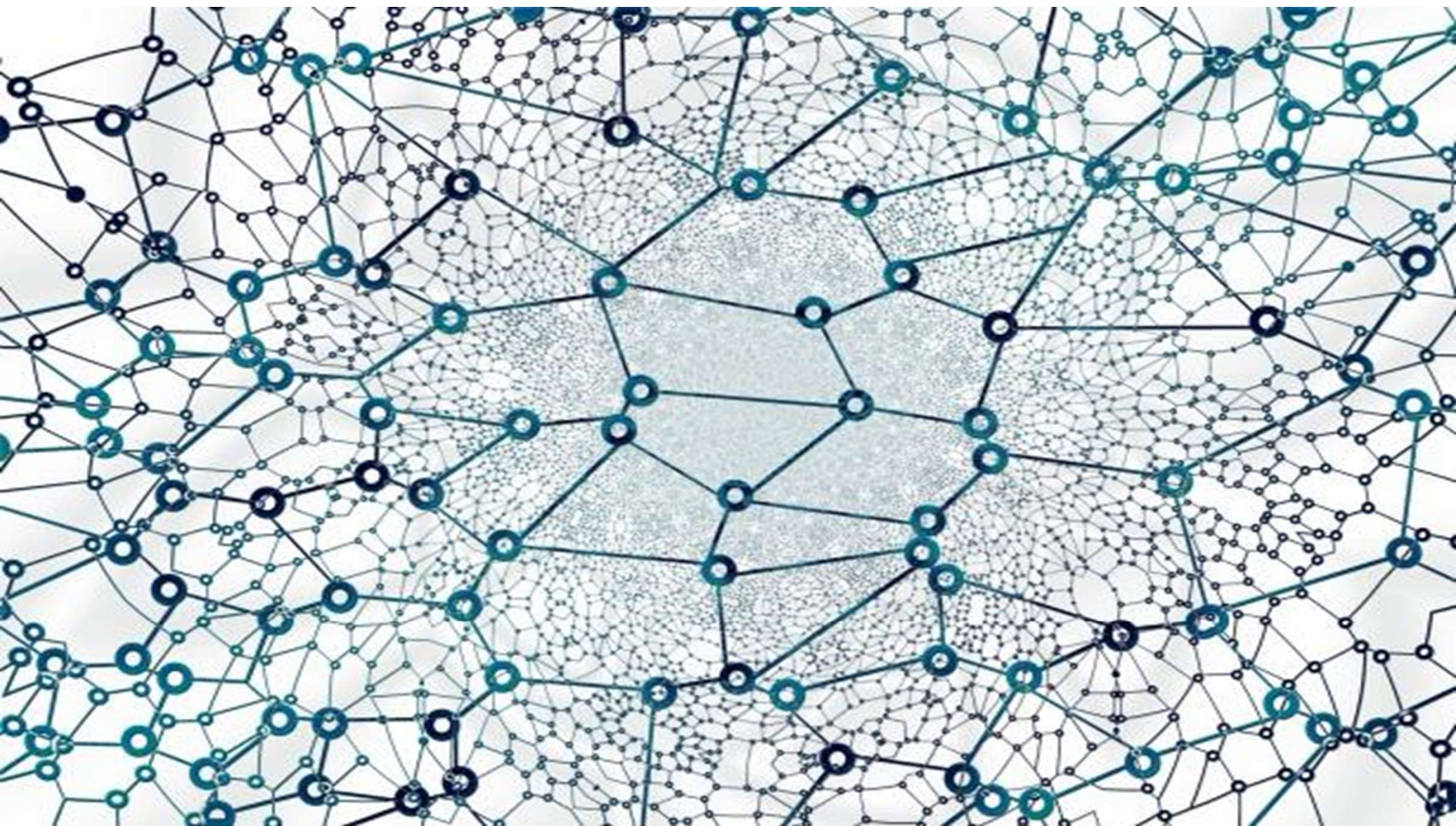
What metrics will we use system-wide in the annual plan?

What metrics might we use for the 5 year plan?

How can we share learning between design teams?

***BREAK***







**Strat Plan  
Coalition**

**Welcome  
Center**

**Sustain-  
ability**

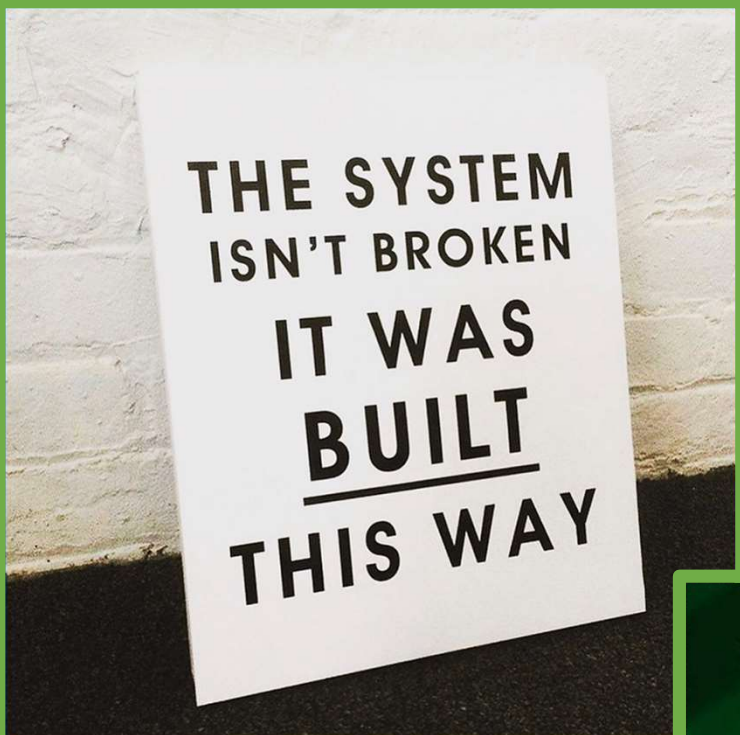
**Reimagine  
MS**

**Black  
Excellence**

**Equity**

**Inclusion  
& Access.**

**Multiling.  
for All**



THE SYSTEM  
ISN'T BROKEN  
IT WAS  
BUILT  
THIS WAY

# Why Design?



"EVERY SYSTEM IS PERFECTLY DESIGNED  
TO GET THE RESULTS IT GETS"

PAUL BATALDEN

# Power & History



## Context & Trust



## Inclusive Design

# How we DESIGN?

Build  
Team

Listen to  
Community

Make Meaning

Root  
Causes

Problem  
Statement

Design

Metrics &  
Innovations



The background of the entire image is a complex network of interconnected nodes and lines, resembling a molecular structure or a data network. The nodes are represented by small circles in various shades of blue and green, connected by thin, dark lines. The overall pattern is dense and intricate, filling the entire frame.

# Make Meaning

## Innovate

## Listen to Community

## Metrics

## Build Team

The background of the slide features a light blue gradient. On the right side, there are several concentric circles in a slightly darker shade of blue, creating a ripple effect that fades towards the center.

**Scarcity**  
**Urgency**  
**Comfort**

# Simple & Efficient



# Urgency & Leadership



TASKS & EVENTS

CONTEXT & RATIONALE

PURPOSE &  
RELATIONSHIPS



# Intentional Leadership



PURPOSE & RELATIONSHIPS

CONTEXT - RATIONALE

TASKS & EVENTS

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# Make Meaning

## Innovate

## Listen to Community

## Metrics

## Build Team

# Personal Reflection

## First Page



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Team

Listen to  
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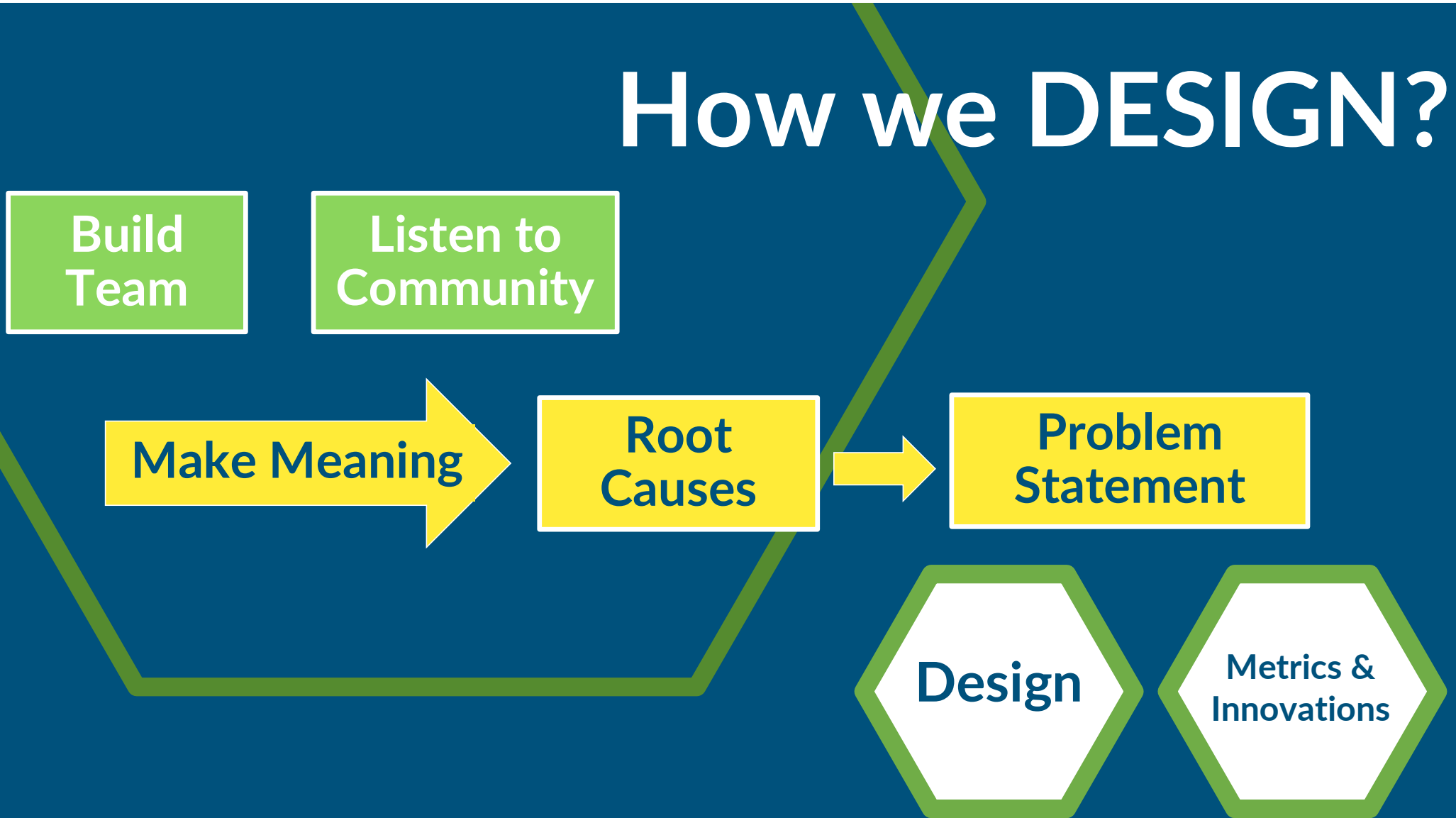
Make Meaning

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# Design Team Discussion

## **BUILD TEAM**

How can we strengthen our team culture, relationships, and collaboration?  
What do you hope to experience?

## **LISTENING TO COMMUNITY**

How do we feel about our listening processes?  
How can we ensure we listen to the perspectives of our community?

## **MAKE MEANING**

How clear are the root causes and problem statement?  
What can we do to make these clearer and more authentic?

## **Planning our Next Meeting**

How can we prepare for our next meeting? What should be our goals for the next meeting?



# Personal Reflection

Reflecting Back or  
Looking Ahead

Design  
Teams



## BUILD TEAM

**How would you describe the relationships you've built with team members so far?**

- How do these relationships lead to belonging and shared power?
- How do our meeting structures support staying rooted in inclusive design principles?
- What patterns of participation are emerging in our meetings? Are they helpful?

Your answer \_\_\_\_\_

**How much trust and confidence do you have in the CULTURE and RELATIONSHIPS of your Design Team?**

\*

	1	2	3	4	
Low	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	High

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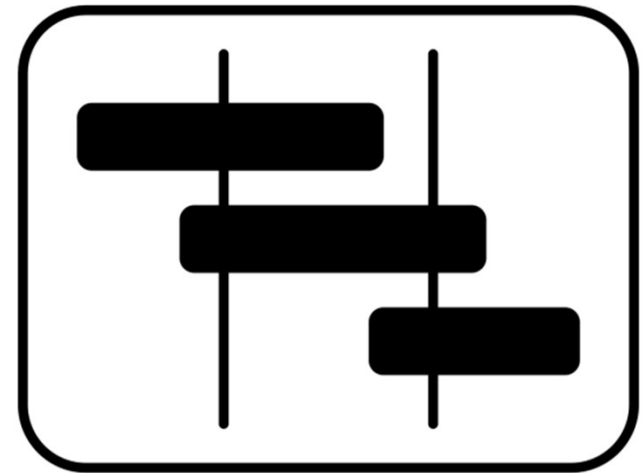
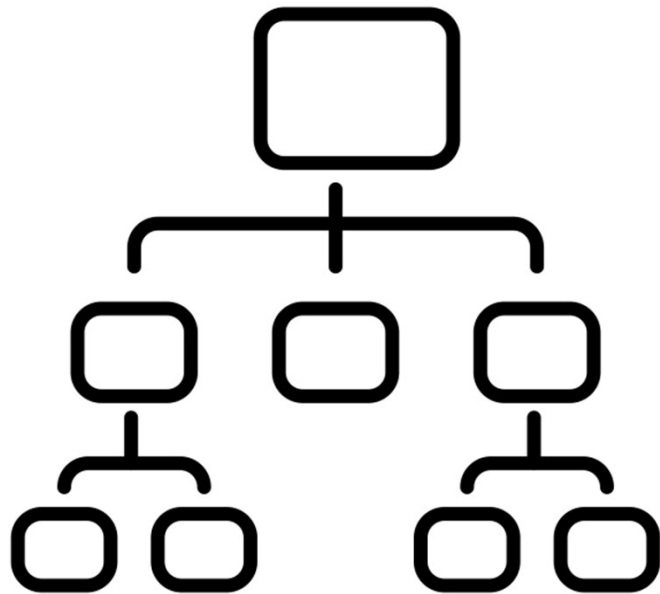
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# Scientific Management





Design  
Teams

*Preparing for  
your Next  
Meeting*

*How can we prepare  
for our next meeting?*

*What should be  
our goals for the  
next meeting?*

# Feedback



**Strat Plan  
Coalition**

**Welcome  
Center**

**Sustain-  
ability**

**Reimagine  
MS**

**Black  
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# Closing Affirmations Appreciations or Remember



*The future is not an escapist place to occupy. All of it is the inevitable result of what we do today, and the more we take in our hands, imagine it as a place of justice and pleasure, the more the future knows we want it, and that we aren't letting go.*

**adrienne maree brown**

appendix