Defining Student Success

Listening & Learning Tour
Fall 2019

LindberghSchools

2018-19 Listening & Learning Summary:

Top Five Success Measures Overall

1. High quality teachers
2. Social and emotional well-being of students and staff
3. Student mastery of 4 C's
4. Personalized learning for staff and students
5. Student satisfaction

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2018-19 Listening & Learning Summary:

Top Five Success Measures: PARENTS

1. High quality teachers
2. Student mastery of 4 C's
3. Social and emotional well-being of students and staff
4. Personalized learning for staff and students
5. Student satisfaction

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2018-19 Listening & Learning Summary:

Top Five Success Measures: TEACHERS

1. Social and emotional well-being of students and staff
2. High quality teachers
3. Student mastery of 4 C's
4. Personalized learning for staff and students
5. Student satisfaction

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2018–19 Listening & Learning Summary:

Top Five Success Measures: SUPPORT STAFF

1. Social and emotional well-being of students and staff
2. High quality teachers
3. Personalized learning for staff and students
4. Student mastery of 4 C's
5. **Graduation rate**

2018-19 Listening & Learning Summary:

Top Five Success Measures: ADMINISTRATORS

1. Social and emotional well-being of students and staff
2. High quality teachers (tied)
3. Student satisfaction (tied)
4. Personalized learning for staff and students
5. **Parent satisfaction**

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2018-19 Listening & Learning Summary:

Top Five Success Measures: STUDENTS

1. **ACT Scores**
2. Personalized learning for staff and students
3. High quality teachers
4. Student satisfaction
5. **Parent satisfaction**

2018-19 Listening & Learning Summary:

Top Five Success Measures: ALUMNI

1. High quality teachers
2. Student mastery of 4 C's
3. Social and emotional well-being of students and staff
4. Personalized learning for staff and students
5. Student satisfaction

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2018-19 Listening & Learning Summary:

Top Five Success Measures: COMMUNITY

1. High quality teachers
2. Social and emotional well-being of students and staff
3. Student mastery of 4 C's
4. Personalized learning for staff and students
5. Student satisfaction

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Things Lindbergh Does Well and Needs to Keep Doing

- Academics
- Great teachers
- Community - the "Lindbergh family"
- Doing what's best for kids
- Communication
- Parent involvement
- Financially responsible
- Character
- Giving teachers autonomy in content
- Gifted Education
- Music Education

Things Lindbergh Can Improve

- Diversity and inclusion
- Social emotional support for students
- Decision-making supported by data and research
- Facilities
- LHS safety and security
- Teacher salaries
- Communication
- Free full-day kindergarten
- Prioritizing growth for <u>all</u> students
- Bullying prevention
- Technology/ blended learning
- Providing more innovative curriculum
- Full-time librarians in each building

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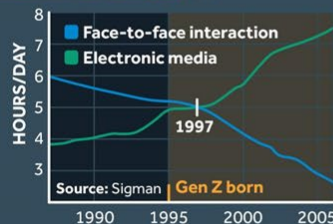# Things Lindbergh Needs to Strategically Stop Doing

- Emphasizing test scores/ teaching to the test
- Charging for full-day kindergarten
- Academic All-Stars
- Stop doing things because "we've always done it that way"
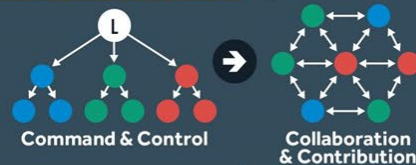- Bring Your Own Device
- Sending so many emails

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UNI DEGREES 🎓
- **X** 1 in 4
- **Y** 1 in 3
- **Z** 1 in 2*

SCREENAGERS 📱

Hours/Day chart:
- Face-to-face interaction
- Electronic media
- 1997
- Source: Sigman — Gen Z born
- Years: 1990, 1995, 2000, 2005

LEADERSHIP STYLES 👥

L

Command & Control → **Collaboration & Contribution**

MOBILITY 🚚

- **5** CAREERS
- **15** HOMES
- **17** JOBS

IN A LIFETIME*

GENERATION CONNECTED · iGEN · SCREENAGERS

GEN Z ZED
EST. 1995

DIGITAL INTEGRATORS · THE ZEDS · DOT COM KIDS

GLOBAL 🌍
2,000,000,000
2 BILLION GEN Zs

EFFECTIVE ENGAGEMENT ⚠️

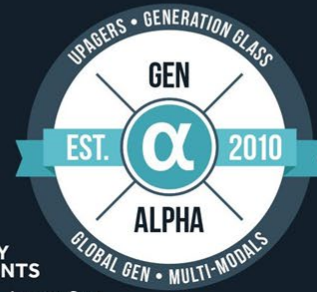| BB	→	Z
Verbal	→	Visual
Sit & listen	→	Try & see
Teacher	→	Facilitator
Job security	→	Flexibility
Commanding	→	Collaborating
Curriculum centred	→	Learner centric
Closed book exams	→	Open book world
Books & paper	→	Glass & devices

TOP 6 POPULATIONS...
...if social media sites were countries

1. Facebook — 1600 mil.
2. China — 1380 mil.
3. India — 1320 mil.
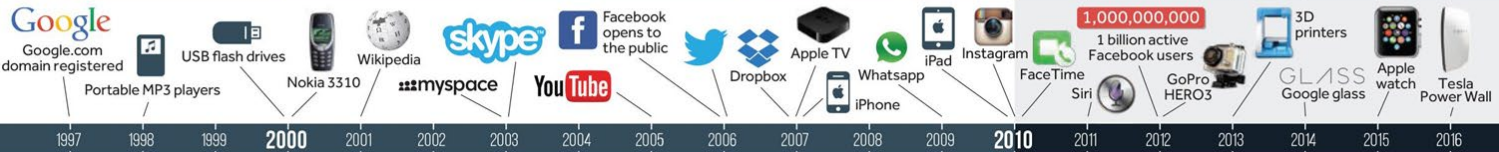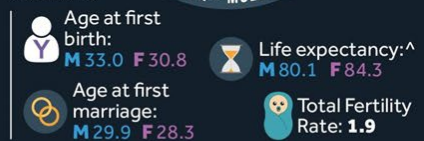4. Instagram — 400 mil.
5. United States — 325 mil.
6. Twitter — 320 mil.

TOP NAMES 👶

	#	
Oliver	1	Charlotte
William	2	Olivia
Jack	3	Amelia
Noah	4	Ava
Thomas	5	Mia

2,500,000 Gen Alphas born globally each week

UPAGERS · GENERATION GLASS

GEN ALPHA α
EST. 2010

GLOBAL GEN · MULTI-MODALS

GEN Y PARENTS
- Age at first birth: **Y** M 33.0 F 30.8
- Age at first marriage: M 29.9 F 28.3
- Life expectancy:^ M 80.1 F 84.3
- Total Fertility Rate: 1.9

REDEFINED LIFESTAGES

20th CENTURY	CHILDHOOD	TEENAGER	ADULTHOOD		
TODAY	CHILDHOOD / TWEEN	TEENAGER / YOUNG ADULT	KIPPERS / ADULTHOOD	CAREER-CHANGER	DOWNAGER

WORKFORCE OF 2025 💼
Kids In Parents Pockets Eroding Retirement Savings

BB 8%	X 28%	Y 33%	Z 31%

MEME OF THE YEAR / WORD OF THE YEAR

	Photo-bombing	Planking	Gangnam Style	The Fox	Icebucket Challenge	Blue & Black/White & Gold
WORD OF THE YEAR	App	Cloud	Hashtag	Selfie	YOLO	😂

Timeline

- **1997** Google — Google.com domain registered
- **1998** Portable MP3 players
- **1999** USB flash drives
- **2000** Nokia 3310, Wikipedia, myspace
- **2001**
- **2002** Skype, YouTube
- **2003**
- **2004** Facebook opens to the public, Twitter
- **2005**
- **2006** Dropbox, Apple TV
- **2007** Whatsapp, iPhone
- **2008**
- **2009** iPad
- **2010** Instagram, 1,000,000,000 1 billion active Facebook users, FaceTime, Siri
- **2011**
- **2012** GoPro HERO3, Gangnam Style
- **2013**
- **2014** 3D printers, GLASS Google glass
- **2015** Apple watch, Tesla Power Wall
- **2016**

Born in 2010 or later

job-fickle generation

Gen Alpha will be the most job-fickle generation, having an average of six careers during their lifetime.

Designing the Student Experience

Verbal	➜	Visual
Sit & listen	➜	Try & see
Teacher	➜	Facilitator
Job security	➜	Flexibility
Commanding	➜	Collaborating
Curriculum centred	➜	Learner centric
Closed book exams	➜	Open book world
Books & paper	➜	Glass & devices

Top 10 skills

in 2020

1. Complex Problem Solving
2. Critical Thinking
3. Creativity
4. People Management
5. Coordinating with Others
6. Emotional Intelligence
7. Judgment and Decision Making
8. Service Orientation
9. Negotiation
10. Cognitive Flexibility

in 2015

1. Complex Problem Solving
2. Coordinating with Others
3. People Management
4. Critical Thinking
5. Negotiation
6. Quality Control
7. Service Orientation
8. Judgment and Decision Making
9. Active Listening
10. Creativity

Source: Future of Jobs Report, World Economic Forum

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AI Jobs are in Demand

Here are the 10 most in-demand AI jobs worldwide, and the percentage of overall AI jobs they make up:

1. Software engineer (8.48%)
2. Data scientist (5.95%)
3. Intern (5.39%)
4. AI researcher (5.17%)
5. Intelligence specialist (4.94%)
6. Consultant (4.6%)
7. AI data analyst (3.82%)
8. Machine learning engineer (3.62%)
9. Sales engineer (3.14%)
10. Product manager (3.08%)

Source: www.techrepublic.com

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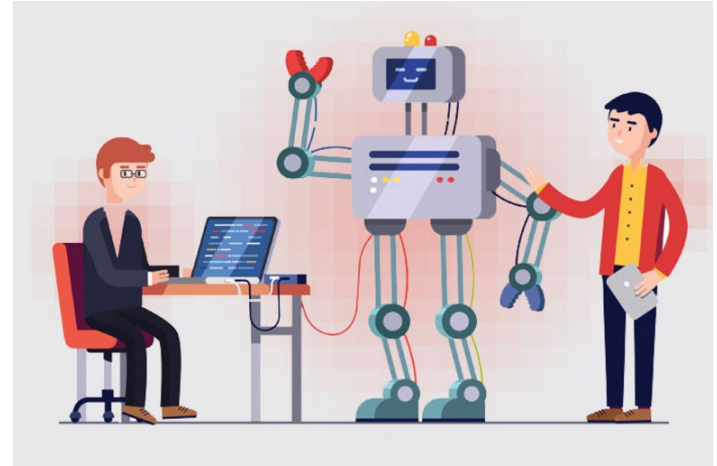
Jobs Being Replaced by Artificial Intelligence

- Financial analysts
- Data entry
- Journalists
- Chefs, fast food workers
- Drivers: Semi trucks, taxis, deliveries

- Telemarketers
- Cashiers
- Surgeons
- Factory Workers
- Receptionists
- Ticket booth operators

How Do We Grow Together?

Absolutes

Artifacts

Status Quo

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Compass Plan
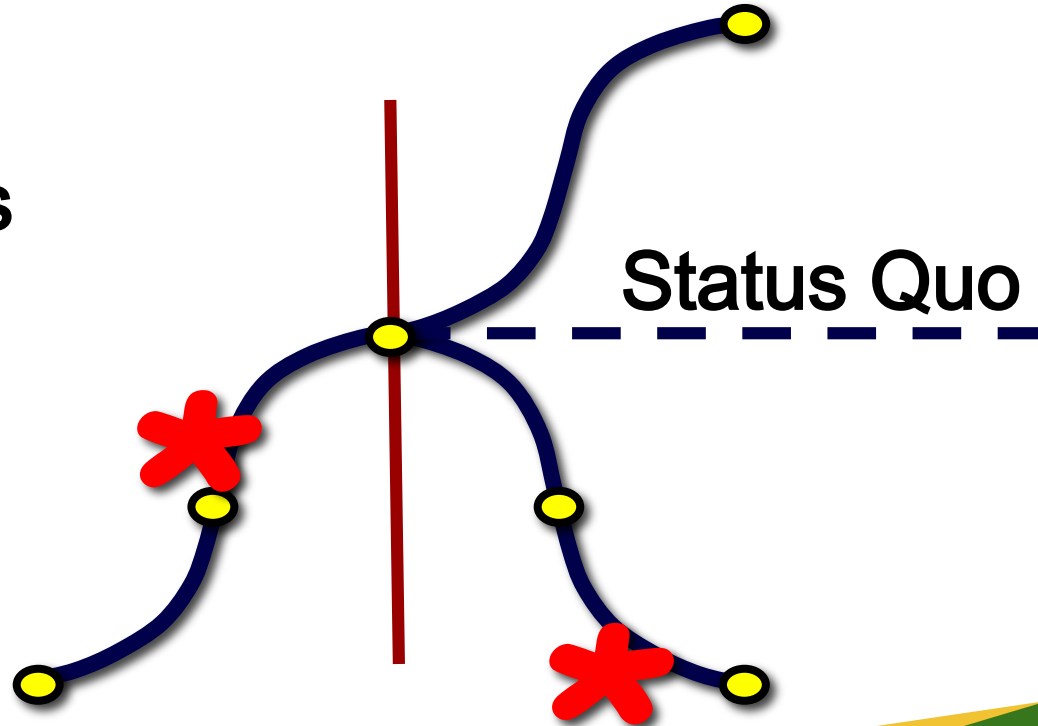
Our Why:
Excellence in Learning.
Designing the Future.

How We Do It:
At Lindbergh Schools, we are creating a better world through personalized, innovative learning experiences.

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5-Year Compass Goals

Academics - Promote a culture of continuous improvement that supports personal and academic growth in a technological and global society.

Facilities - Provide safe, secure and innovative district campuses.

Resources - Optimize resources and secure funding to meet and sustain district goals as responsible stewards of taxpayer dollars.

5-Year Compass Goals

Talent - Recruit, support and retain a premier workforce.

Communication - Engage the community to cultivate support, understanding, trust and confidence through open, honest communication.

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Teaching and Learning

HOW: Promote a culture of continuous improvement that supports personal and academic growth in a technological and global society.

WHAT:
Implement: ~~Communicate with students, staff, and parents existing systems of social-emotional support~~

Implement: A district vision for integrated social-emotional learning, which includes social awareness, self-management, self-awareness, relationship skills, and responsible decision-making, and implementation that serves students

Research: Elementary and secondary programming that enhances personalized learning opportunities and prepares students for a diverse workforce

Research: Restorative practices and equity student leadership teams

Investigate: Instructional design models that guide student-centered experiences

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GREEN = *Continued from 2018-19*   *ORANGE =* *Moved up from 2018-19 (ex: "Research" to "Implement")*

BLACK = *New in 2019-20*   *STRIKETHROUGH = Completed or removed*

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Our Work: 2018 -19

- Hybrid zero-based budgeting =$300,000+in savings
- Carryover fund balances for principal-designated projects
- Salary schedule revision to improve educator compensation
- Twice-a-month pay schedule for all employees
- Tuition-free full-day kindergarten
- ECE incorporation into district operations
- Professional learning for support staff
- Focus on student growth and skills development, not just test scores
- Redefining traditional high school schedule and "seat time"
- Eliminate early release days
- Transition out of Bring Your Own Device

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Our Work: 2019-20
Prop R Improvements

LHS Main Entrance

Exterior Main Entrance

Exterior Main Entrance

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Performing Arts Entrance

North Entrance

Our Work: 2019-20
Support Services Center

Our Work: 2019-20

Communications Audit

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Our Work: 2019-20
Technology Impact Study

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Our Work: 2019-20

LindberghLife
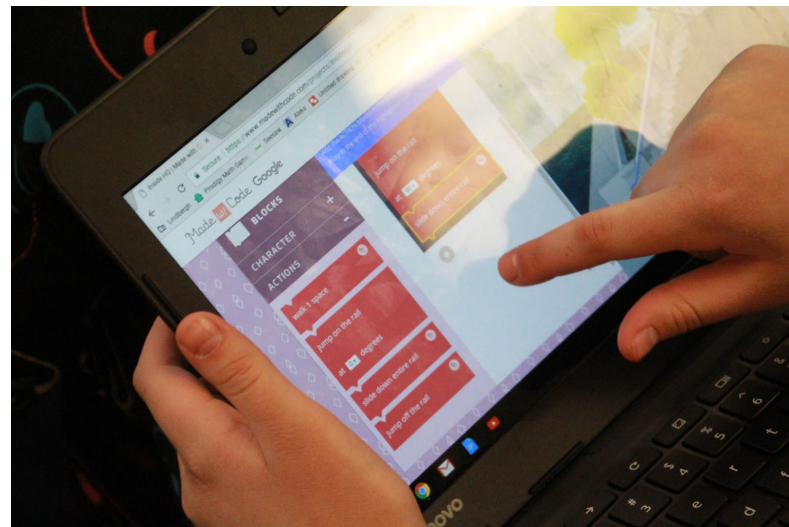
Curiosity and Creativity

Identity and Agency

Integrity and Inclusiveness

Our Work: 2019-20
Facilities Planning Committee

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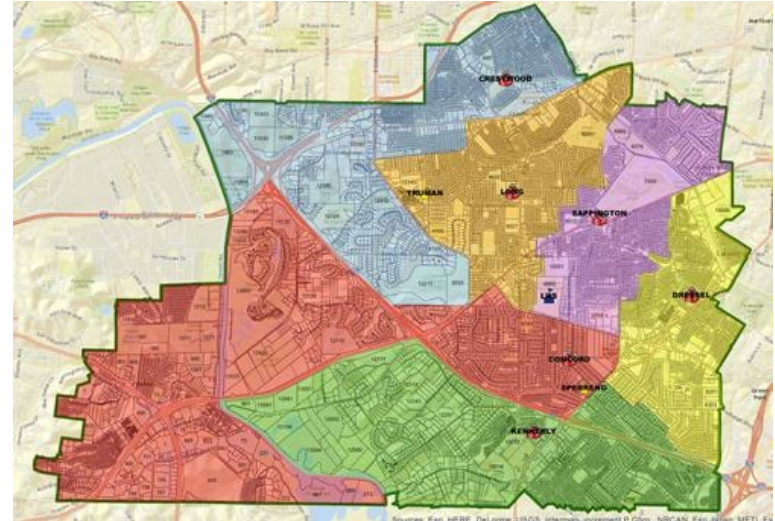
Our Work: 2019-20
Identifying Efficiencies

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2019-20 Listening and Learning Tour Survey:

Defining Student Success

Take the survey

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If you only had ONE word …

…how would YOU define student success?

Questions

1. What is Lindbergh doing well that we need to keep doing?

2. How can we improve? What do we need to do better?

3. What do we need to strategically stop doing?

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Thank you!