

REDESIGNING CLASSROOMS FOR LEARNING: INNOVATION IN ACTION

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EVOCATIVE COACHING

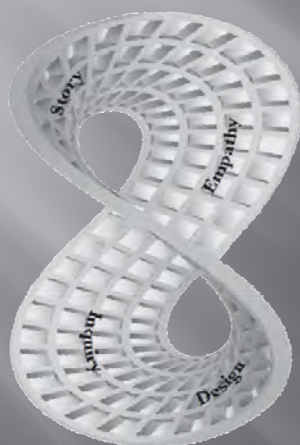
Transforming Schools
One Conversation at a Time

BOB & MEGAN TSCHANNEN-MORAN

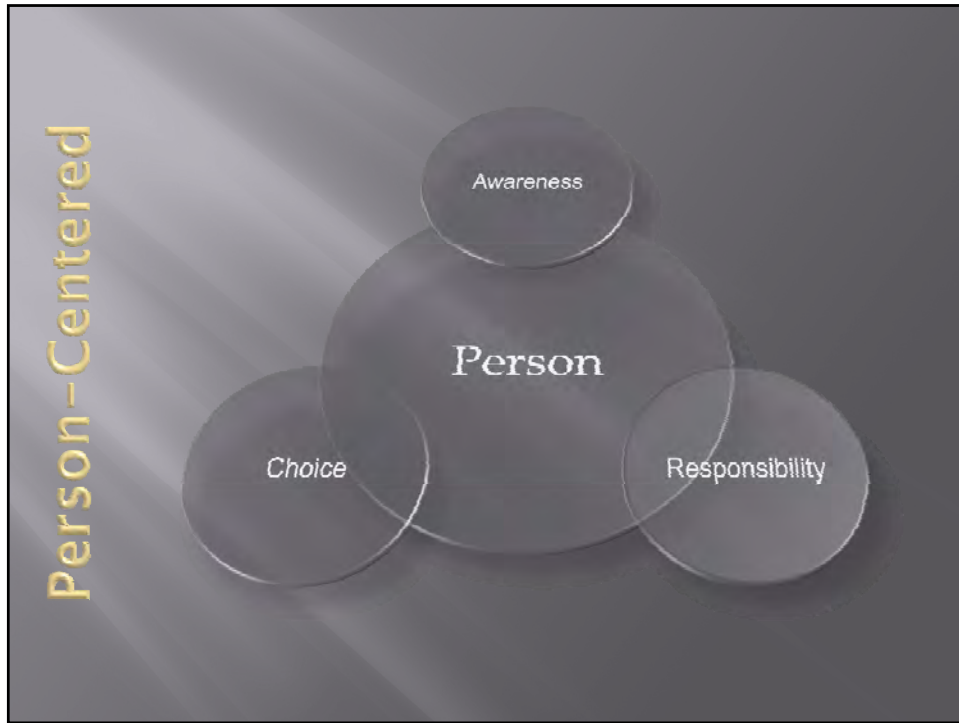
Evocative Coaching

Calling forth motivation
and movement in people,
through conversation
and a way of being,
so they achieve desired outcomes
and enhance their quality of life.

Core Elements

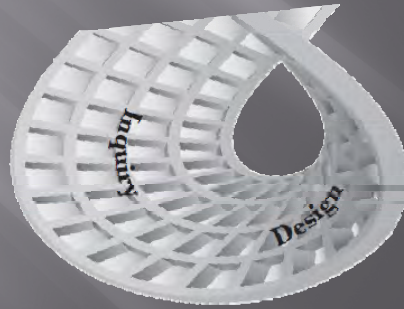


- ▣ Person-Centered
- ▣ No-Fault
- ▣ Strengths-Based

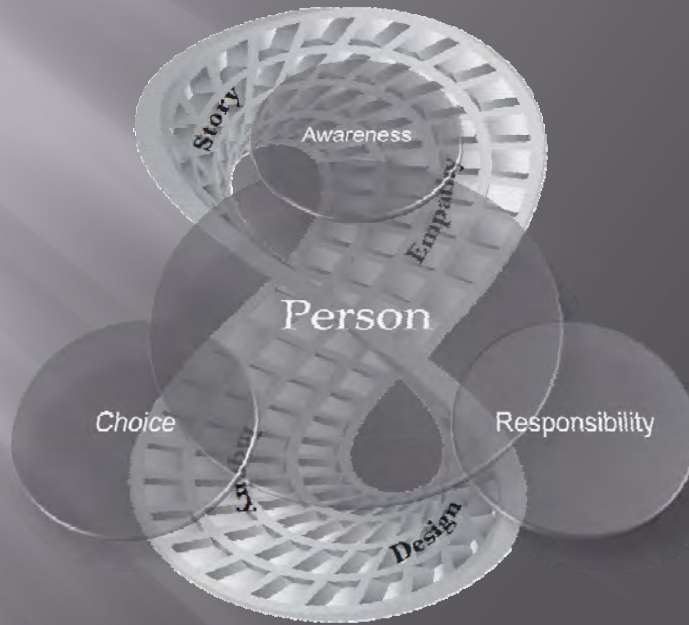


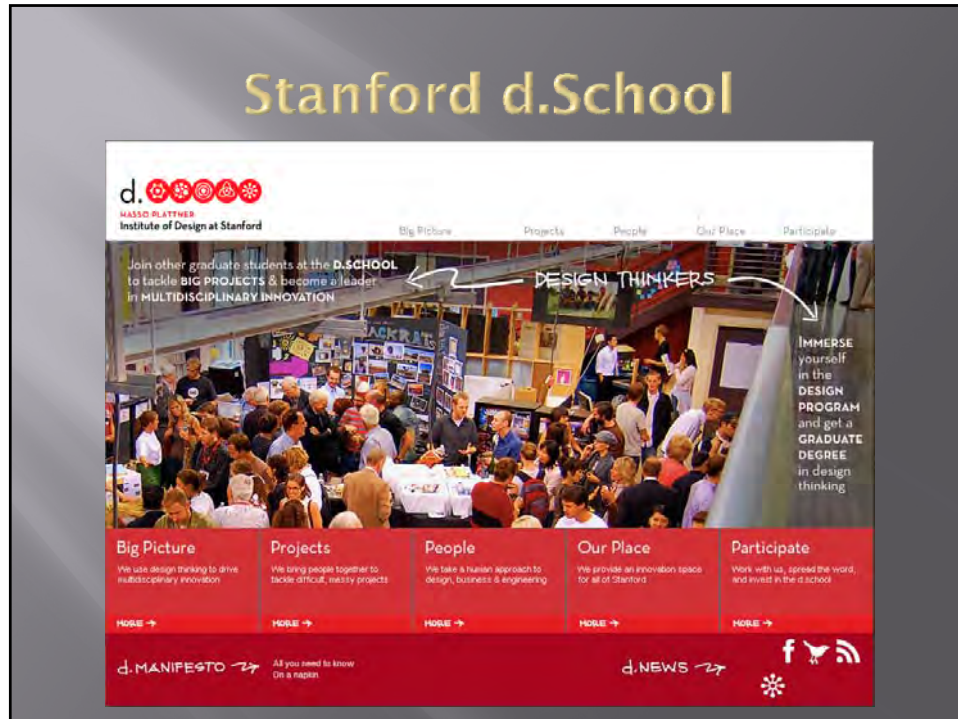
Strengths - Building

- ❑ Discovering Vitality
- ❑ Inviting Possibility
- ❑ Brainstorming Ideas
- ❑ Designing Experiments



Evocative Coaching





Design Thinking

An exploratory process that opens new horizons and uncovers previously overlooked possibilities for constructing better products, approaches, and organizations through positive discourse.

Design Thinking Cultures

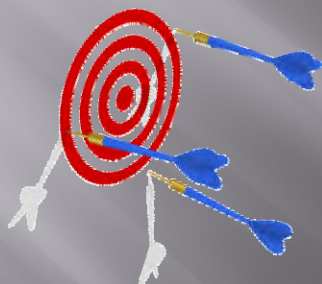
- ▣ Person-Centered
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Continuum of Coaching



Innovation

Why Design Thinking Now?



Most schools and teachers
want to do better.

But they do not know how.

And the systems in which
they work do not support
them in doing so.

National US Commission on
Teaching, 1998

Constraints Matter

“Without constraints design cannot
happen, and the best design is often
carried out within quite severe
constraints.”

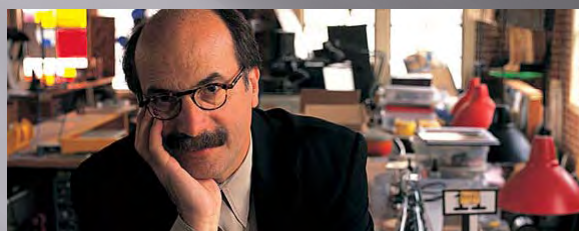
~ *Tim Brown*

Innovation

“People creating value through the implementation of new ideas.”

~ *The Innovation Network*

The Deep Dive



IDEO:
The Innovation
Company

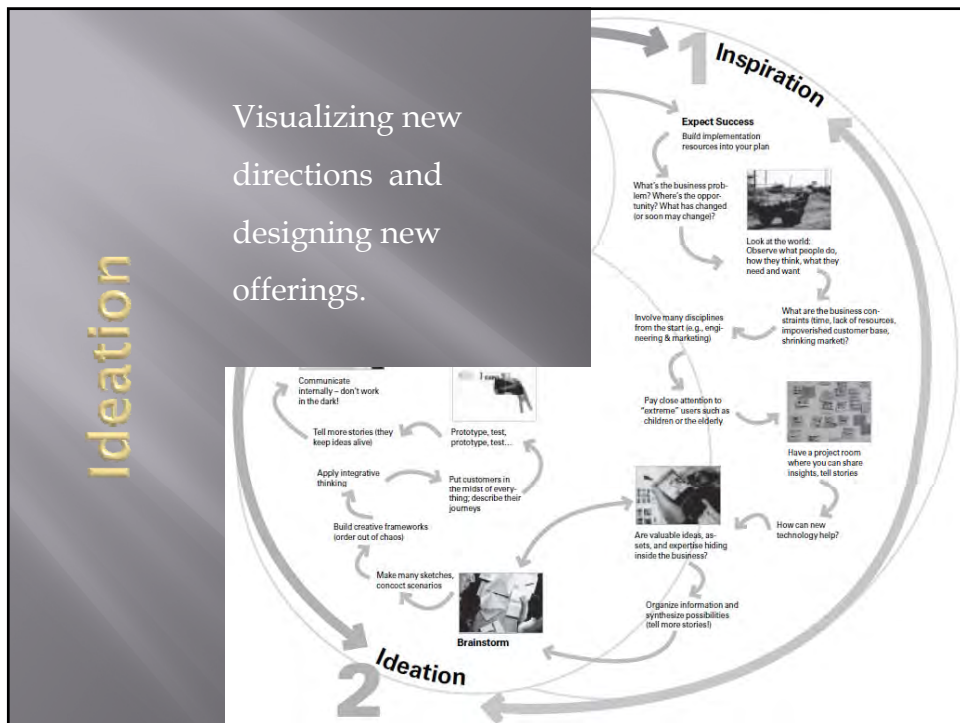


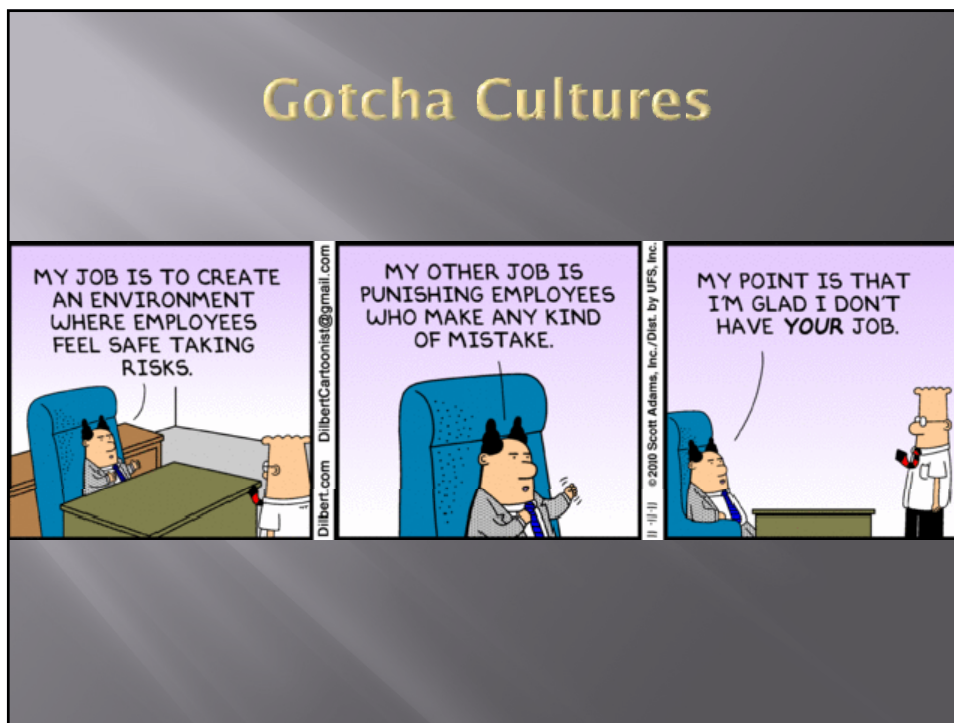
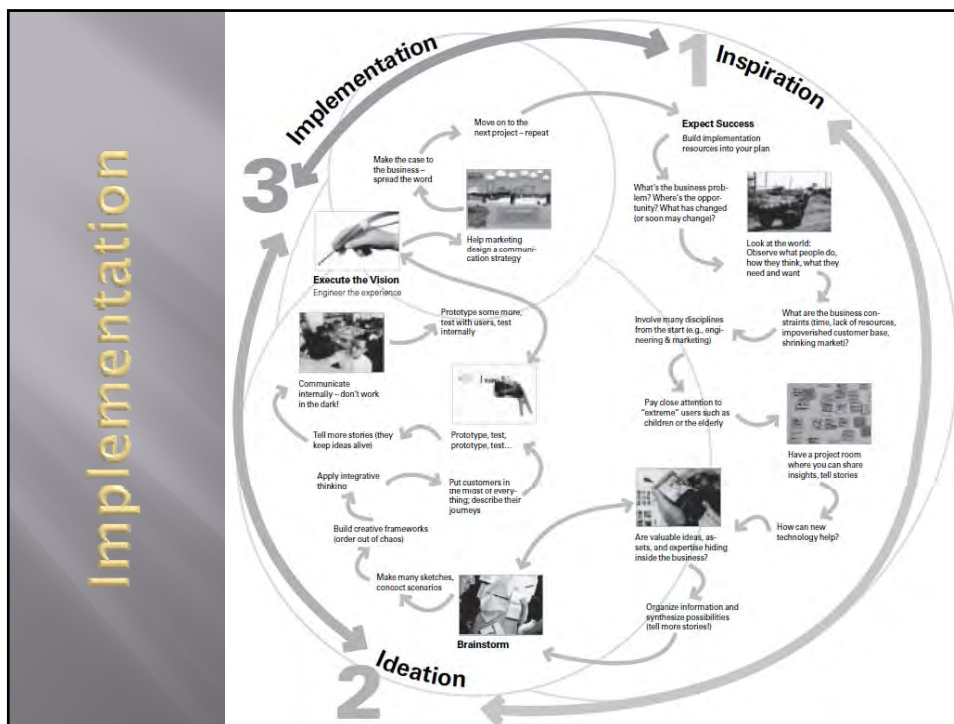
Paired Interviews

- ▣ What struck you about IDEO?
- ▣ What can schools learn from IDEO?

Innovation Formula

INSPIRATION
+
IDEATION
+
IMPLEMENTATION



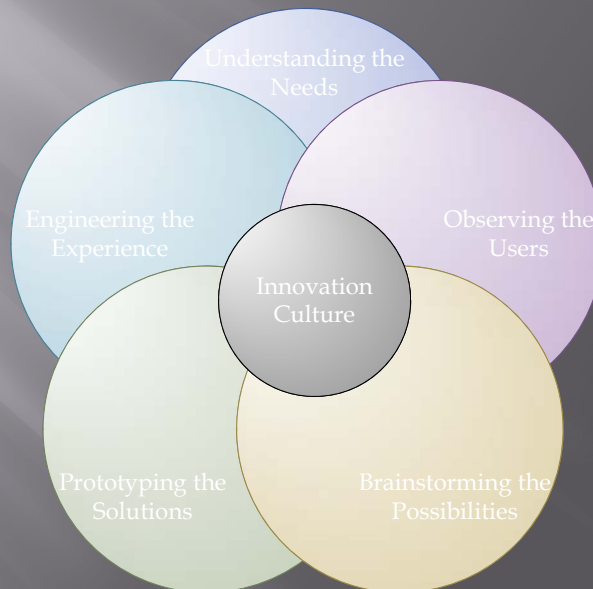


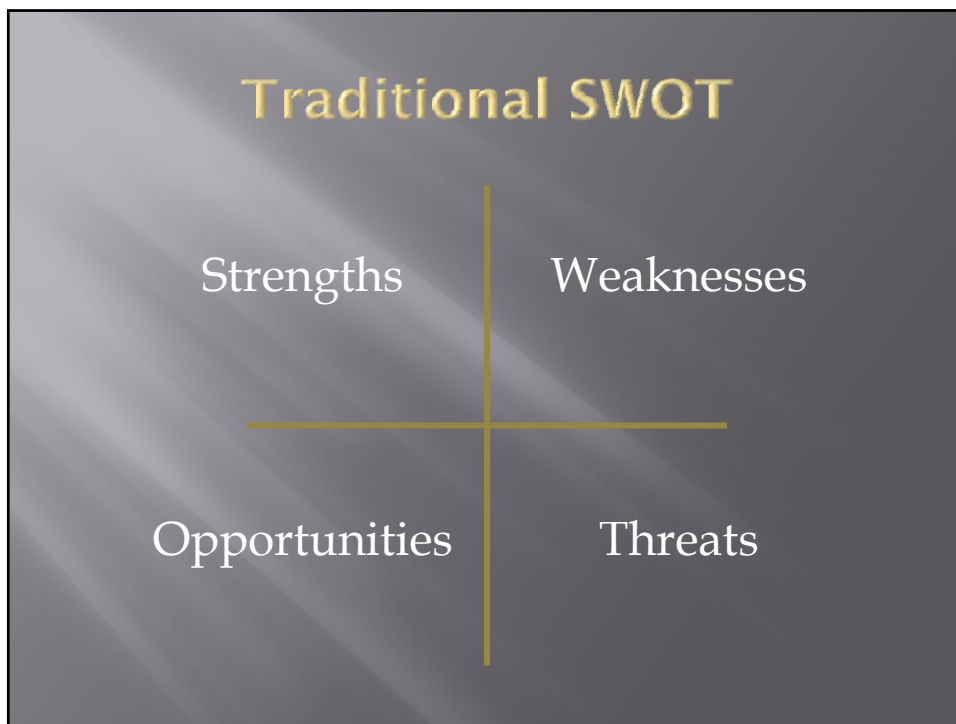
Innovation Cultures

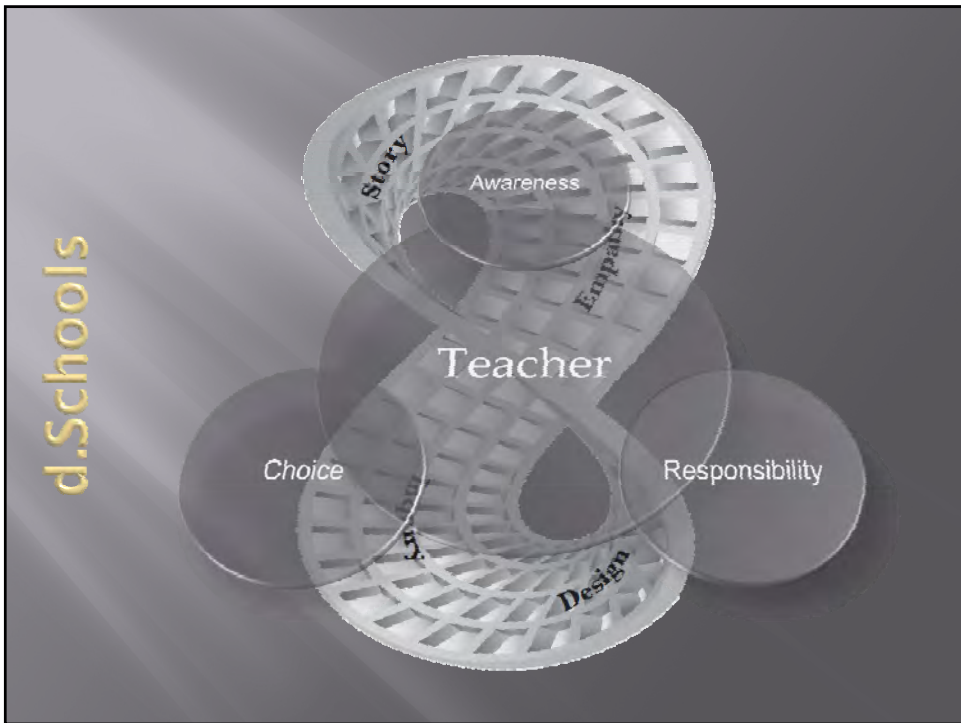
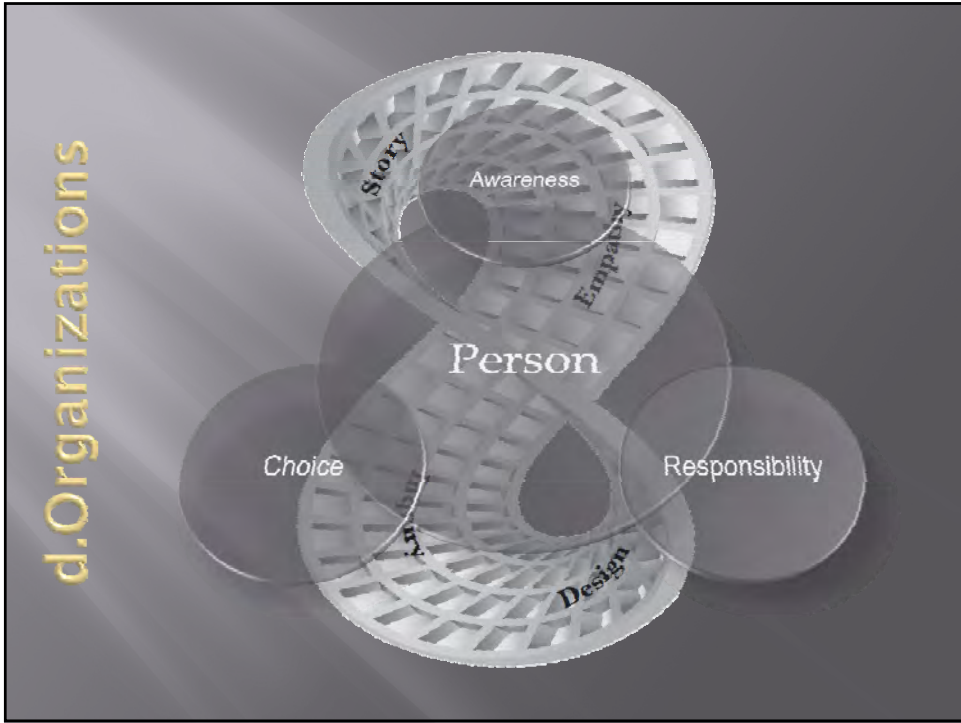
“Fail Often to Succeed Sooner.”

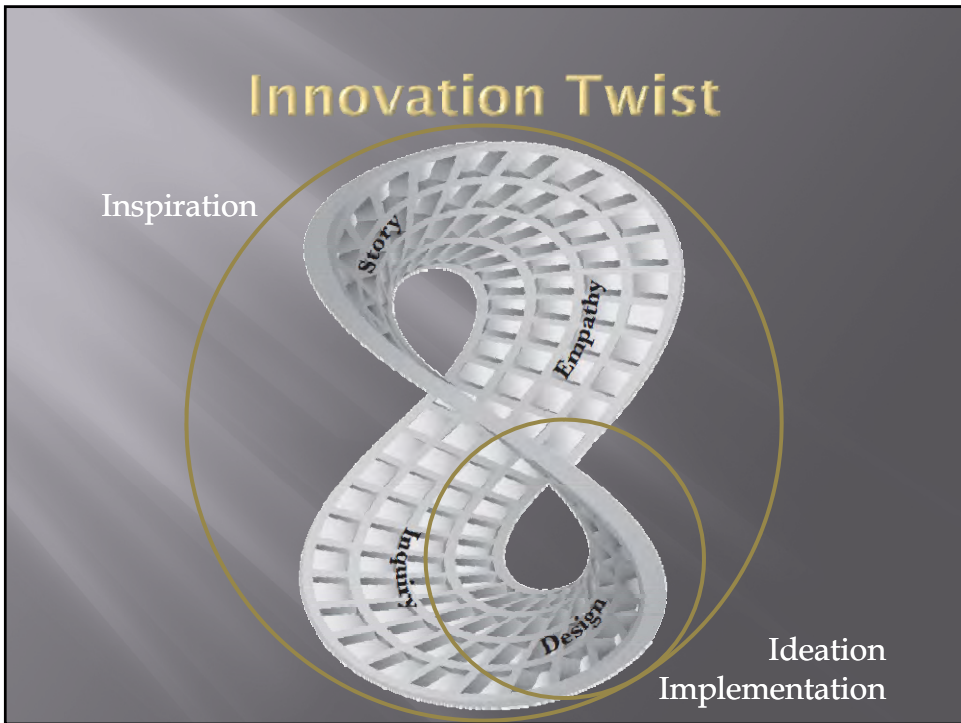
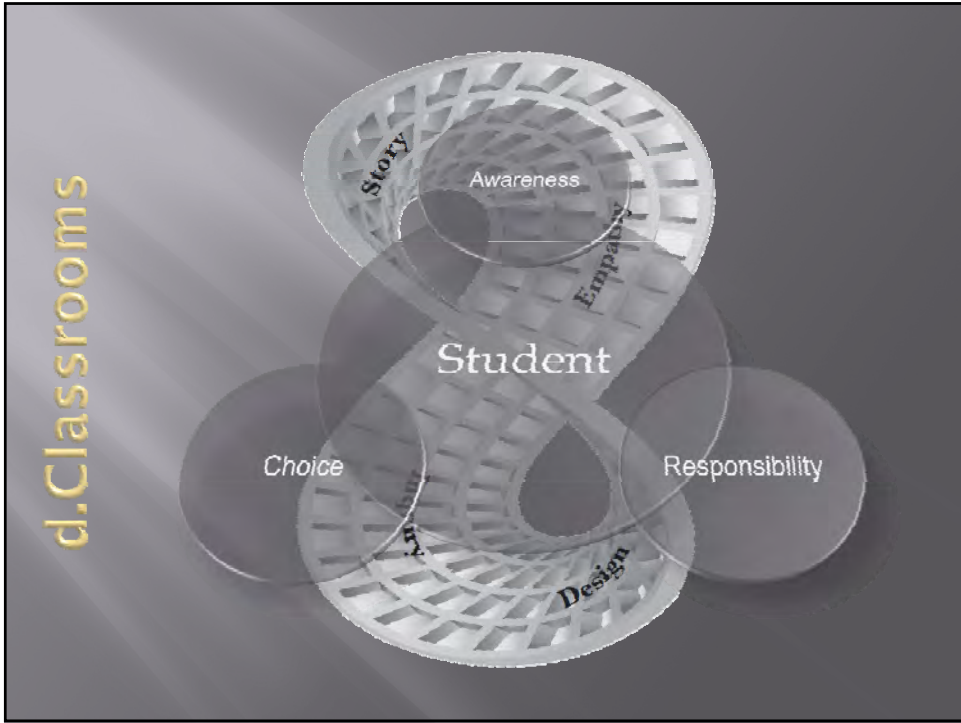
- Tom Kelley

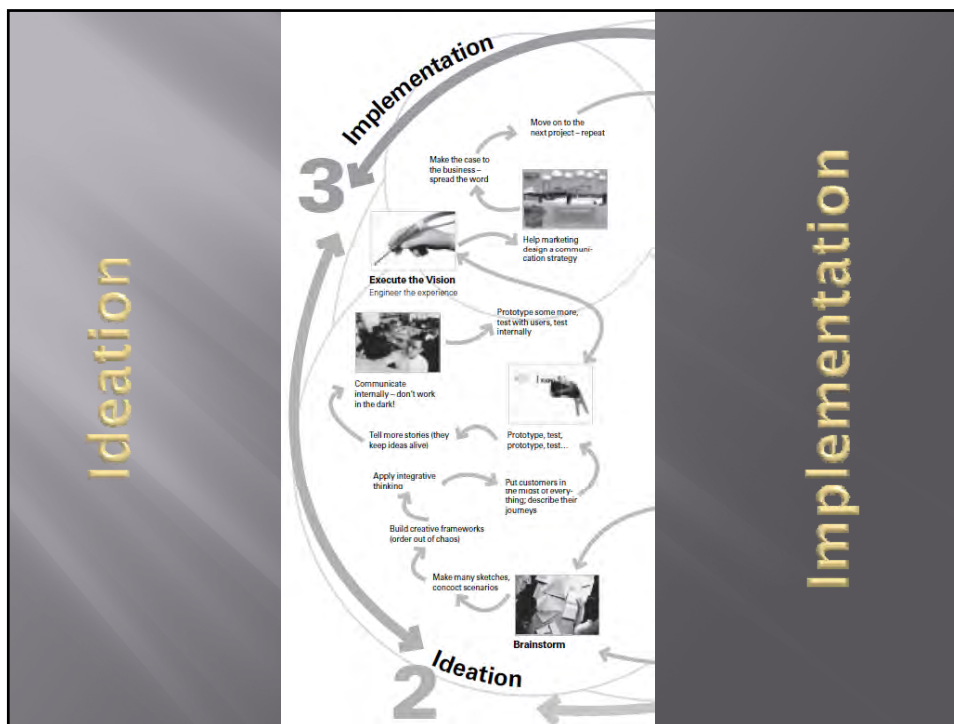
Design Thinking Process











“Nothing is as dangerous as an idea when it is the only one you have.”

~ Émile Chartier

IDEO's 7 Secrets to Better Brainstorming

- ▣ Sharpen the Focus
- ▣ Stretch First ~ Warm Up
- ▣ Mind the Playground Rules
 - Go for Quantity, Encourage Wild Ideas, Be Visual, Defer Judgment, One Conversation at a Time
- ▣ Jump and Build
- ▣ Number the Ideas
- ▣ Leverage the Space
- ▣ Get Physical

Brainstorming Warm Up



Organizational Culture

- ▣ Ceremonies
- ▣ Rituals
- ▣ Stories
- ▣ Norms
- ▣ Metaphors
- ▣ Humor & Play



Brainstorming Exercise

Brainstorm ideas for making your school or classroom more design friendly.

“If at first an idea is not absurd
then there is no hope for it.”

~ *Albert Einstein*

People are more likely to act
on what they say,
not on what they hear.

Action Learning Experiment

- ▣ What ideas attract you most?
- ▣ Why? What's your hypothesis?
- ▣ What experiment will you conduct to test your hypothesis when you get back to your classroom or school?

Wrap Up

- ▣ What excited and energized you today?
- ▣ What captured your imagination?
- ▣ What questions do you have?

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