**Education questions – Change**

How can schools develop and sustain relationships with ethnic/minority communities?

By noticing responses, listening, spending time, approaching them as a community you value, asking them to define issues and offer solutions. Culture codes (behavior, values) for learning are imprinted by the age of 7 so support early childhood education.

How will people with disabilities adapt to this fast-changing future?

All physical disabilities will be aided significantly by technology and brain/computer breakthroughs. Developmental disabilities will benefit to some degree from new technology but there will be increasing pressure to use prediction technology to reduce the number of birth defects.

How do you sell change and get community investment to the decision makers? How do we move the community to be receptive to change?

How do you get stakeholders to see what is obvious?

How do you start a process of cultural change within a school?

You must have a strong sense of the future yourself. You must be committed and passionate. You must tell the truth about failures in the current system. Put together the best ideas in education, match them with the values of your community and then tell them a compelling story. Start with business leaders and then community, church, etc. Don’t waste anyone’s time with education speak, long reports , budgets or assessment tools. Instead tell them what is happening here and in other comparable countries and ask for their ideas and help. Look at Obama (not politically) and how he convinced the country he was a safe choice for the future.

How can we bring the educators up to the level of students when working with technology?

Tell them what they tell their students to get them to learn new things or do homework. Use the exact same words (this is how you learn, this will help you in your life, this is important, you need to get things done on time, etc.) Then test them and offer remedial classes and tutors.

Who is the most believable in a school district to sell the story of transformative change?

Students – ask your honor students and articulate failing students to talk to the public

Specific strategies to deal with resistance to change in education, culture, etc.?

Cultures and professional stories are constantly being re-woven. Sometimes that involves the end of one belief and the beginning of another. There is a grief process (denial, anger, acceptance, bargaining, re-building). Where are they, can they put the student first or do they need to retire or change professions?

Tell a compelling story – it moves people in powerful ways (MLK, Jr., Nelson Mandela, FDR, Churchill, Etc.). A passionate educator can change a school and then a community. Be authentic, give up protocol and bureaucracy. Sign up mentors for each student and teacher that needs assistance.

Fire and rehire a whole school, all staff and all professionals

Eliminate seniority and tenure

Competence testing

Union reform

How do we become hungry enough to go forward in a new way?

As with the economic crisis we wait for disaster to commit to the obvious. With education it may be another generation of graduates many of whom are ignorant of the world and unable to compete

How do you reduce dropouts?

Curriculum relevant to their world

Apprenticeships

Individual portfolios for success

Future exercises (investment, real world, parenting

Marketing – hall banners that depict age 13–14-15-16-17-18 and what could/should happen at each year

How do we teach children to go between two worlds, personal and technological?

They can do this easily, texting as a social device is the most obvious. Read the extra info on this generation (Net Generation)

What is transformation change and is it better than incremental change?

Incremental –gradually realizing the need for change, including you.

Pendulum – undergoing a conversion and flipping to another extreme

Exception – being willing to change one thing but not others

Transformation – recognizing there needs to be a complete re-thinking--------

It depends on what needs to change and what the cost of slow change is versus rapid change. Education usually changes incrementally and the data suggests that is leaving our graduates significantly behind the graduates of other industrialized nations.

How can we create a culture of thinking in our school?

Teach thinking as the International Baccalaureate curriculum does. Require teachers to be able to think. Require debate, project learning, independent research, etc.

What is the first step to promote the culture of thinking (superintendent, principal, classroom teacher)?

Often schools know what the right things are but seem unable to do them because of entrenched special interests groups. Can you recommend strategies for moving school to actually doing what is best?

Tell them the truth, talk about how many students are being hurt, ask them to suggest alternative solutions see suggestions above.

How do you get teachers to take risks and how do you support the risk?

Create safety to alleviate fear (which becomes anger). Safety is created through listening, addressing fears and grievances, creating mentors and teams, offering choices and alternatives.

How do you educate parents on the new world reality (economy, etc)

Be a teacher, tell a compelling story, ask them what they think and what they want for their child.

Please tell us your reason for uniforms.

Less diversity or discrimination more school identification

Eliminates one source of competition and distraction

Easier for parents and teachers

Stresses the importance of education over appearance

Uniforms reduce the “school is just a social event” thinking.

**Education questions – Adaptation**

How do educators become more adaptive so we can respond to our learners and help them be adaptive?

Listen to your inner dialogue; note how you respond to new ideas or projects. What is your view of the future and how optimistic are you? What myths have you changed in the last 20 years? Can you list them (unusual students, unusual teachers, history, science, religion, politics, environment, globalization, etc.)? Are you moving forward or backward?

What is the most efficient staff development for the professional learning community?

How do you find teachers who have a passion to help children and can tolerate the ambiguity of this time?

How can you develop a realization for teaching as a vocation rather than a job?

I believe this is present in most people and especially in teachers until it is deadened. An authentic leader (principal or superintendent) who is genuinely informed and passionate can fire up most teachers. The barriers are exhaustion, cynicism and entrenched interests. Senior teachers, various central system administrators and specialists will defeat most change. They need to be identified and exposed or they will sabotage. Identify and confront staff that create barriers and ask them to join, step aside or leave. Take risks and build respect.

**Education – Communication**

How can we begin or open the conversation with parents about issues of cultural connectedness?

Let them tell you. Create a safe environment, show respect, listen and ask them what they think is a problem? How do they want to handle it? What do they think of your ideas for handling it? Develop a plan together.

I was at basketball practice for a group of 11 year olds (male and female) last night - one Somali girl, one Bosnian girl, two African American boys, one Punjabi girl, one Japanese-American girl, one Korean-American boy and two unidentifiable boys. All the parents were there (some quite new to the US) chatting to people who they had just met and cheering on each other’s kids as if they were old friends. I was the only plain white person in the room besides the coach.

Is a personal portfolio a reasonable replacement for standardized tests as a measure of performance? What is the best way to be accountable, to measure progress?

We always need a broad spectrum assessment – tests, other accomplishments, portfolios, multiple intelligences and aptitudes, etc. Somewhere in the list each child has to be able to find an acknowledged success.

**Education – Future**

What do you mean when you say today’s economic crisis will have an effect on education?

First the states will be forced to tighten budgets across the board and citizens will be reluctant to approve tax increase or special programs. The story will be back to basics. Second the loss of jobs, if it is significant and lasting, will increase anti-immigration (legal or illegal) but it will also create fears that America is losing ground in a global economy because of a lack of skills.

What are the interpersonal skills necessary in the 21st century?

Communication

Negotiation

Civil debate

Emotional intelligence

Cultural intelligence

If we are a data driven society how do we change the emphasis on assessment?

Redefine assessment with a broader spectrum

What are the specific characteristics of quality schools (Finland, Sweden, etc.)? What countries do you believe have educational models that are adapting to the future?

Google “education-Finland”- start with the Wikipedia report then proceed country by country. Each time you want deeper or more specific data Google the appropriate subject. Technical and research reports are available at Google Scholar. You will be amazed at what these countries are doing.

What is your view of the recent research on smaller schools not being the answer?

Large schools (senior high schools) work in wealthy, homogenous districts where diversity, economic class and culture codes for learning are less important issues. They do not work as well, even in those districts, as do smaller schools because they engender alienation, administrative rather than collegial relationships, administrative problem solving and distance from the community.

In districts with significant levels of diversity, class difference and weak culture codes for learning large schools are a disaster. They are never appropriate for elementary or junior high students given the increasing complexity of student’s lives.

There is never one answer but smaller schools are a start.