



Applying the Learning

Keynote Summary and Reflective Questions

Keynote presentations and readings at:

<https://cassalberta.ca/conferences-workshops/2019-cass-annual-learning-conference/?tab=2>

Liberating Learning

Deep learning is a process of making sense of questions that matter to us. (Highlights directly from Presentation Slides)

- Deep Learning: Key Features
 - **Durable**
 - Requires periods of **prolonged concentration**
 - It is **learner-driven**
 - Feeds and is fed by **intrinsic motivation**
 - Involves **higher cognitive processes**
 - Produces and requires **emotional engagement**
- 3 Ideas to Liberate Learning
 - Deliberately Transform the Pedagogical Core
 - Turn Learning into a Visible Practice
 - Change What Gets in the Way

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Liberate/Support

- What are we already doing to turn learning into a visible practice in our schools and district? What can we do differently to enhance our practice and impact student learning?
- What are we already doing to connect our educators and leaders to their inner drive (purpose, mastery, autonomy, connectedness)? What can we do differently to enhance our practice and impact student learning?
- What gets in the way of liberating learning across the district? How can we change this?

Connecting Sideways, Leveraging Up

- Effective Collaboration
 - Improves and deepens student learning
 - Enhances the professional capital of educators and leaders
 - Improves the larger system
- 3 Ideas to Collaborate Effectively
 - Be right at the end of the meeting
 - Request Feedback Before You Offer Feedback
 - “Challenge Directly, Care Personally” A(Kim Scott)

Collaborating/Connecting

- What do we and our district need to learn to do better in order to liberate learning? How can we leverage the expertise of other districts to get better internally?
- What aspects of our district’s work make us most proud? How can we put these in the service of other districts?
- What are the most important challenges we share in common with other districts? How can we coordinate efforts to address such challenges?

- 3 Ideas to Influence Upward
 - Amplify the Visibility of Your Work
 - Leverage Policy to Your Advantage
 - Organize to Change What Gets in the Way

Leverage/Influence

- What are the most important opportunities afforded to us by the current education policy environment? How can we leverage them to advance our own improvement agenda?

Is Your Wellness Strategy Burning You Out?

Transforming Culture Through Mindful Leadership Practices

5 Practices Discussed:

1. Positive Organizing
2. Reflective Action
3. Gratitude
4. Social Reflexivity of Teams
5. Transformational Questions

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Handout posted online at CASS includes: *Quick Assessments on Positive Organizing* The 5 brief assessments below are adapted from Quinn, R. *The Positive Organization: Breaking Free from Conventional Cultures, Constraints, and Beliefs*. Oakland: Berrett-Koehler Publishers, Inc., 2015, and are used with permission.

5 Tips on Gratitude at Work

- Provide each of your team members with a journal and some information/discussion on gratitude journaling. Suggest that they commit to it for 21 days as a start.
- Start weekly meetings by asking people to share a personal or professional win from the previous week.
- Create a “Wall of Gratitude” in your office (on a physical wall or a website) where people can anonymously post what they are grateful for.
- Talk more about what is going well.
- Encourage positive language.

Reflective Questions

- How can I be positively deviant today?
- What practices can I implement that lead to a better way to do business?
- What change can I make personally to embody the culture that I want to see?
- What do we want our culture to be?
- How can we create a culture where employees can contribute their best?
- What can my organization do to enhance team performance?

