Listen & Learn 2018

ANN ARBOR PUBLIC SCHOOLS

A Community Conversation

BOARD OF EDUCATION

February 21, 2018

Pre-Phase I

Spring – Summer – Fall 2017

Planning for district priorities

- Cabinet Team
    - o 3 days of facilitated process meetings & focused development work

- Principals/District Leadership Groups

- Board of Education
    - o August Retreat
    - o Executive Committee
    - o Planning Committee Meetings (Oct/Nov)
    - o Regular Meeting of the Board – Nov 8, 2017
    - o Pre-Launch Review – February 21, 2018

Listen & Learn 2018: A Community Conversation

Everything good in life – a cool business, great romance, a powerful social movement – begins with a conversation.

Talking with each other, one to one, is human beings' most powerful form of attunement. Conversations help us understand and connect with others in ways no other species can.

~Daniel Pink
To Sell is Human: The Surprising Truth About Moving Others

A Community Conversation

The intention of dialogue is to reach new understanding and, in doing so, to form a totally new basis from which to think and act.

In dialogue, one not only solves problems, one *dissolves* them. We do not merely try to reach agreement, we try to create a context from which many new agreements might come.

And we seek to uncover a base of shared meaning that can greatly help coordinate and align our actions with our values.
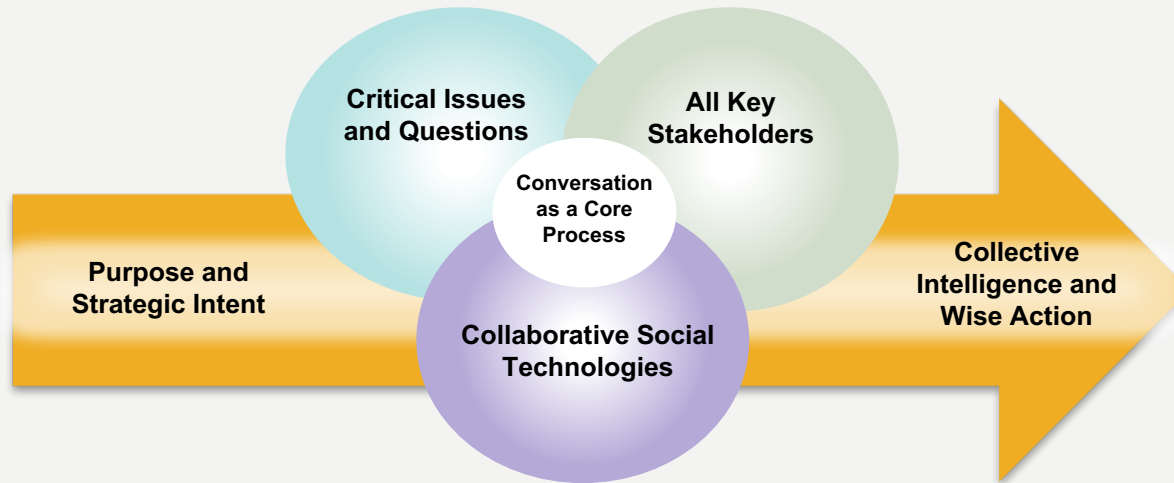
- William Isaacs

Dialogue: The Art of Thinking Together

Conversational Leadership:
creating architectures for engagement

Hurley & Brown, 2009

Critical Issues and Questions

All Key Stakeholders

Conversation as a Core Process

Purpose and Strategic Intent

Collaborative Social Technologies

Collective Intelligence and Wise Action

Innovative Leadership and Capacity Development

To design effective architecture for engagement, a conversational leader will consciously use six key processes.

A Community Conversation

Questions:

1) What do we celebrate in our schools and across the *Ann Arbor Public Schools?*

2) Where do you see our opportunities for improvement?

3) As we consider our future, what do we want and dream for our students and our schools in the Ann Arbor community?

4) What else do we need to know and understand?

A Community Conversation
Phase II: Feb – May, 2018

Launch community input process

- Use **World Café Process** at staff & community meetings

- About *World Café*

  - *World Café* Design Principles

  - *World Café* Method

  - Conversational Leadership

A Community Conversation
Community Engagement Process

- *World Café* **Engagement**
  use format in face-to-face meetings

  – **Leadership Meetings** – teachers, principals, instructional council, employee leadership groups

  – **Meet with School Teams/Staffs** – in every school & across departments

  – **Community Tour** – visit every school & community centers

  – Meetings with **Strategic Community Groups**

- *Thought Exchange* **Online Conversation**

- **Via Social Media – Twitter Chats & Facebook Live Events**

Community Feedback on Draft Strategic Plan
Spring 2018

Community Engagement Process to Refine

– *Thought Exchange* Community Engagement Process

– *World Café Engagement* w/Strategic Community Groups

Board of Education Approval & Publication

Phase III: June - September, 2018

- Create Draft Report from what we've learned from *World Café, Thought Exchange* & Engagement Processes

- Receive summative input and recommendations from the Board

- Publish Final Strategic Plan to Board of Education

- **Target date: June - Sept, 2018**

- Publish video & share Strategic Plan with Ann Arbor community

Next Steps
Phase IV: Summer/Fall 2018

How will we know we are achieving our goals?

- District teams develop team plans & metrics to measure progress toward goals

- District Divisions/Departments develop team plans and corresponding metrics

- Publish initial set/baseline District metrics (Fall 2018)

#A2gether!

ANN ARBOR PUBLIC SCHOOLS

These are OUR Ann Arbor Public Schools

Our story of welcome, embrace, celebration,
achievement and success for every child,

Our story will be written together, and it begins today.

We are all together for our children, our schools, our future -

We are all together for each other,

We are A2gether!

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