

Instructional Services

Systemic Educational Development Laboratory (SEDL)

Minutes
Tuesday, October 1, 2013



Meeting Conductors: Peggy Johnson, Elicia Krumnow, and Linda Volz.

Members Present: Chris Borland, Cynthia Denmark, Lisa Drafahl, Kristen Dutschmann, Joni Fisher, Ann Garrett, Jeremy Gilbert, Leslie Harris, Allison Hughes, Jenna Jaynes, Peggy Johnson, Elicia Krumnow, Kenneth Langley, Chuck Long, Joanna Maloney, Rachel Matus, Jonathan McHaney, Jennifer Pharris, Michelle Ramos, Kristi Rizo, Lisa Seawright, Dr. Sharon Shields, Shaunte' Stewart, Renee Stump, Linda Volz, and Kim Yopez.

Members Absent: Linda Hubbard, Brenda Martinez, Melanie Simons, Shasta Sneed, Tammie Swain, and Marilyn Wilson.

Other(s) Present: Lori Lang, Recorder of Minutes.

WELCOME

Ms. Volz called the meeting to order at 1:00 pm with a warm welcome. Today, we are working in groups (five).

Where Are We?

Creative Tension - Ms. Johnson reported on Creative Tension using a Power Point presentation that was projected. Topics discussed were:

- Traditional view of leaders
- Leaders for the new work
- Creative tension (definition)
- Creative tension can be resolved in two basic ways
- How do we create the “creative” tension?
- What do we hope to accomplish with “creative” tension?
- Group work

Current Reality - Ms. Volz led the discussion on current reality.

- We want to know your current feelings about SEDL.
- Committee members were asked to write their feelings about SEDL on a sentence strip and then tape it to the elephant drawing posted on the wall.
- Ms. Volz read the posted comments aloud to the committee.

Where Are We Going?

District Vision - Ms. Johnson led the discussion on the district’s vision using the handout provided.

- We must start by looking at the district’s vision.
- Think/Turn/Talk – Read and underline or highlight key words or phrases.
- What does it mean in real life application?
 - *10 minutes was allowed to look over the handout and discuss within each group.*
- One person in each group shared out. Some comments were:
 - Interdependence is a need as our world continues to shrink.
 - The picture of success adds to tension because of the varied pictures many have.

- Provide a need.
- Clear about tension of the unknown.

Desired Reality - Ms. Krumnow discussed the district's desired reality.

- SEDL started approximately eight years ago and was led by actual SEDL staff that provided training.
- District staff eventually took over training.

How Are We Going to Get There?

Purpose of SEDL - Ms. Krumnow reviewed the purpose of SEDL using the handout, "The Systemic Change Process in Education: A Conceptual Framework".

- In general, there are two processes of educational change:
 - "Piecemeal change", which entails making adjustments to the current paradigm of education (which is not best for school settings); and
 - "Systemic change", the process by which you change the current paradigm into a different one – analyze each piece of the program and how it affects the whole organization.
- The purpose of this system moves our district to a place in which we are a shining star within our community.
- Replicate what was done as a district on the campuses.

Process of Systemic Change - Ms. Krumnow discussed the process of systemic change.

- There are six aspects of systemic change.
 - 1-Broad Stakeholder Ownership
 - 2-Learning Organization
 - 3-Understanding Systemic Change Process – Understand the end result
 - 4-Evolving Mindsets about Education – Have to change mindset of what we think schools should be (the red school house) to what it actually should be.
 - 5-Develop a System View – Metaphors
 - 6-Systems View of Education
- Each of the five groups were assigned one section of the article to read, then teach the rest of the committee about that section (what it is/isn't) - *20 minutes allowed*.
- Each group reported/shared out.

Process of Systemic Thinking/Barriers - Ms. Krumnow discussed the process of systemic thinking/barriers. The article lists seven organizational learning disabilities that can hinder the organization from becoming a learning, growing organization (i.e. frustration, defeatist attitude).

- Groups were assigned barriers to discuss. Some of the feedback is listed.
- **#1 - I Am My Position** – When people focus on self and their position.
 - Address issues; explain how all interface; simulation of how other organizations don't work together; and team building interrelation.
- **#2 The Enemy Is Out There** – Blame someone else; shift blame when something goes wrong.
 - Look at data/facts, professional development from double loop idea, look at others within that are successful, look at personal goals, and ask teachers what personal growth they need professionally.
- **#3 The Illusion of Taking Charge** – Run around crying there is a fire/problem but not put the fire out by addressing issue. Solution - You may have to acknowledge you are part of the problem; get ahead; put things in place ahead of time.
- **#4 The Fixation on Events** – Focus on one piece. Remind people not everything is successful the first time.
- **#5 The Parable of the Boiled Frog** – Someone overly excited but not about the issue you are trying to resolve.
 - Help the person to relax and give the impression you care and then redirect them.
- **#6 The Delusion of Learning From Experience** – Not always experience consequences about our decisions.
 - Have systems in place such as feedback; actively monitor.
- **#7 The Myth of the Management Team** – As in the Emperor's New Clothes, need to develop levels of trust among each other and then you can be honest with each other. Replace with something more effective.

Norms/Safe Place - Ms. Krumnow discussed norms and safe place. Establish norms for this team, social contract on how to interact and preparedness.

- Respect the speaker.
- Agree to disagree without being disagreeable yet reach consensus and move forward. Show a united front.
- Come prepared.
- Respect the time of others.
- Address the issue not the person.
- Appreciate the diversity.
- Accept responsibility to share with campus staff

Home work

- Read pages 112-114 of the article.
- Identify and talk about your campus vision; provide feedback at the next meeting.
- How does your campus vision align with district vision?
- How your campus specifically support our achieving the district vision.
- Re-brand the name of this group. *Please brainstorm.*
- Goldenrod paper – Draw the three shapes on it that are on the poster.
 - Square – Write one idea you are square with.
 - Triangle – Write something that is a pointed or new thought.
 - Circle – Write something still circling around in your mind; not quite sure of.
 - Question Mark – A question you still have.

ADJOURNMENT

The meeting ended at 2:58 pm. The next meeting is scheduled for November 5, 2013.