

# PIET

Langstraat



Know WHO you are + what you **STAND** for.

We are here as leaders to **SERVE** others - it is NOT about US.

PLEASE follow @PETCOV14

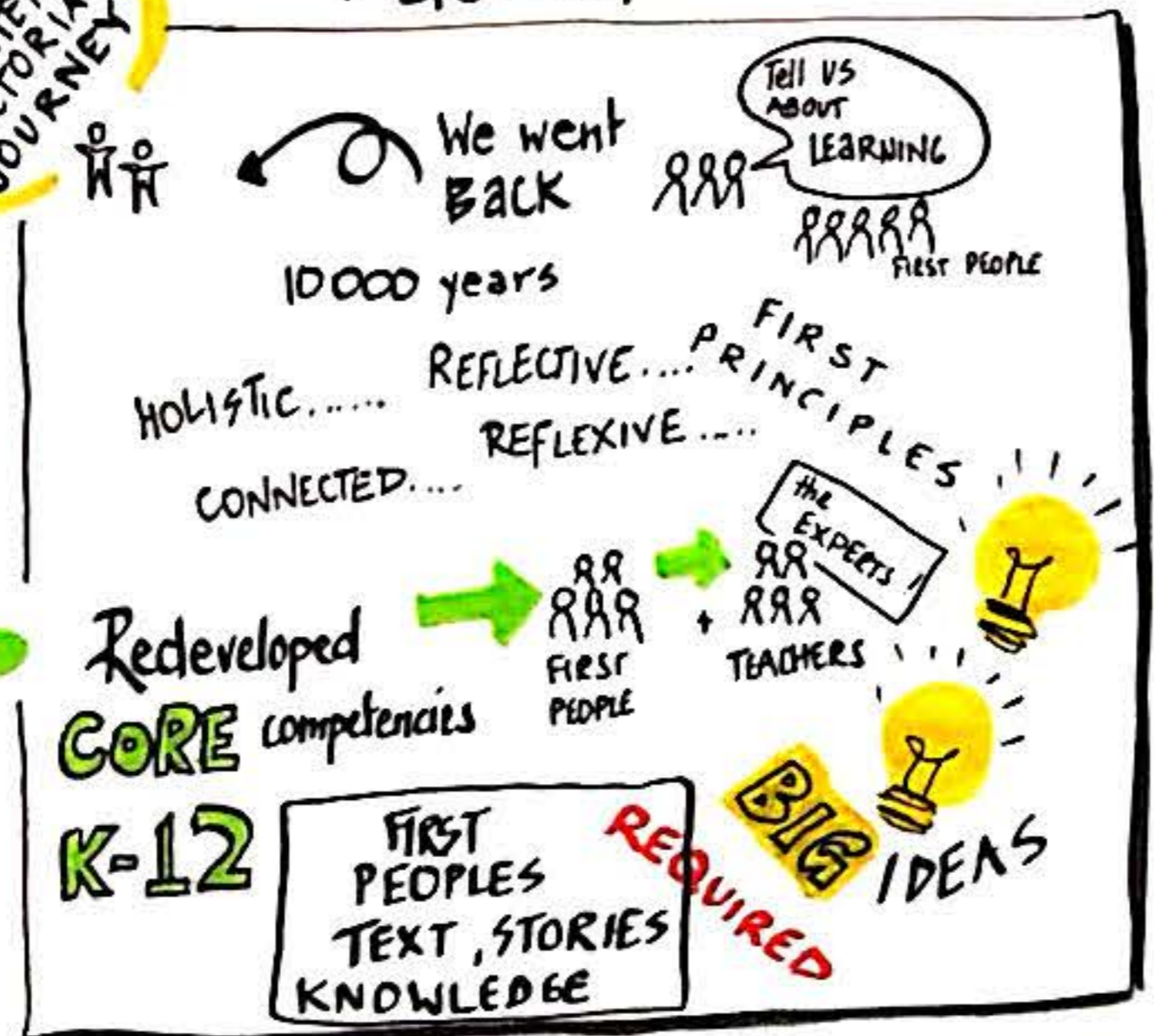
BE HUMBLE

THE GREATER VICTORIA JOURNEY

What should children

## LEARN

KNOWLEDGE + COMPETENCY + AGENCY



# SPLICE 2014

## Tying it Together

What keeps you **UP** at night?

We need to stop **FLAPPING** our arms + expect people to follow

## CHANGE

We **ASKED** + **TALKED** WITH **3000** people

Greater Victoria B.C. Plan

## Success for ALL

a **100** YEAR PLAN!

COLLECTIVE THINKING + PLAN = IMPACT

70% of change don't work...

TURN **JUSTIFICATION + JUDGEMENT** into **clarification** of **PURPOSE**

Make it **MEANINGFUL** to **ME**

Communicate, Communicate, Communicate!



Make the TIME

NOTHING HAPPENS in EDUCATION..... UNTIL IT HAPPENS FOR THE

Make **ADULT** learning **P-E-R-S-O-N-A-L-I-Z-A-B-L-E**

INTENTIONAL INQUIRY

DELIBERATE DIALOGUE

Turn it into a question

How do you see yourself doing this?

1 **Conversation** at a **TIME** BUILD MOMENTUM

~~FAILURE~~

Make it a **Learning Opportunity**

## STUDENTS

Did any students get hurt? Do you learn something? Would you do it again?

Dr. **SIMON** Breakspear

How do we get the BEST IDEAS & APPROACHES in OUR CLASSROOMS?

**SPLICE** 2018

AGILE LEADERSHIP for LEARNING

GOOD PLANS → MOVING → CONSISTENT RESULTS

We know the WHAT + WHY, **HOW**



the 3 year PLAN needs to work with our **complexity**

- adapt evidence informed solutions
- Respond to changes as they happen
- Support people to shift embedded beliefs + practices

Student outcomes **drop** when

- students
- teachers
- principals
- community

**CHANGE**

How do we MOVE that BIRD?

Our challenge is the **HUMAN**

How do we help us all **MOVE**?

ADOPT AN **AGILE** LEADERSHIP APPROACH

**FOCUS** on **LESS** but **better**

the LIMITED factor in CHANGE is **ADULT LEARNING**

It's OK to not KNOW what to do...

seek out evidence that challenges what we are doing

But it's in the PLAN!

Start SMALL  
Move FAST  
Fail WELL

Iterate  
Adapt  
Adapt

Be a **learner**

**CLARIFY**

clarify out of CONFUSION

Leadership heavy lifting

THROUGH LINES

**SIMPLE TANGIBLE LANGUAGE**

IMPACT - PROBLEM - CHANGE - EVIDENCE

going too **BIG** = lack of buy in...

**INCUBATE** Stay **Curious?**



PROTOTYPE IT....  
Start **small** Move **fast** - Fail **well**

**AMPLIFY**

Need **HUMAN** factors

**SIMPLE TO LEARN, EASY TO REPLICATE**

Cultivate **trust**

Pick those with **STANDING** in the **COMMON ROOM**



# TRACEY Ezard

COLLABORATIVE CULTURES  
SPICE UP YOUR LIFE!



# SPLICE 2018 CE

• PROP RIGHT for CURIOUS



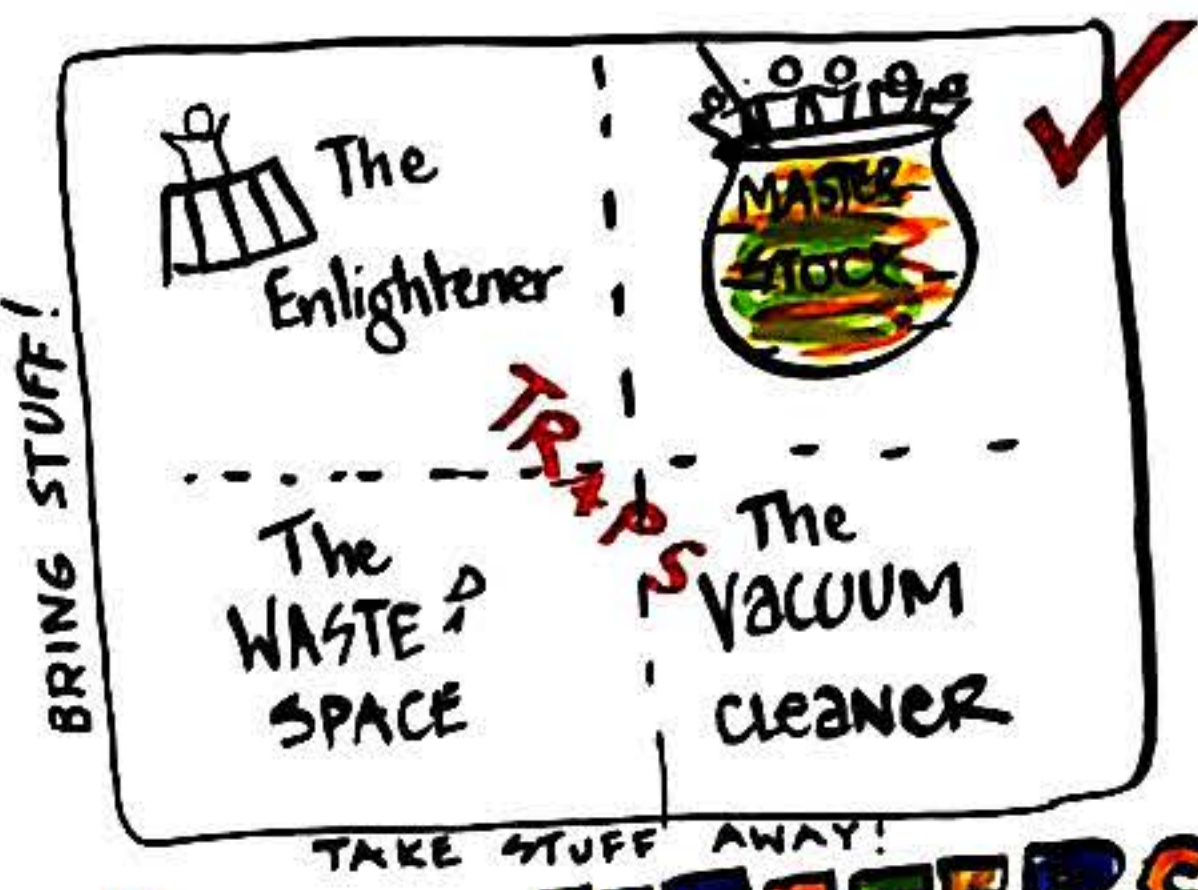
• Don't let EXPERTISE STEAL CURIOSITY

• Challenge ASSUMPTIONS + be CURIOUS not DEFENSIVE when others challenge ours.



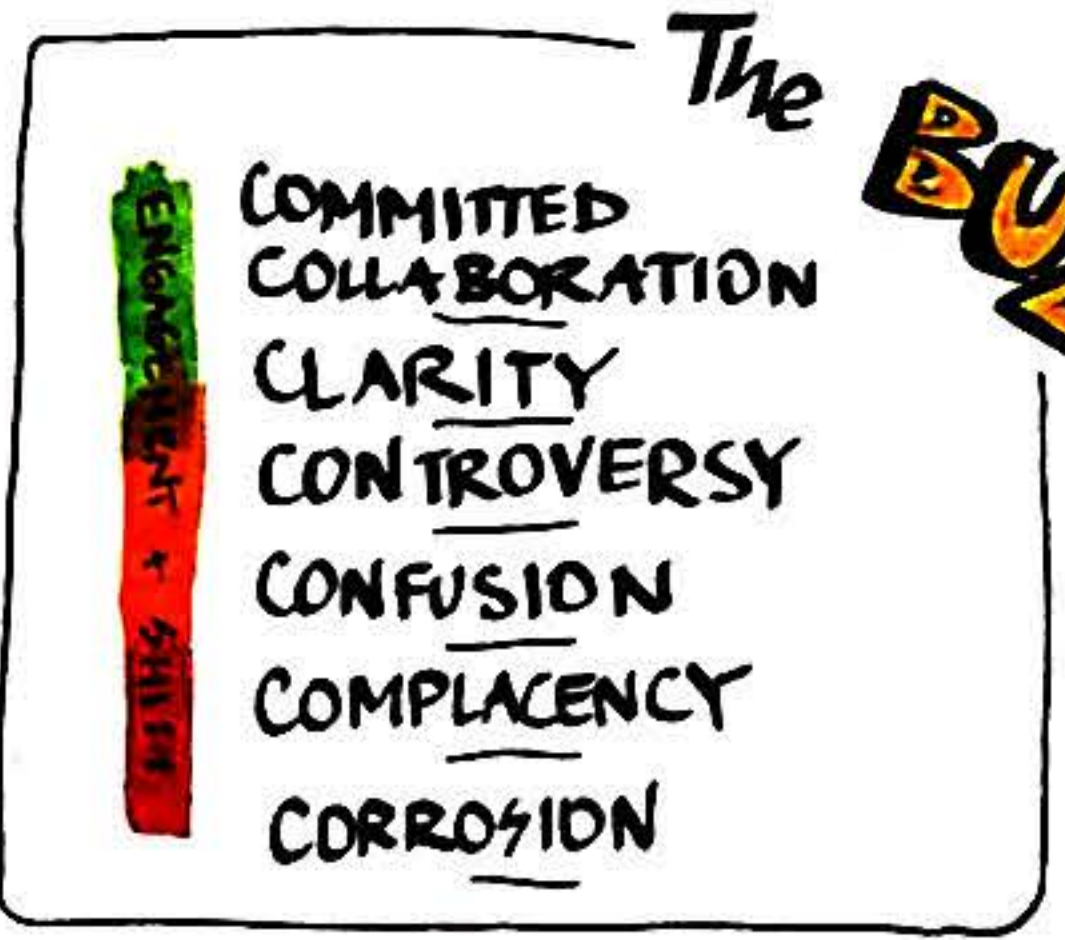
# CONNECTION AND CURIOSITY

• It's about transforming teaching + learning TOGETHER



• BUILD A MASTER STOCK  
- Sweet, salty, sour  
HOT!

TRUST TRUMPS ALL



• Step into NOT knowing  
DANGER! the unexpected ahead!



• Fear of FAILURE JUDGEMENT BEING WRONG  
what stops us? Let's build...





# YONG ZHAO

Reaching for **G.R.E.A.T.N.E.S.S.**:  
Personalizable Education for ALL

Can we change the HORSE wagon to reach the MOON?

- CURRICULUM
  - PEDAGOGY
  - ASSESSMENT
- Things to **FIX** ...

**NO!** There is **EVIDENCE** that PISA measures **FUTURE SKILLS**...

Let's **DEBUNK** some MYTHS

Interpretations lead to false decisions in systems, policy, school

KINDERGARTEN 'READY'!  
BIZARRE!

We help our children **CREATE** OUR **F.U.T.U.R.E**

How MANY Cs!

EQ; IQ; what about **feng shui**?

The **SAME** set of skills does **NOT** make every child successful

# SPLICE 2018

as soon as we **PRESCRIBE**, we decide what is **VALUABLE + VALUED** and what is **NOT**

every part of the garden is **VALUABLE**

**D.I.V.E.R.S-I-T-Y**  
no value judgement

the chicken's feet index

there is a spectrum on **EVERY D.I.M.E.N.S-I-O-N**

Nature vs Nurture

Every one can **LEARN** - but **TALENT** moves us faster

**CURRICULUM**  
We DECIDE - who's 'GOOD' - resources

Based on a SOCIETY of the PAST

Nurture **UNIQUE** talents

**ACCEPT** - we won't be great at everything

**THROW AWAY** what is PRESCRIBED

**STUDENT VOICE**  
What do you want to learn?

**MAKE IT PERSONALIZABLE**

What **SIDE** effects do our initiatives have?

**4th INDUSTRIAL REVOLUTION**  
If it can be **AUTOMATED**, it WILL be!

To beat the **SMART MACHINES** - don't **BECOME ONE!**

Create **Choice**

Technology has brought the AGE of **ABUNDANCE**

We need **UNIQUE + Great** in our own way.

**WHAT DO WE NEED TO DO?**

PASSION + ABILITY

Ability

Passion

Affect the **FUTURE** DON'T fix the PAST!