

Winter Forum Room 2 - Family/Community Level

REBECCA SCHMIDT JAN 25, 2021 03:22AM

BELOW THE GREEN LINE (for reference)

REBECCA SCHMIDT JAN 27, 2021 04:00AM

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 to of a change process, people would willingly respond and create the desired change.”

-Steve Zuleback and Tim Dalmou

Above the Green Line		
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.

Below the Green Line		
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

ANONYMOUS JAN 27, 2021 07:00PM

Sharifah Ihsan

ANONYMOUS JAN 27, 2021 07:06PM

Parents are important. Wer must have cultural sensitivy. Everyone comes from a different place.

ANONYMOUS JAN 27, 2021 07:06PM

I am concerned about the bandwidth for parents to support their students around literacy.

ANONYMOUS JAN 27, 2021 07:07PM

Whatever is drafted needs to be more sustainable, esp for communities and families in partnership in learning and growth.

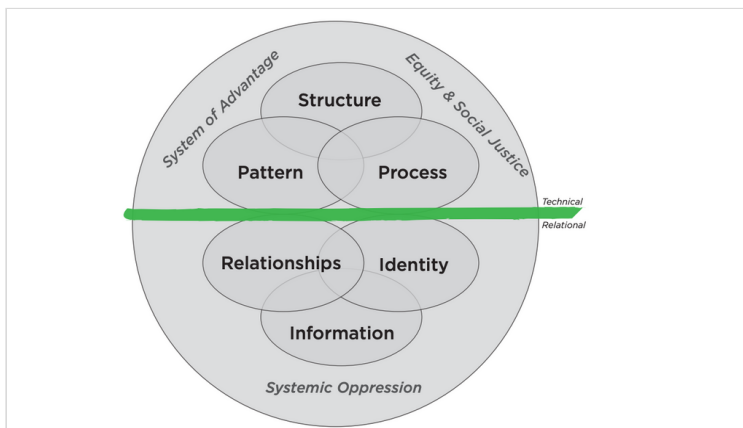
ANONYMOUS JAN 27, 2021 07:08PM

Concern with transitioning into new framework in middle of school year. Parents need a lot of support are currently overwhelmed with life. Concern with impact on whole community. The amount of time a new curriculum takes to implement.

ANONYMOUS JAN 27, 2021 07:12PM

This has been topic for last 50 years...why is it so hard to teach reading? It shouldn't be that hard. Working in public housing, I see generations on top of generations not being able to read. How many iterations of new curriculum have we had? We need adult literacy programs to walk side by side with the children. We (OHA) have over 800 children preK

SANAM JORJANI JAN 27, 2021 06:26PM



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

ANONYMOUS JAN 27, 2021 07:14PM

(Dr. Hollis Pierce Jenkins) We don't have time to wait for professional development to do this well. There are apps/ youtube to teach literacy. Hope that we leverage available technology as we unveil new framework.

Shared Beliefs (Added by facilitator)

REBECCA SCHMIDT JAN 27, 2021 04:47PM

Why are we here?

Believe we can change things if we keep it simple. I don't use the term 'literacy' I use 'reading'. I would call a meeting with Kinder parents to go over mutual expectations. Schools don't teach reading because too many are not at grade level. Only a third are reading at grade level. Parents need to be a partner in the process. Parents need to be equipped with the tools they need to instruct their children, how can reading be fun and a part of daily life. — ANONYMOUS

REBECCA SCHMIDT JAN 27, 2021 04:47PM

What do we believe can be achieved?

REBECCA SCHMIDT JAN 27, 2021 04:47PM

What do we believe about change?

Our parents biggest fear is that they can't support their students around reading. They need to be empowered to be given the tools to support their students. — ANONYMOUS

ANONYMOUS JAN 27, 2021 07:17PM

Believe everyone can learn to read and write.

Need to recognize other people's culture. Some children come with many languages already.

Barriers to change: what has stopped our change initiatives in the past? (Added by facilitator)

ANONYMOUS JAN 27, 2021 07:21PM

Communication piece is missing. Parents can communicate with each other to empower themselves, advocate and be a part of learning process.

ANONYMOUS JAN 27, 2021 07:21PM

Need to keep it simple for families.

ANONYMOUS JAN 27, 2021 07:23PM

We're still relying on old models. Need to give information to kids in small bits like they are currently doing with apps. It needs to reflect how they are learning now.

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)

REBECCA SCHMIDT JAN 27, 2021 04:46PM

Enabling conditions

REBECCA SCHMIDT JAN 27, 2021 05:33PM

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

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

REBECCA SCHMIDT JAN 27, 2021 05:33PM

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?

We are working with Oakland Reach and they have the infrastructure to support their families around teaching and its impact on learning. They offer enrichment programs that support literacy. — ANONYMOUS

ANONYMOUS JAN 27, 2021 07:24PM

Learning as much as we can and take back to our partnerships. The feedback from today's session, the insights from group feedback.

ANONYMOUS JAN 27, 2021 07:25PM

Springboard uses an app called connect. Family friendly language, available in Eng/Span. Bite sized chunks.

ANONYMOUS JAN 27, 2021 07:25PM

OUSD uses iReady app for reading

BookNook partnership coming up

ANONYMOUS JAN 27, 2021 07:26PM

iReady incompatible with some tablets

ANONYMOUS JAN 27, 2021 07:34PM

Oakland Public Library

People can now get a library card from Day 1. Children used to have to wait until they were 5. We have also gotten rid of overdue fines.
