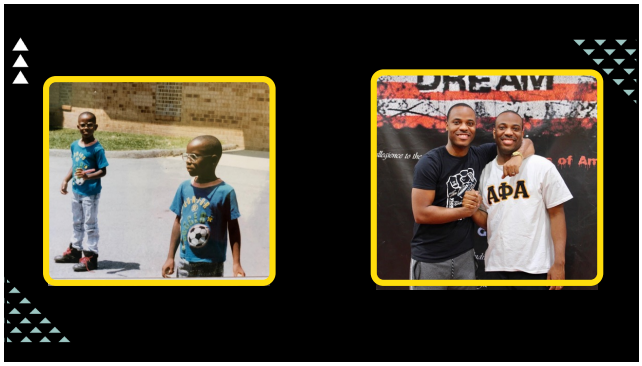
SUCCESS BY DESIGN

A Student-centered Approach to Social Emotional Learning

Presented by Dr. Byron McClure, Director of Innovation for 7 Mindsets

@iHackingDeficits

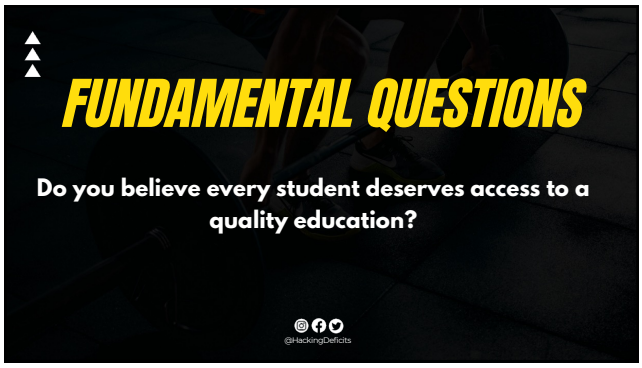
1



2

> **Recognizing the need is the primary condition for design.**
>
> ~Charles Eames

3


FUNDAMENTAL QUESTIONS
Do you believe every student deserves access to a quality education?
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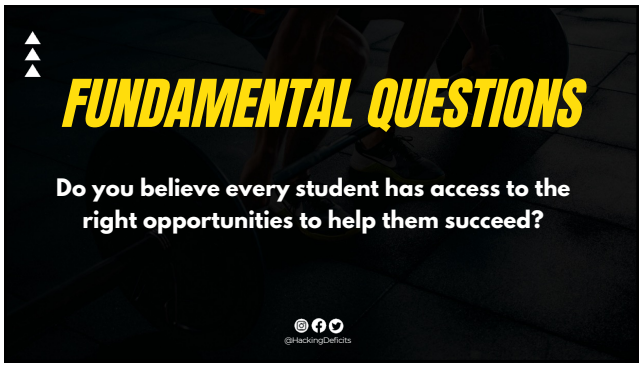
FUNDAMENTAL QUESTIONS
Do you believe every student has access to the right opportunities to help them succeed?
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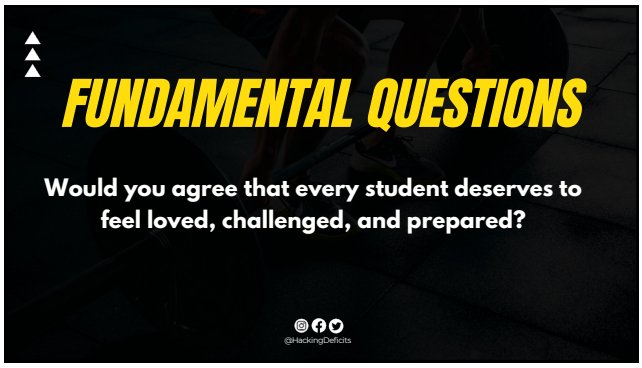
5


FUNDAMENTAL QUESTIONS
Would you agree that every student deserves to feel loved, challenged, and prepared?
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Why do inequities persist in education?
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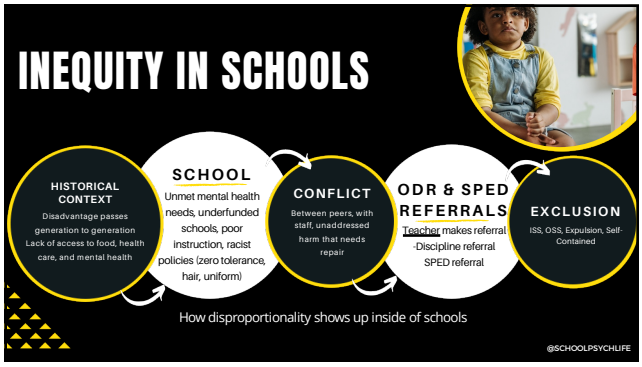
THE PROBLEM
Persistent and systemic inequities along racial and socioeconomic lines remain

8


INEQUITY IN SCHOOLS
HISTORICAL CONTEXT
Disadvantage passes generation to generation
Lack of access to food, health care, and mental health
SCHOOL
Unmet mental health needs, underfunded schools, poor instruction, racist policies (zero tolerance, hair, uniform)
CONFLICT
Between peers, with staff, unaddressed harm that needs repair
ODR & SPED REFERRALS
Teacher makes referral
-Discipline referral
SPED referral
EXCLUSION
ISS, OSS, Expulsion, Self-Contained
How disproportionality shows up inside of schools
@SCHOOLPSYCHLIFE

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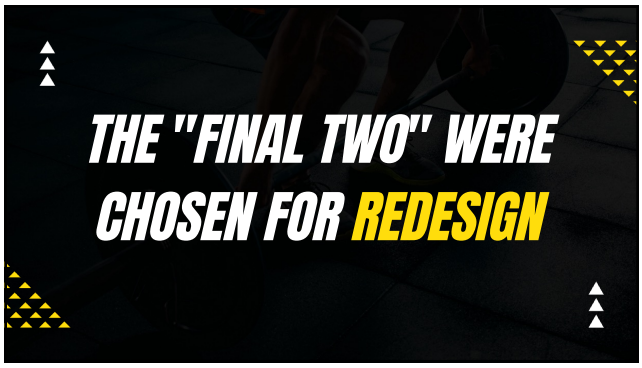
THE ESSA STAR RATINGS
8 DCPS schools were identified as comprehensive support schools failing in the lowest 5% of achievement

10


THE "FINAL TWO" WERE CHOSEN FOR REDESIGN

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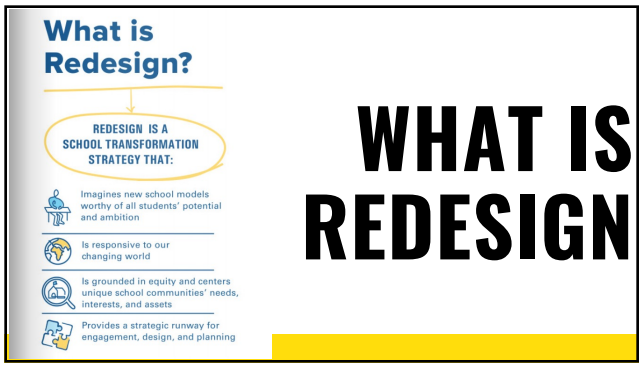
What is Redesign?
REDESIGN IS A SCHOOL TRANSFORMATION STRATEGY THAT:
Imagines new school models worthy of all students' potential and ambition
Is responsive to our changing world
Is grounded in equity and centers unique school communities' needs, interests, and assets
Provides a strategic runway for engagement, design, and planning
WHAT IS REDESIGN

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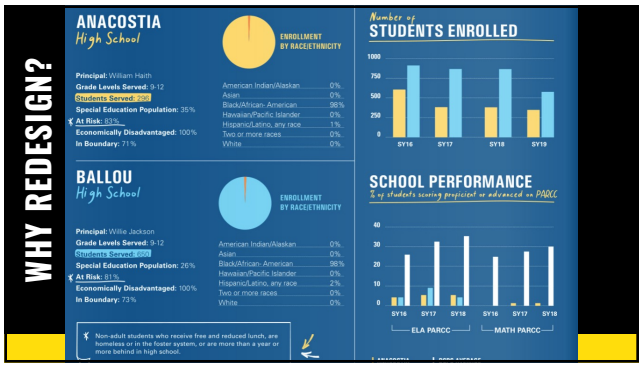
WHY REDESIGN?
ANACOSTIA
High School
Principal: William Haith
Grade Levels Served: 9-12
Students Served: 295
Special Education Population: 35%
At Risk: 93%
Economically Disadvantaged: 100%
In Boundary: 71%
ENROLLMENT BY RACE/ETHNICITY
American Indian/Alaskan 0%
Asian 0%
Black/African- American 98%
Hawaiian/Pacific Islander 0%
Hispanic/Latino, any race 1%
Two or more races 0%
White 0%
BALLOU
High School
Principal: Willie Jackson
Grade Levels Served: 9-12
Students Served: 660
Special Education Population: 26%
At Risk: 81%
Economically Disadvantaged: 100%
In Boundary: 73%
ENROLLMENT BY RACE/ETHNICITY
American Indian/Alaskan 0%
Asian 0%
Black/African- American 98%
Hawaiian/Pacific Islander 0%
Hispanic/Latino, any race 2%
Two or more races 0%
White 0%
Non-adult students who receive free and reduced lunch, are homeless or in the foster system, or are more than a year or more behind in high school.
Number of
STUDENTS ENROLLED
1000
750
500
250
0
SY16 SY17 SY18 SY19
SCHOOL PERFORMANCE
% of students scoring proficient or advanced on PARCC
40
30
20
10
0
SY16 SY17 SY18 SY16 SY17 SY18
ELA PARCC
MATH PARCC

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Housing instability, highest rate of gun violence, high rate of homelesssness and overall crime
@HackingDeficits

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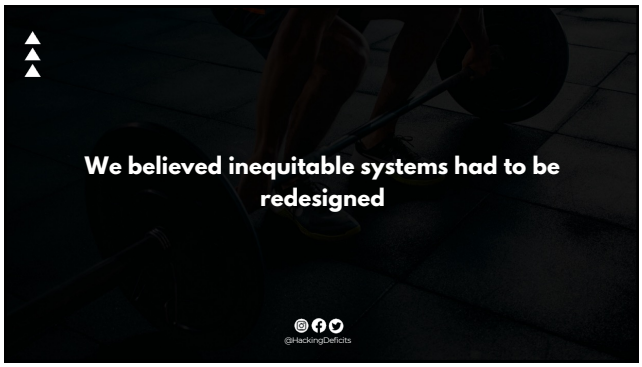
We believed inequitable systems had to be redesigned
@HackingDeficits

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HUMAN-CENTERED DESIGN

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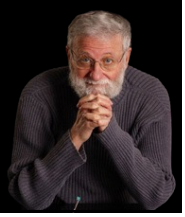
> Human-centered design is a philosophy, not a precise set of methods, but one that assumes that innovation should start by getting close to users and observing their activities.
> ~Donald Norman



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MINDSET MATTERS

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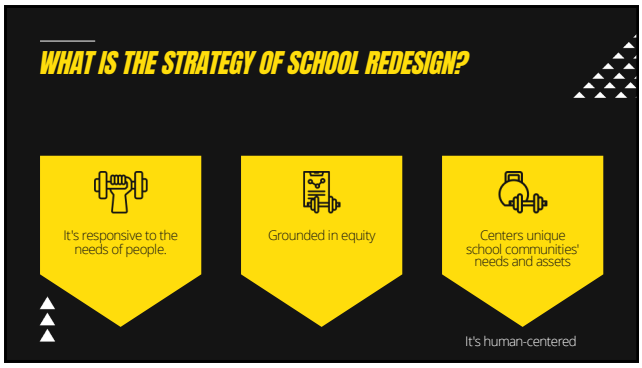
WHAT IS THE STRATEGY OF SCHOOL REDESIGN?
It's responsive to the needs of people.
Grounded in equity
Centers unique school communities' needs and assets
It's human-centered

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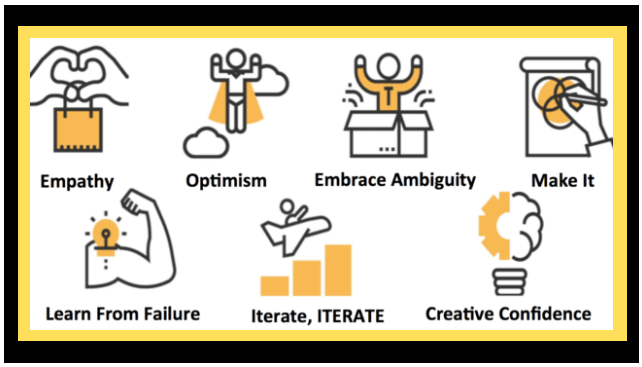
Empathy
Optimism
Embrace Ambiguity
Make It
Learn From Failure
Iterate, ITERATE
Creative Confidence

20

1601 16TH STREET SE

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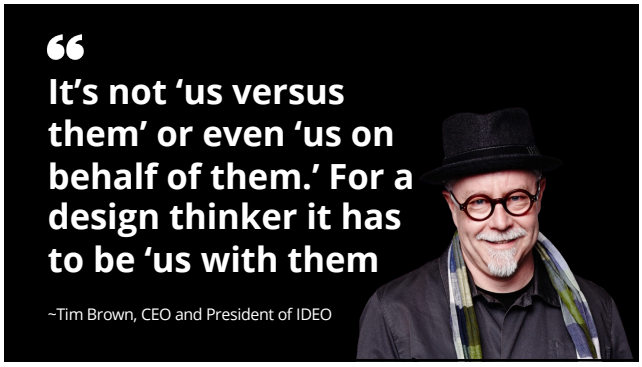
“
It’s not ‘us versus them’ or even ‘us on behalf of them.’ For a design thinker it has to be ‘us with them
~Tim Brown, CEO and President of IDEO

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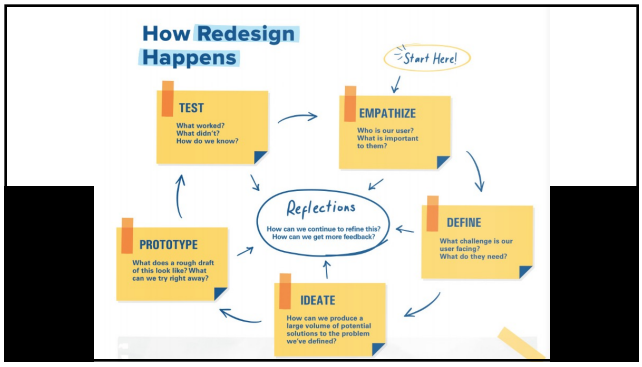
How Redesign Happens
Start Here!
TEST
What worked?
What didn't?
How do we know?
EMPATHIZE
Who is our user?
What is important to them?
Reflections
How can we continue to refine this?
How can we get more feedback?
DEFINE
What challenge is our user facing?
What do they need?
PROTOTYPE
What does a rough draft of this look like? What can we try right away?
IDEATE
How can we produce a large volume of potential solutions to the problem we've defined?

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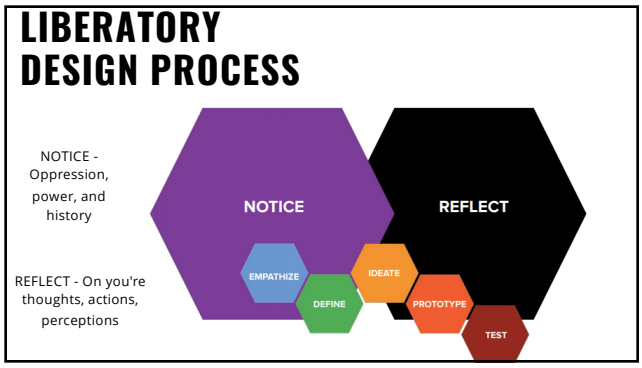
LIBERATORY
DESIGN PROCESS
NOTICE - Oppression, power, and history
REFLECT - On you're thoughts, actions, perceptions
NOTICE
REFLECT
EMPATHIZE
DEFINE
IDEATE
PROTOTYPE
TEST

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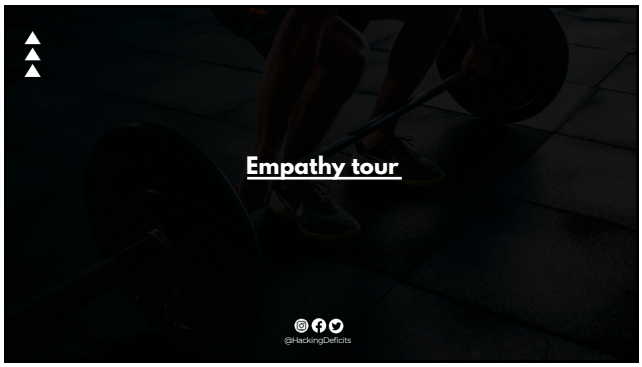
Empathy tour
@HackingDeficits

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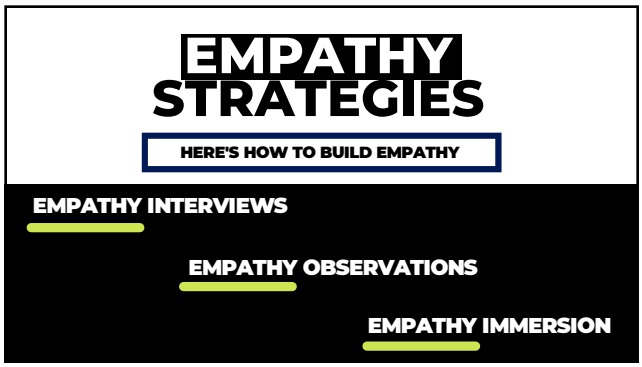
EMPATHY
STRATEGIES
HERE'S HOW TO BUILD EMPATHY
EMPATHY INTERVIEWS
EMPATHY OBSERVATIONS
EMPATHY IMMERSION

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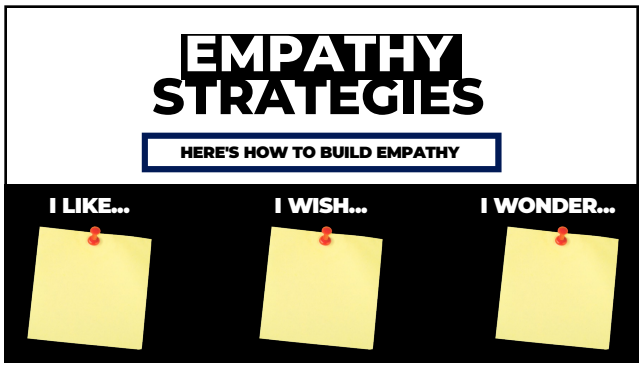
EMPATHY STRATEGIES
HERE'S HOW TO BUILD EMPATHY
I LIKE...
I WISH...
I WONDER...

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LISTEN DEEPLY TO PEOPLE
WELCOME ANACOSTIA SECURITY TEAM!
CHAT
CHEW
CHAT

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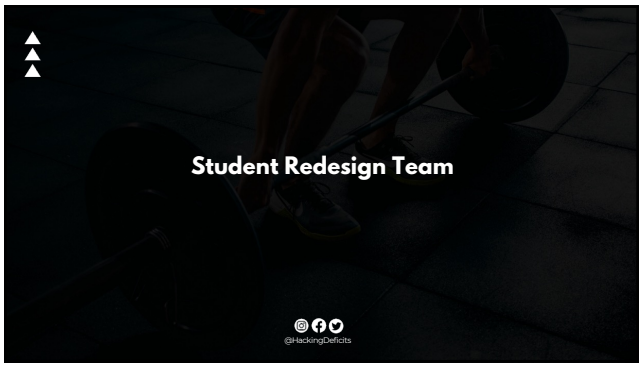
Student Redesign Team
@HackingDeficits

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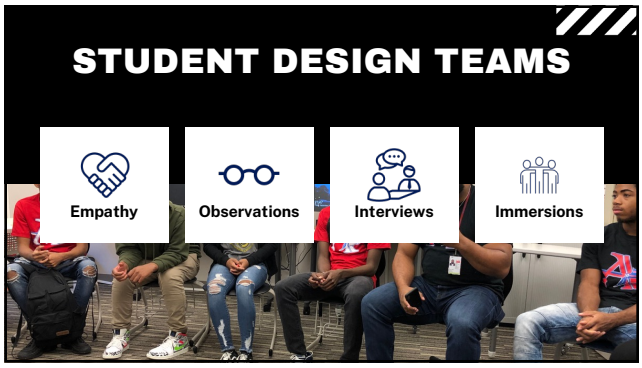
STUDENT DESIGN TEAMS
Empathy
Observations
Interviews
Immersions

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STUDENT EMPATHY INTERVIEWS AND SURVEYS
FAME

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LISTEN DEEPLY TO PEOPLE

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EMPATHYXDESIGN

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WHAT WE HEARD

1. Students didn't feel wanted or cared for
2. Poor sense of belonging
3. Our students wanted to feel more connected at school

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"How might we create an environment where students feel loved, cared for, and connected to the school community?

How might we question

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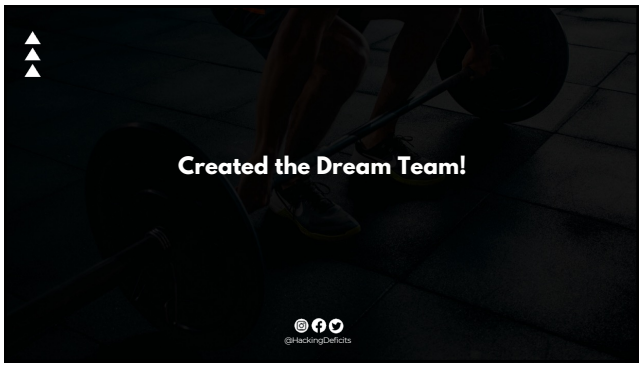
Created the Dream Team!
@HackingDeficits

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STRENGTH-BASED TRAINING FOR STAFF

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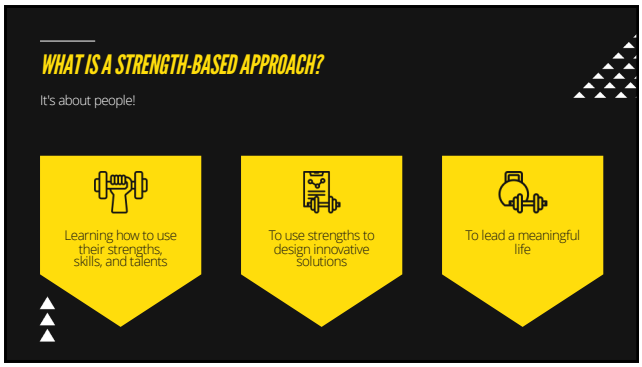
WHAT IS A STRENGTH-BASED APPROACH?
It's about people!
Learning how to use their strengths, skills, and talents
To use strengths to design innovative solutions
To lead a meaningful life

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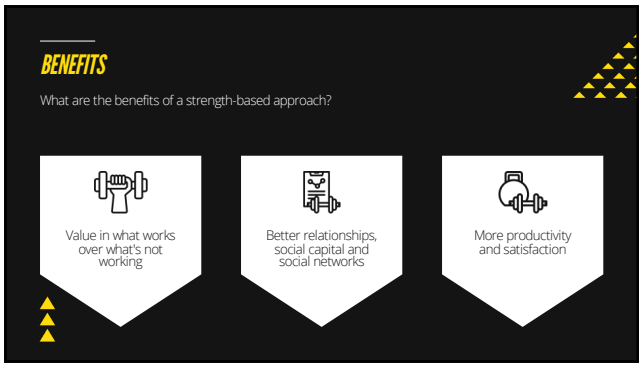
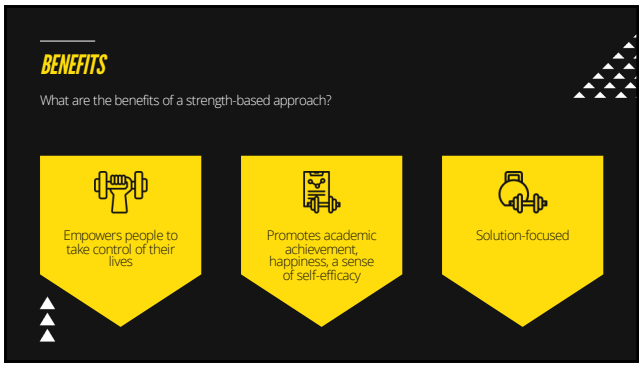

BENEFITS
What are the benefits of a strength-based approach?
Value in what works over what's not working
Better relationships, social capital and social networks
More productivity and satisfaction

40


BENEFITS
What are the benefits of a strength-based approach?
Empowers people to take control of their lives
Promotes academic achievement, happiness, a sense of self-efficacy
Solution-focused

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NAME YOUR STRENGTHS

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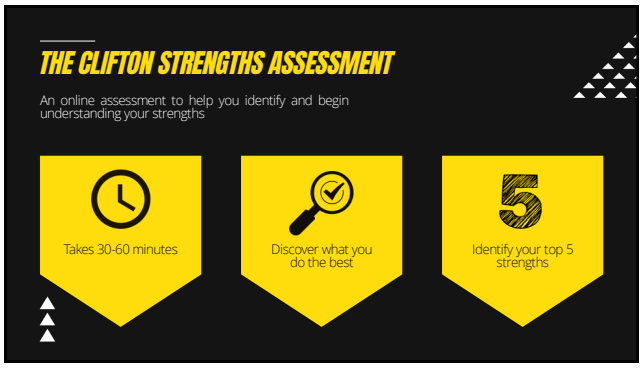
THE CLIFTON STRENGTHS ASSESSMENT
An online assessment to help you identify and begin understanding your strengths
Takes 30-60 minutes
Discover what you do the best
5
Identify your top 5 strengths

43

MY TOP FIVE STRENGTHS
01 MAXIMIZER
02 IDEATION
03 FUTURISTIC
04 FOCUS
05 ACHIEVER

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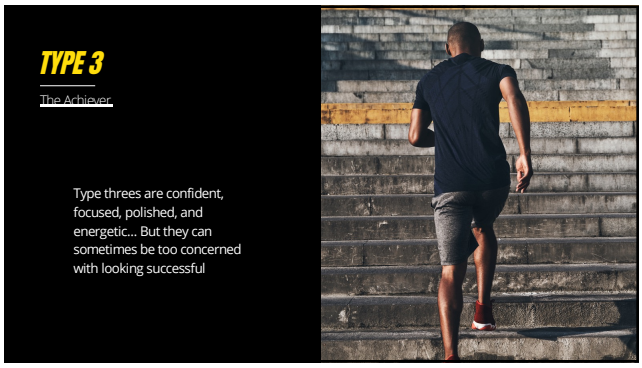
THE ENNEAGRAM ASSESSMENT
The Enneagram is one of the most popular systems for classifying personality types.
Strength-based assessment + personal development
FREE
Free assessment
9
Provides 9 different personality types

45


TYPE 3
The Achiever
Type threes are confident, focused, polished, and energetic... But they can sometimes be too concerned with looking successful

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NAME YOUR STRENGTHS
FREE ENNEAGRAM ASSESSMENT
WHAT ARE YOUR TOP STRENGTHS?

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WRITE YOUR STRENGTHS DOWN
LIST YOUR TOP 5 STRENGTHS

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KNOW YOUR STRENGTHS

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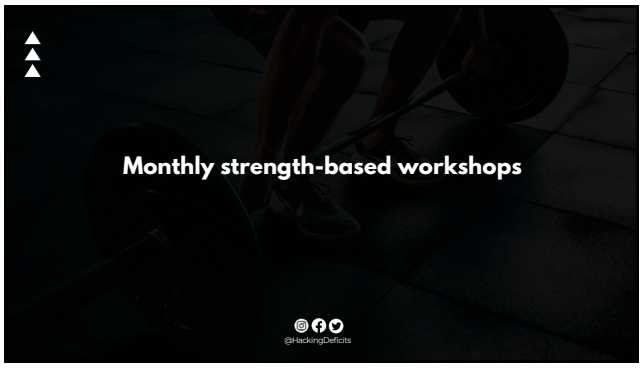
Monthly strength-based workshops
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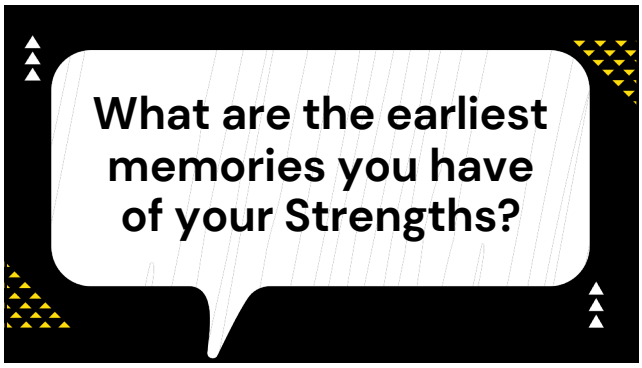
What are the earliest memories you have of your Strengths?

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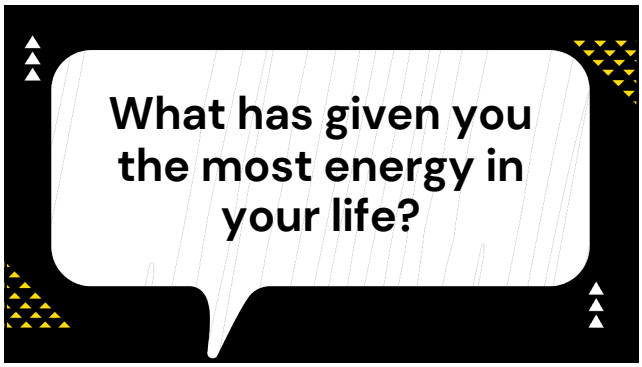
What has given you the most energy in your life?

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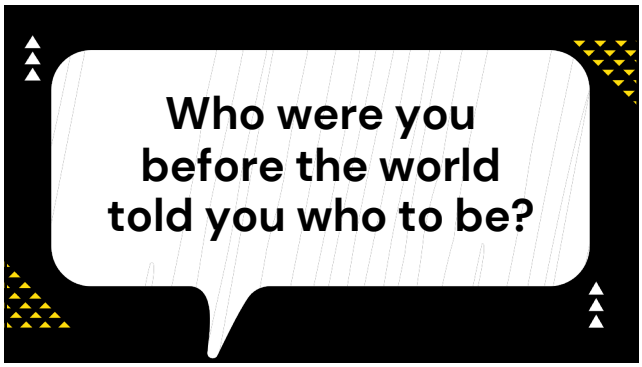
Who were you before the world told you who to be?

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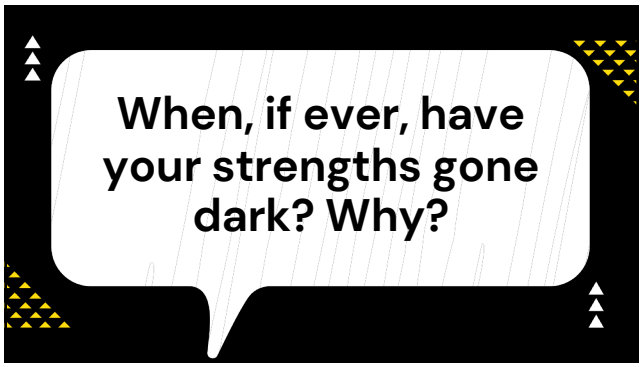
When, if ever, have your strengths gone dark? Why?

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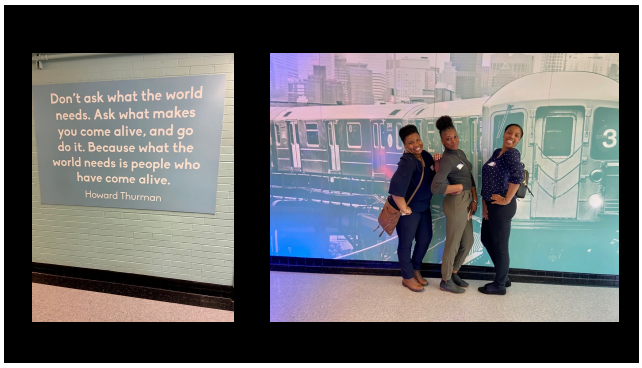
Don't ask what the world needs. Ask what makes you come alive, and go do it. Because what the world needs is people who have come alive.
Howard Thurman

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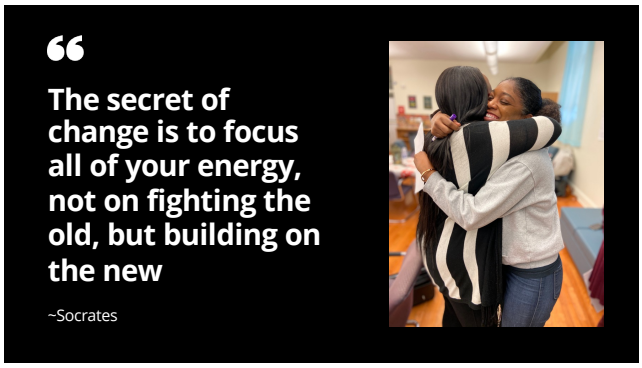
The secret of change is to focus all of your energy, not on fighting the old, but building on the new
~Socrates

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USE YOUR STRENGTHS

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STRENTH-BASED APPROACHES FOR STUDENTS

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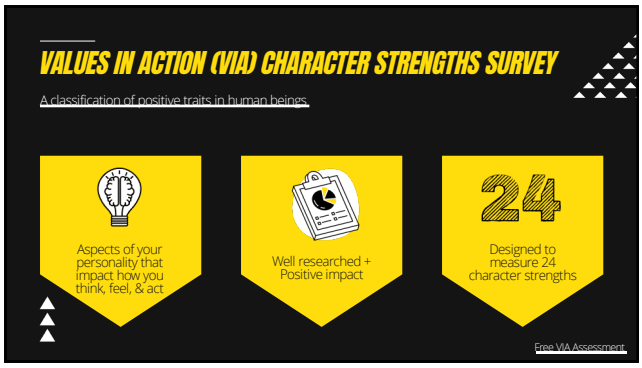
VALUES IN ACTION (VIA) CHARACTER STRENGTHS SURVEY
A classification of positive traits in human beings
Aspects of your personality that impact how you think, feel, & act
Well researched + Positive impact
24
Designed to measure 24 character strengths
Free VIA Assessment

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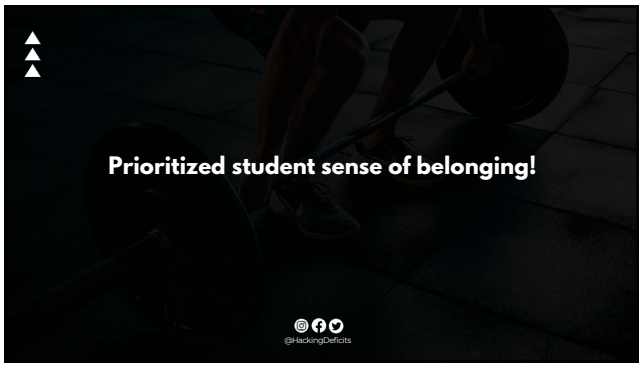
Prioritized student sense of belonging!
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STUDENT BELONGING

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CENTER
JOY
Create psychologically and physically safe spaces
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CENTER
STUDENT
LEARNING
Project-based learning
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FINDINGS

65

89%

Student sense of belonging increase 30% since Fall 21'

66

89%
Students feel loved
*increase of 26% since Fall 21'
WE ARE
PROUD

67

96%
Students feel challenged
*increase of 15% since Fall 21'

68

91%
Students feel prepared
*increase of 24% since Fall 21'

69

85%

Students feel loved, challenged, and prepared

*35% increase since Fall 21' - Greatest strength

70

87%

9th graders promoted to 10th grade -- highest promo rate ever

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3 Points

- Listen deeply (through empathy interviews and observations) to the needs of people
- Redesign inequitable systems and co-design equitable practices and policies
- Prioritize student and staff sense of belonging and SEL Practices over Curriculums...

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“
Fail often so you can succeed sooner!

~Tom Kelley, Author and General Manager, IDEO

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Hacking Deficit Thinking Book Coming Soon

@SchoolPsychLife
@hackingdeficits
byron@lessonsforsel.com

LET'S STAY IN TOUCH

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