

Winter Forum Room 1-school based

SANAM JORJANI JAN 26, 2021 09:14PM

BELOW THE GREEN LINE

SANAM JORJANI JAN 27, 2021 02:35AM

have the primary responsibility for a key initiative - the organization would then respond to the change. Additionally, the thinking was that if you designed explicit processes that detailed out every step of a change process, people would willingly respond and create the desired change."

-Steve Zuleback and Tim Dalmiau

Pattern (Strategies)	Structure	Process (Operations)
The systematic ways in which a system focuses its key strategies to accomplish its mission and goals.	The way a system organizes itself to conduct its work.	The standard processes (operations) that are used to build consistency and efficiency.

These three areas are absolutely essential but not sufficient to bring about and sustain change. Unfortunately many leaders believe and operate as if these are the only components of work to bring about and support organizations and change efforts.

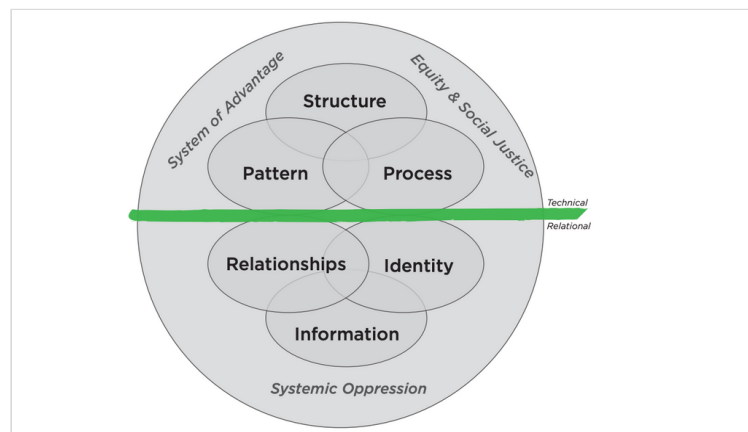
Relationships	Information	Identity
It has to do with how a team or organization values its people - their emotional, physical and spiritual well-being. The level of connectivity among people across the system: the value	Information is like oxygen in a system. In its absence, people will "make it up" in an effort to keep moving forward. Access to information greatly minimizes the negative rumors. When	Human beings are meaning-seekers. Our actions are completely driven by our own set of values, beliefs and sense of identity. Therefore, shared purposes and principles of people in

Six Circle Model-Working Below the Green Line

PDF document

PADLET DRIVE

SANAM JORJANI JAN 27, 2021 06:24PM



Identities: What brings you here and what is your literacy related hope? (add your own)

ANONYMOUS JAN 27, 2021 07:08PM

Addressing Root Causes of Literacy Gaps

ANONYMOUS JAN 27, 2021 07:07PM

I was interested in finding out more ways to meet the needs of our underserved students.

ANONYMOUS JAN 27, 2021 07:00PM

Sarah

How to best support students reading below level

ANONYMOUS JAN 27, 2021 07:04PM

Steve Hagler, LearnUp Centers

That we can take what we know about the science of reading and apply it to the classroom so that we can teach all types and levels of learners to read.

ANONYMOUS JAN 27, 2021 07:03PM

Emily Grunt, CARES/SEEDS

All students, teachers, care givers, staff and all folks in our students lives having early literacy foundations so that we can partner in the teaching of those foundations.

ANONYMOUS JAN 27, 2021 07:02PM

Celene A (GIAC)

I am here because early lit instruction made a huge impact in my academic progress as an ELL student. My hope is that as a community Oakland can surpass the literacy crisis it currently is in and that our students can achieve academic success.

LAURELEI DURR JAN 27, 2021 07:02PM

I am here to get some ideas for literacy/ language instruction. Former Elementary teacher now teaching middle school ELD and want to bridge learning/strategies etc.

OUSD. Formerly Aspire. Americorps with SuperStars Literacy and Girls Inc - LAURELEI DURR

ANONYMOUS JAN 27, 2021 07:00PM

Rebekah- Children Rising/ Succeeding by Reading

Change is complex. It takes time. Thinking of some principles of Emergent Strategy- learning from "failures" of the past, taking small steps that lead to big outcomes, focus on collaboration

— LAURELEI DURR

JEREMIAH CARREON JAN 27, 2021 07:02PM

Jeremiah- Safe Passages

Change is possible, when using a cycle of inquiry: Professional development, materials, coaching, Knowledge, Model, practice, looking at data using the data to guide the next cycle — ANONYMOUS

My hope is to find more strategies for lifting literacy in my expanded learning programs, and to build alignment

Urgency is key to change. — ANONYMOUS

ANONYMOUS JAN 27, 2021 07:02PM

Chris Angotti, OLC board member and incoming OUSD K parent! I hope that my son's and his classmates' literacy skills are equitably supported.

Change is very much possible. Our vulnerable populations need to be given the adequate resources and be held to equitable expectations.

— ANONYMOUS

Shared Beliefs: (added by facilitator)

Barriers to change: what has stopped our change initiatives in the past?

SANAM JORJANI JAN 27, 2021 04:41PM

Why are we here?

ANONYMOUS JAN 27, 2021 07:19PM

Barriers to change, not giving enough time to see the change, closed mindset to try the new thing, providing the training/materials to get started, Leadership support to guide change

SANAM JORJANI JAN 27, 2021 04:41PM

What do we believe can be achieved?

LAURELEI DURR JAN 27, 2021 07:19PM

1. lack of transparency with information and processes.
2. Sometimes there is a shallow family engagement, but we don't really follow through and see what families and students really want for themselves.

I think if there is a systematic approach that is rooted in data and best practices for OUR students then we can accelerate learning and stop playing catch up after 3rd grade. We need a whole community effort — LAURELEI DURR

yes, and we often host "engagement" sessions that arent well attended and think we are done, but we havent actually heard from families — SANAM JORJANI

I second what Laurelei Durr added! — ANONYMOUS

me too! A whole community effort is needed. — ANONYMOUS

agreed. Community-based evidence is critical data too — JEREMIAH CARREON

We can provide PD/train all K-5 educators & preservice teachers in structured literacy/phonics. In MS/HS provide PD and training in Science of Reading(SoR) approaches to bringing students to grade level reading. — ANONYMOUS

agree — ANONYMOUS

I think that our students hold various capacities and skills, all valuable. I believe that it is possible for students to tap in and access their own abilities at an early age to achieve reading success. Scaffolded practices need to be introduced earlier. — ANONYMOUS

ANONYMOUS JAN 27, 2021 07:20PM

Spending too much time in the planning process and too little time in the implementation stage.

yesss! — LAURELEI DURR

SANAM JORJANI JAN 27, 2021 04:41PM

What do we believe about change?

Being exclusive rather than inclusive. Teachers need to be a part of the decision making process. — ANONYMOUS

change is possible if and when we name what hasnt worked and get new voices at the table — SANAM JORJANI

Definitely! — ANONYMOUS

ANONYMOUS JAN 27, 2021 07:19PM

Being honest, open and transparent about successes, failures, and challenges

yes! We need this honesty in order to quickly pivot to other strategies. — JEREMIAH CARREON

ANONYMOUS JAN 27, 2021 07:21PM

Not enough teacher input into changes made by district.

Opportunities for Change: Reflecting on the strategic initiative by OUSD, what opportunities do we have to do things differently? What assets can we identify? (added by facilitator)

SANAM JORJANI JAN 27, 2021 04:43PM

Enabling conditions

Genuine, sustained family/teacher engagement — ANONYMOUS

SANAM JORJANI JAN 27, 2021 05:33PM

Where should we do better at connecting above the green line to below the green line

Developing connections and trusting people (relationships). Being open to different ways of teaching and learning. — LAURELEI DURR

agreed, can you say more about different ways of teaching and learning? — ANONYMOUS

Sometimes people get stuck in what has "worked for them" in terms of teaching, when it doesn't really work for the learners we have of today. I am guilty of staying in some of my practices and distance teaching has helped me to rethink some things I am doing and how I am sharing info with students. — LAURELEI DURR

thx. well said. — ANONYMOUS

ANONYMOUS JAN 27, 2021 07:17PM

Sanam Jorjani (sanam5)

See all the wonderful things Sanam Jorjani has made

PADLET



ANONYMOUS JAN 27, 2021 07:23PM

Our organization has the opportunity to connect more directly and intentionally with families now that many students are learning online from home- this was missing when we were working with students from school

Collective Responsibility: What are you doing in your organization to remove obstacles and enable conditions for change? (add your own)

SANAM JORJANI JAN 27, 2021 05:32PM

What is an area of your own work where you see a disconnect between the "above the green line and below the green line work?" what can you do differently?

In the OLC I want to spend more time connecting the information sharing directly into our structures and strategies so they aren't disconnected. I also think our role can/should be making sure information between systems/communities is easily understood and conversations happen both ways. — SANAM JORJANI

I think the relationships piece. It is hard to really connect with people over zoom even though we are able to attend spaces far and wide. I want to make sure that the structures and processes in my classroom are aligning with my students' needs and interests and I know it doesn't always, but working on it. — LAURELEI DURR

ANONYMOUS JAN 27, 2021 07:27PM

Celene

With in my org we try to enhance teacher input and feedback when ever we introduce new strategies or components to our implementation schedule.

Give them time to ask questions and suggestions. — ANONYMOUS

I would l
