

Making Professional Learning Visible



Bill Brooks

My Background:
(it's complicated)

What is something
that is bugging you?

Professional Learning

Organizational Lens



Dr. Jonathon
Saphier

Leverage
Points for
Learning

Central Office Cabinet

Central Office
To
Principals

Principals
To
Building Leaders

Building Leaders To Groups

Building Leaders
To
Individual Teachers

What can you do?

Control?

Above

Equal

Below

Questions

Questions

Questions

Helping

Helping

Directing



Questions can help
individuals think differently,
grow, and change.





Questions can help groups think differently, grow, and change.



Truman High School Class of 2006



Senior Name (350 cards)

1. What is a hobby or interest of this senior?
2. What is he or she doing next year?
3. What is a hope or dream of this senior?

Truman High School Class of 2006





120 Note
Cards
were
Blank
(33%)



Questions can help
organizations think
differently, grow, and change.



Questions can help leaders of organizations think differently, grow, and change.



Visible Learning
often begins
with really good questions

How is professional learning
visible
in your organization?

The ultimate goal of
professional learning
is...

How do we know
professional learning
is working?

Bayes' Theorem

The probability of having cancer
with a positive test is
_____ %

The probability of having cancer
with a positive test is
7.76 %

Bayes' Theorem

There is error in testing

Bayes' Theorem

There is error in knowing

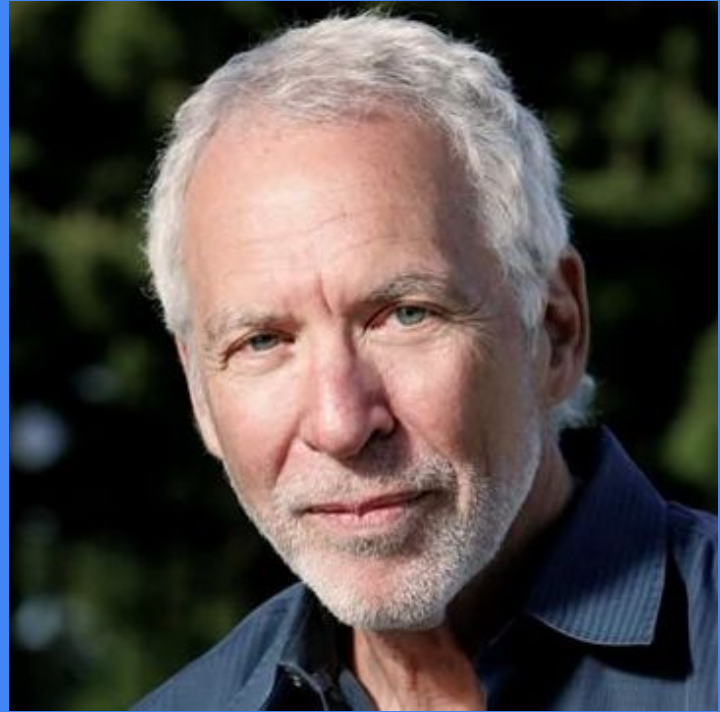
Professional Learning

Autopsies

vs

Checkups

But first,
Community



The Invitation

Powerful Conversations

Gifts Strengthen

The Journey





Your Journey

Guides



Michele Dumas
Mr. Kratz
Mrs. McNary
Coach Flynn
Dr. Kristel Barr
Dr. Henry Russell

Tracie Gramkow
Dave Holden
Robin Shrode
Peter Block
Edgar Schein
Garmston/Costa

Your Guides

Helping
by
Edgar Schein



The Act of Helping



The Act of Helping
(is not always helpful)



Helping - Dr. Schein

Theatre

One up - One down

Equilibrate

Access Your Ignorance

Freedom

Helping

What is in my wheelhouse - the
compilations of my skills, knowledge,
experience, processes, etc.
that I feel most proficient in,
when applied too quickly,
may not be helpful.

Helping - Freedom/Ownership

No matter what level of helping is taking place,
the goal is to have the person discover
their own problem and and solution.

Or at least a new trailhead

Helping - Flow

Keep them talking, exploring, struggling...

Helping - Flow

Keep them talking, exploring, struggling...

Their problem and solution
is within their own story.

So - how is this done?

Three Levels of Helping

Helping - Level 1 - Accessing your ignorance

Creating the space and time
to allow someone to tell “their story”
is one of the most underused
and powerful moments in any relationship.

Helping - Level 1 - Accessing your Ignorance

“What’s up?”

In other words...

“Go on”

Keep them talking!

“That’s interesting”

And listen carefully

“Tell me more about that”

Nodding, smiling, etc.

Helping - Level 2 - Exploring

The helper asks open-ended questions within the details/concepts of the sharer's story.

Helping - Level 3 - Adding Content to Story

The helper transitions to open-ended questions that add content to the sharer's story.

Helping - All Three Levels

1 - So, what's up?

2 - Ask only about what they bring up

3 - Advice or ask questions that add content

Switch Roles

Lack of Solution(s)

Lack of Closure

Discomfort

Summary

Visible Learning

What are leverage points for learning?

Where are your leverage points?

Building Community

Helping