Join your Table

Table 1
Jane Aras
Taylor Ellerbrock
Chitra Iyer
Haley Pemble
Erin Hagan

Table 2
Alessandro Catorcini
Katie Spence
Sydney Wolfwood
Kristi Schwesinger
Nyambura Ruhiu-Mboggo
Mandeep Ghuman
Stephanie Parkins
Jennifer Karls
Kristin Lierheimer

Table 3
Vanessa Weaver
Matt Lyon
Julie Taylor
Erin Treiber
BobiJo Hatch
Irina Kourilenko



Table 4
Kylie Seibel
Gabriel Paterson
Evan Palmer
Vivian Chang
Arianna Ortiz De Lazaro
Flora Yasmin
Gita Mcintyre

WELCOME

Making Meaning - Together





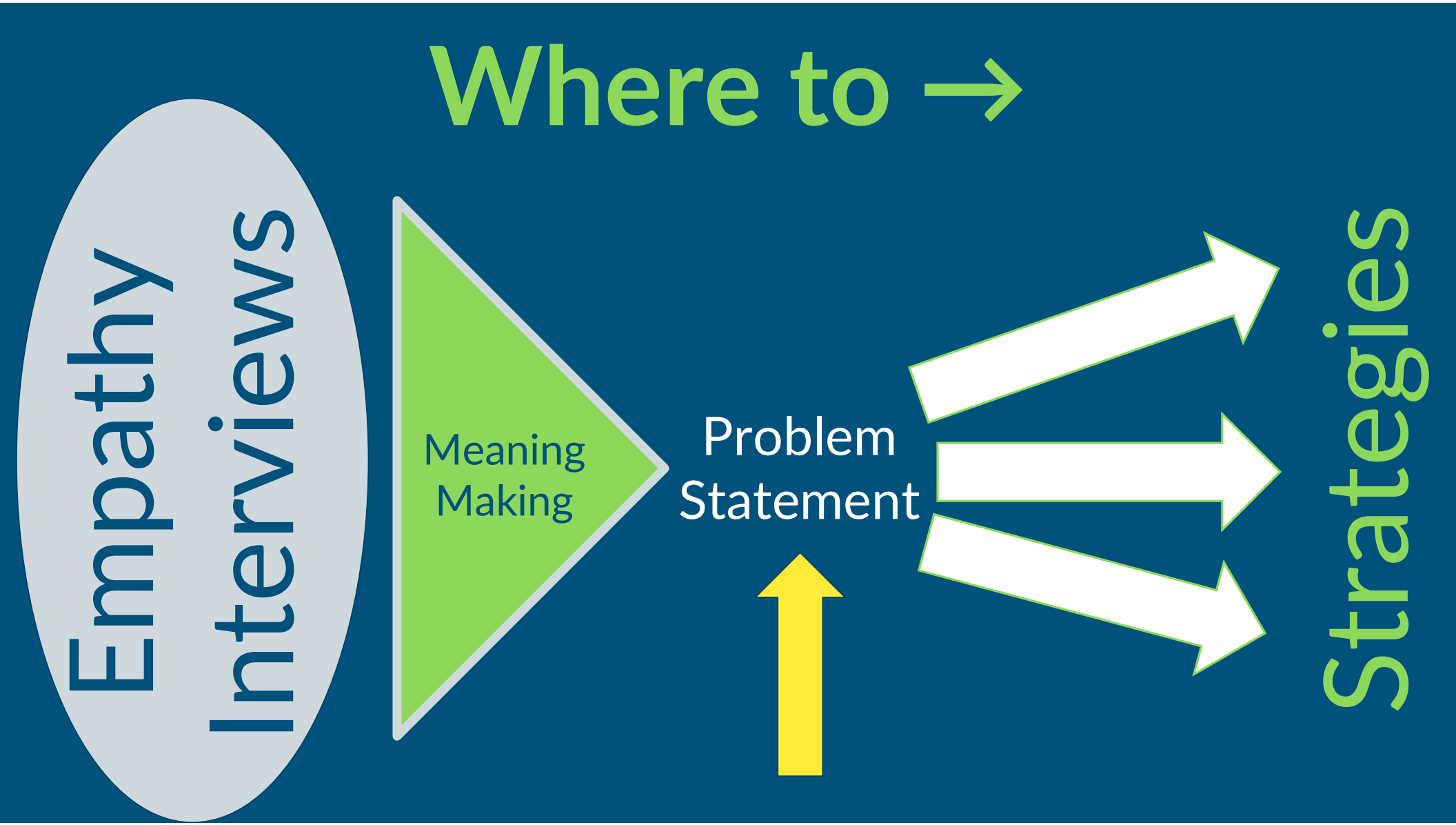
The Process

Purpose

Make meaning of the stories we heard →
Craft a singular problem statement →
to focus the strategies we design, so we can meet the aspirations of the community.



Pull Key Quotes & Explain	Group Quotes by Theme	Relate & Connect Themes	Draft & Select Problem Statement


Where to →
Empathy Interviews
Meaning Making
Problem Statement
Strategies



Being Present
for yourself
and each other

Digging into our Notes

Find the most *important* quotes.



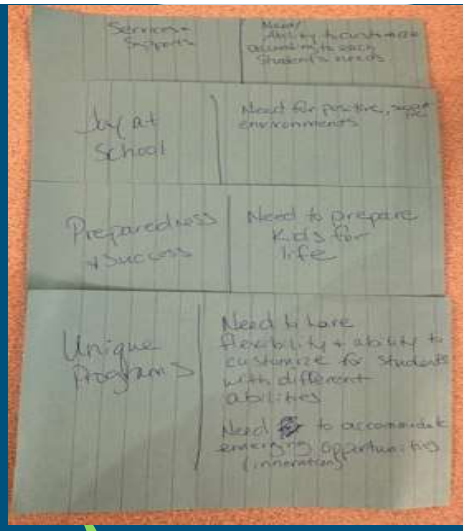
EMOTION - PATTERNS - UNIQUE

For each quote: Explain why you or the interviewee though it was important.

“They thought…” or “I thought…”



Group Discussion



Group by User (e.g. students w/students)

Share quotes & explanations (take turns)

Discuss connections & patterns

Sort quotes into THEMATIC GROUPS

Give each group a label

Naming Needs

List 3-5 needs from each theme

Choose THE ESSENTIAL NEED (1)

Write the need on a large post-it



Sharing Needs:

Form New Groups

Before moving to your new group:

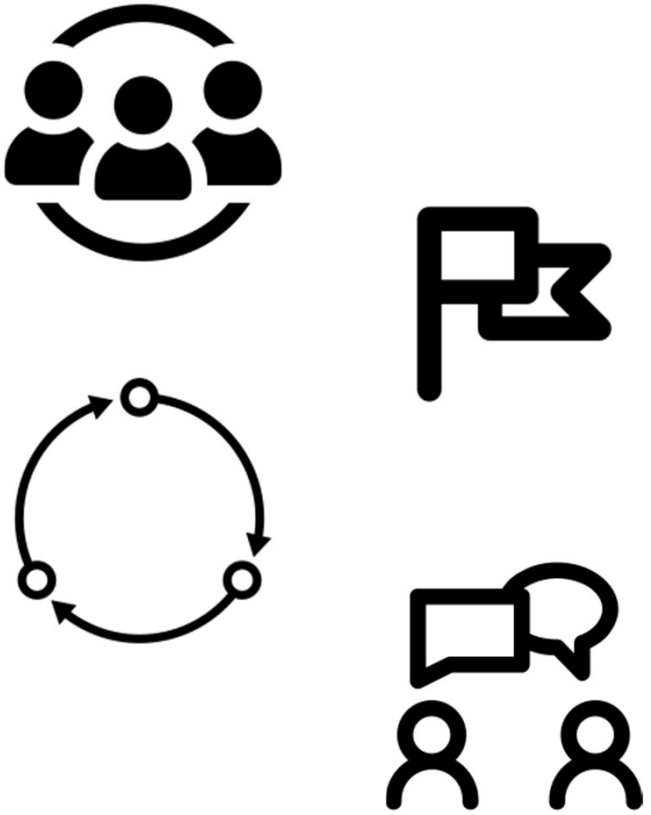
- Take a picture of the themes and essential needs your group identified

After you are in your new group:

- Take turns sharing the themes and essential needs that your original group identified

Setting Intention

- **Notice**
  - Dynamics of Power
  - Patterns of Participation
  - Power of Silence
  - Inferences vs Observations
- **Multiple Perspectives**
  - Seek to Understand
  - “Convince not Conquer”



Drafting Problem Statements

[user] wants [identified need];

however, [problem] because [issue]

Sample Problem Statements

[The district] [needs a way to prepare all students for an exciting but tumultuous future], [but it does not yet know how to consistently serve the needs of students furthest from justice and opportunity.] This happens because [root causes].

Sample Problem Statements

[The community] [needs a future-focused school system that can prepare all students to thrive], [but there is not yet alignment between what the community wants and the structures, systems, and mindsets in the district.]

Sample Problem Statements

[Students] [need a system that nurtures them and prepares them for an uncertain world], [but the community and district lack the systems and will to understand them as people and respond to their needs.]

Process*

1. Groups create problem statements
2. 2 Groups work to create a single statement
3. Individuals evaluate problem statements
4. Whole Group conversation to see if single statement emerges
5. Three Level (Thumbs Up, Thumbs Sideways, Thumbs Down)
6. If No Consensus – Sub-Committee

*If time is running short, instead of combining groups, we will have each group share their problem statement out loud. The planning committee will then work to draft a single statement and send to the group for review before the February meeting

Reaching Consensus on our Problem Statement

3 Level- Thumbs



Levels

"Unable to Live with the Decision"

- Clarify what is unworkable for you
- Be actively involved in identifying the INTEREST you want met
- Verbalize what you would need to get to supporting the decision

"Supportive with Reservations"

- Define your reservations and questions
- Anticipate how others from your constituency group may react, and how their concerns could be addressed
- Explain why you still support the decision, in spite of concerns

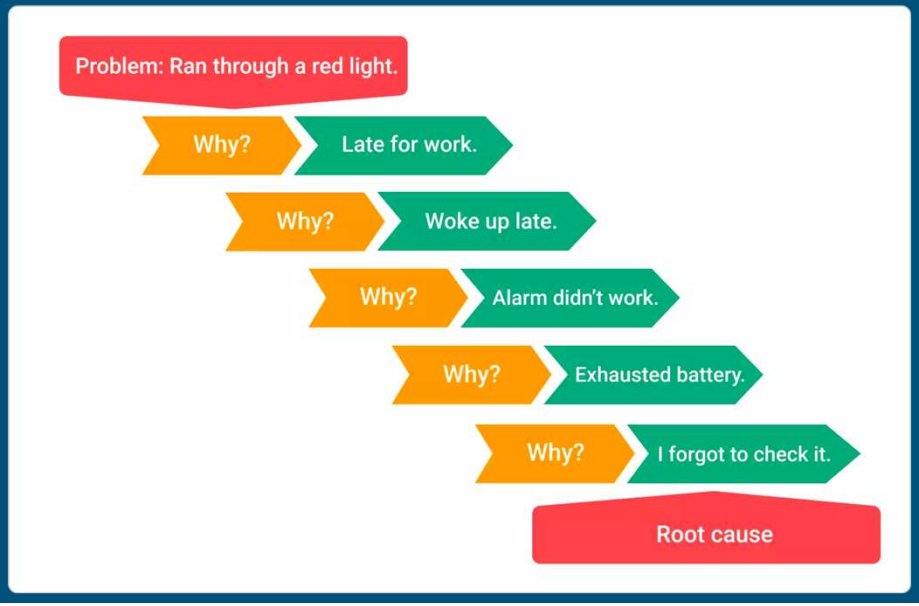
"Fully Supportive"

- Listen to teammate concerns and ask questions
- Identify places of compromise that meet the interests of others
- Bring conversation back to the INTERESTS, not individual solutions

Planning for our February meeting:

Objective: Identify Root Causes

Process: We will be using a “5 Why Protocol” to identify root causes of our problem statement





Notice and Reflection

What did it feel like to listen to the stories of the people you interviewed?

Did you have a moment where you reconsidered your perspective?

What is your biggest take away from this process?