

BRINGING EVERYONE ON BOARD

Leaders often spend time and resources drawing up excellent plans and policies for their district, but often times those plans have been reinterpreted, altered, or misunderstood by the time they hit the classroom. School districts are a large and complex system, and implementing bold new ideas can feel more difficult than coming up with the ideas in the first place.

The Learner First team are experts in driving change across the entire system. We will work with you to host a two-day Change Lab that will bring together stakeholders from across the district and community, create buy-in, and align the vision across the district.

PERSONALIZED LEARNING

Participants walking away from our change lab will have an understanding of our framework and tools, will have formed connections with one another to help drive change, and will have a shared understanding of what really engaging with learners is all about.

The Learner First really does put the learner at the center of the process. Learning for the 21st century needs to be personalized and engaging for all learners. Through Authentic Mixed Method Assessment, The Learner First will show you the power of assessing students using multiple sources of evidence that are meaningful to the learner. We will show you how that richer, more authentic form of evaluation allows teachers to see how they can better engage and ignite each of their students.

FRAMEWORK AND TOOLS

The Learner First team has developed a framework and a set of tools that will help you get to the heart of the real problem and come up

with the right mix of solutions. We will train participants in how to use our tools and framework so that they can take some of the knowledge and expertise back to their districts.

We will challenge participants to dig down deep into their own beliefs and attitudes about their work, and really explore the culture, not just the policies, that exists in your district.

We will present you and your team with a framework for understanding what's really going on in your district and identifying the barriers that are keeping learners from succeeding. Our framework is based around a cycle of inquiry that helps schools and districts ask critical questions like:

- Who are our learners?
- Who needs help first and fast?
- How can we create learning experiences that are going to ignite each and every one of our learners?
- How can we remove the barriers to real, meaningful change?
- How will we know how well it's working?

We will help you gather evidence and answer these kinds of questions through rubrics that paint a picture of what a school that is really engaging its learners looks like. Those rubrics cover topics ranging from parent and family engagement to leading for accelerated change.

GENUINE RELATIONSHIPS

Genuine personal relationships are at the core of the work that you do. That is why we bring together teachers, principals, students, parents, community members and district leaders. Opening up dialogue between all the stakeholders in the system is essential to identifying and breaking down the barriers that exist to creating real meaningful change for learners.

Change Labs will include all the stakeholders, and will invite everyone to come together in smaller groups to get to the heart of what is going on for learners. Groups meetings will take place between presentations, they will be facilitated around one of a number of topics, and their top finding will be presented to the larger group.

Working in this way is essential for giving voice to people who would not feel comfortable sharing otherwise.

INTEGRATING YOUR VISION

Our Change Labs are totally customizable. If you have an area of your district that you're particularly concerned about, or you have a broader plan that you are trying to implement, we can integrate that into the lab.

By pairing your vision for the district with our whole change framework, you will be able to effectively communicate to your schools what your vision is, and you will be able to equip them with the tools to implement that vision across their schools.

Change Labs are also a great way to present and explore Evaluative Snapshots. If you have done work with us before identifying who needs help first and fast, and what the real problems are around the district, a Change Lab can be a great way to spread that information out across the district, to engage people with what that really means, and to give people the tools they need to start removing the barriers to change.

CONTINUING THE WORK

The Learner First will provide you with a model for how to drive change on your own. If you are a district with a high capacity to drive change on your own, our framework and training should give you an excellent roadmap for what real change would look like.

We can also continue to work with you. Change Labs can provide a roadmap for what more involved work with The Learner First would look

like and can provide a starting point for a more intensive intervention with us.

Or, if you want to drive change alone, but feel you could benefit from some additional assistance, we also offer four-day Change Catalyst Lab that gives a smaller number of people in your district intensive training on our framework, on creating change teams withing schools, and on driving change throughout the system.

If you would like to drive change on your own, but you would like

GET IN TOUCH

The Learner First offers a range of services to help diagnose and treat your system. From evaluative snapshots (which dig deep into the whole system to find out what is working and what isn't) to Change Labs that help you establish your own Change Catalysts, to a full intervention where we help you drive meaningful change at all levels.

Visit our website to learn more about our services: thelearnerfirst.com

Or reach out through:

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