

Winter Forum Room 4 - Family & Community 2

REBECCA SCHMIDT JAN 27, 2021 05:23PM

BELOW THE GREEN LINE (for reference)

REBECCA SCHMIDT JAN 27, 2021 05:23PM

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 Dalmau

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

AMOORE271 JAN 27, 2021 07:04PM

I work for Alameda County Library's Education & Literacy Services. We're moving from an adult ed model to family literacy and I'm just here to absorb knowledge.

ANONYMOUS JAN 27, 2021 07:03PM

I work for OHA we have a Education Initiative, we support OHA children and we want to address literacy as well as attendance

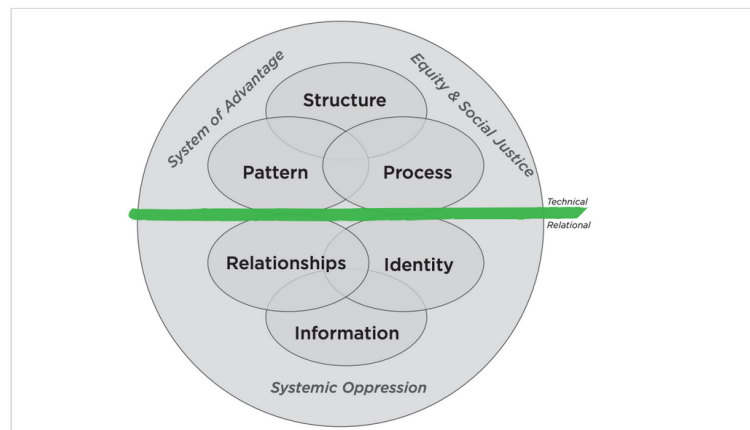
TANDEM PARTNERS IN EARLY LEARNING JAN 27, 2021 07:04PM

I work for Tanem and we are always interested in figuring out how to bridge literacy between the home and classroom in the early childhood/TK space

ANONYMOUS JAN 27, 2021 07:05PM

I worked with Oakland Promise - Kindergarten to College Program. Our goal is to support students and families access to needed literacy resources.

SANAM JORJANI JAN 27, 2021 06:27PM



Shared Beliefs (Added by facilitator)

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Why are we here?

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What do we believe can be achieved?

It's possible for every member of our community to achieve their literacy goals – AMOORE271

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What do we believe about change?

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

We don't have to be as patient as we've often been lead to believe
– AMOORE271

ANONYMOUS JAN 27, 2021 07:11PM

Providing literacy rich environments

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

ANONYMOUS JAN 27, 2021 07:10PM

not enough/ shifting funding

ANONYMOUS JAN 27, 2021 07:10PM

the value that after school programs bring to the table

ANONYMOUS JAN 27, 2021 07:12PM

staffing, under funded

ANONYMOUS JAN 27, 2021 07:15PM

not having alignment between the various components. Lack of communication between parents and our of school time.

ANONYMOUS JAN 27, 2021 07:15PM

too many new initiatives

folks are jaded, not trusting

ANONYMOUS JAN 27, 2021 07:16PM

shiny ball syndrome

ANONYMOUS JAN 27, 2021 07:18PM

what about teachers and buy-in? there is resistance as every week there is something new.

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)

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Enabling conditions

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

ANONYMOUS JAN 27, 2021 07:22PM

communication styles vary amongst parents, figure out the best way to reach them

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out-of-school time allies

ANONYMOUS JAN 27, 2021 07:25PM

can parents access the curriculum? give parents more information regarding what is happening in the classroom

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?

ANONYMOUS JAN 27, 2021 07:26PM

use this data to develop strategies to engage families

Including the voices of students in families when sharing resources.
— ANONYMOUS

AMOORE271 JAN 27, 2021 07:26PM

We are restructuring our literacy program to include family literacy and will be partnering with community members to build a program that is responsive to them

TANDEM PARTNERS IN EARLY LEARNING JAN 27, 2021 07:26PM

We send culturally relevant books home to families
