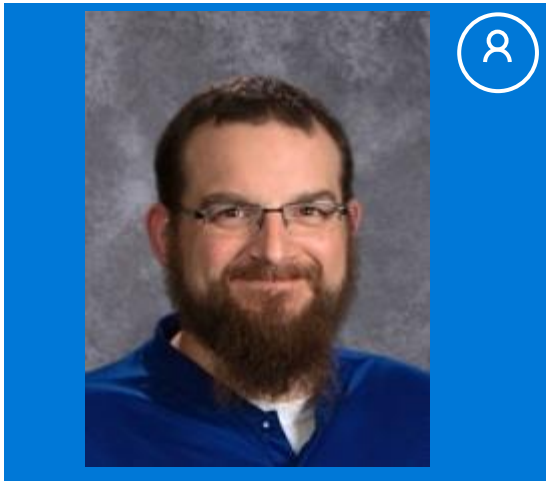# Voices of the Pandemic

Listening to Move Forward

About Will Bean

Technology Integration and PBIS Coach

Newark Central Schools

Newark, NY

Wife & 3 Children

Coach Football & Baseball

Buffalo Bills Fan!

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Linked In

Mindfulness Moment

- **Starfish Breathing**

Traditional Education was not made for a Pandemic!

"Close scrutiny will show that most 'crisis situations' are opportunities to either advance or stay where you are." Maxwell Maltz

Do With

"Human beings are happier, more cooperative and productive, and more likely to make positive changes in their behavior when those in positions of authority do things **WITH** them, rather than **TO** them or **FOR** them."

| Our What	Our Why	Social Discipline Window
Understanding our relationships through the continuums of both control and support help create the Social Discipline Window. Our interactions include varying degrees of control and support and the panes of the window help explain how these interactions may be experienced by both students and staff.	• When one operates out of the **TO** box one may lack a sense of nurturing and it may feel "top down." • Operating out of the **FOR** box may feel very nurturing but may also lack clear boundaries and limits. • If one is operating out of the **NOT** box it may be experienced as lacking all of these qualities. • In an ideal experience a person is operating out of the **WITH** box. This includes a balance of love, high expectations, structure and discipline.	

Control (limits, expectations, discipline)

To

With

Not

For

Support (nurturing, encouragement, concern)
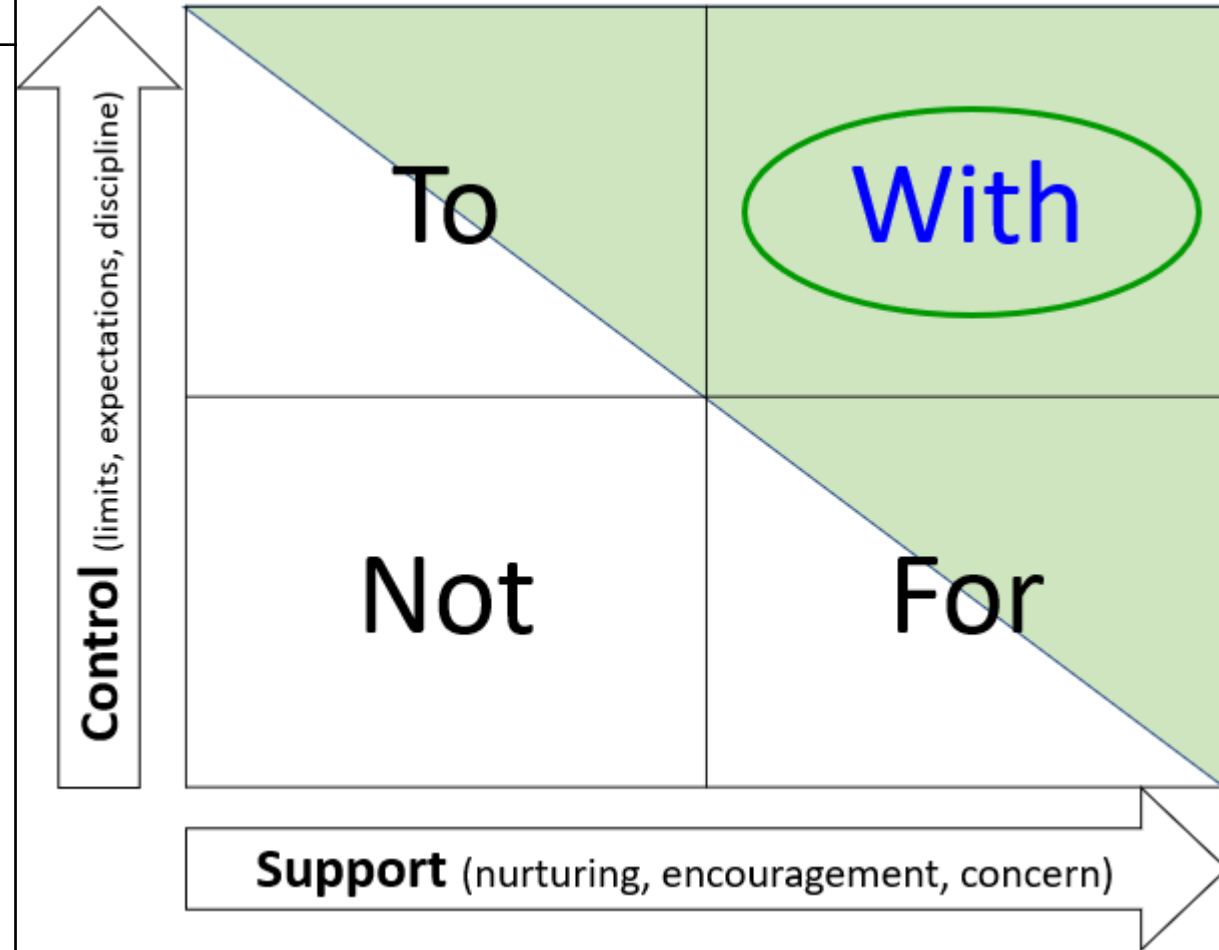
Graphic Adapted from Lincoln Public Schools, NE in collaboration with A. Hearn, 2019

Social Discipline Window

Control (limits, expectations, discipline)

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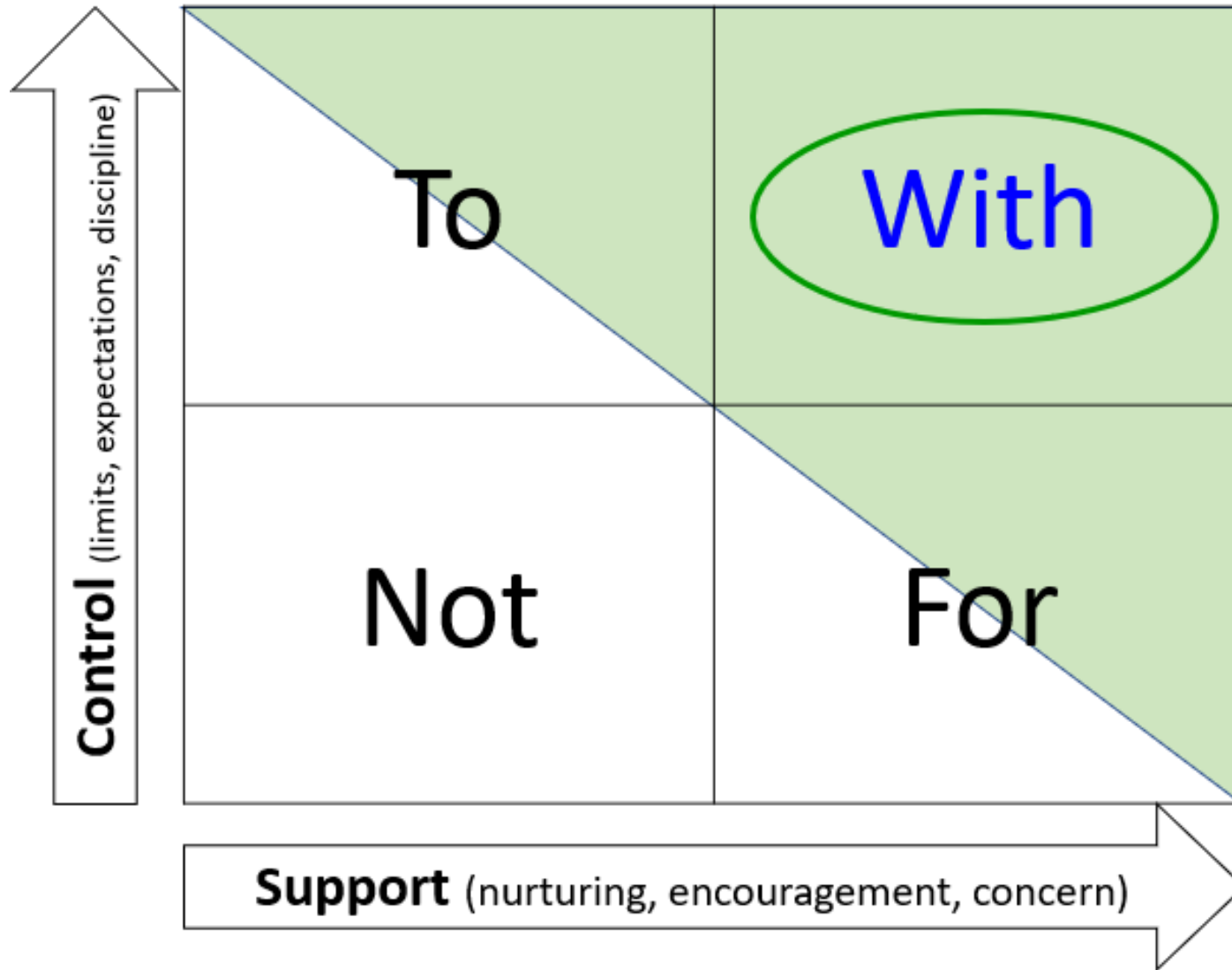
Graphic Adapted from Lincoln Public Schools, NE in collaboration with A. Hearn, 2019

Reflect

- Draw a square and split it into 4s
- Think about your day **yesterday**. As you reflect, select 5 interactions you had with others (both students and staff) and place a **DOT** in the box that represents **where you were operating out** of during each interaction.
- Select one of your dots, identify at least one thing you would do to get you closer to WITH

Fair
process

Fair Process

1. **Engagement:** Asking for **input** from those that the decisions will impact. It communicates management's respect for individuals and their ideas, builds collective wisdom and results in better decisions and greater commitment from all involved in executing those decisions.

2. **Explanation:** Everyone involved and affected should understand **why** final decisions are made as they are. An explanation of the thinking that underlies decisions **makes people confident** that managers have considered their opinions and allows employees to trust managers' intentions even if their own ideas have been rejected. It also serves as a powerful feedback loop that enhances learning.

3. **Expectation Clarity:** Once a decision is made, managers **clearly state the new rules of the game**. Although the expectations may be demanding, employees should know up front by what standards they will be judged and the penalties for failure. What are the new targets and milestones? Who is responsible for what?

In a way, Fair Process allows us to "**separate the deed from the doer**" in the sense that it guides people towards being frustrated with a **situation vs. being frustrated at a person** for being unfair…

Where can Fair Process fit into YOUR systems?
(examples)

- Re-assigning clinicians in the district
- Transitioning to new curriculum
- Teacher Union negotiations
- Being asked to change locations of classrooms in the school
- Disciplinary decisions
- What about agreements, expectations, and teaching in a classroom

Could **this concept** inform the way your leadership teams function?

ah
cc

Let's Connect

**Think about a time in your career
when something felt REALLY unfair.**

What was missing?

1. Engagement
2. Explanation
3. Expectation Clarity

ah
cc

Fair Process during the 2020 school year
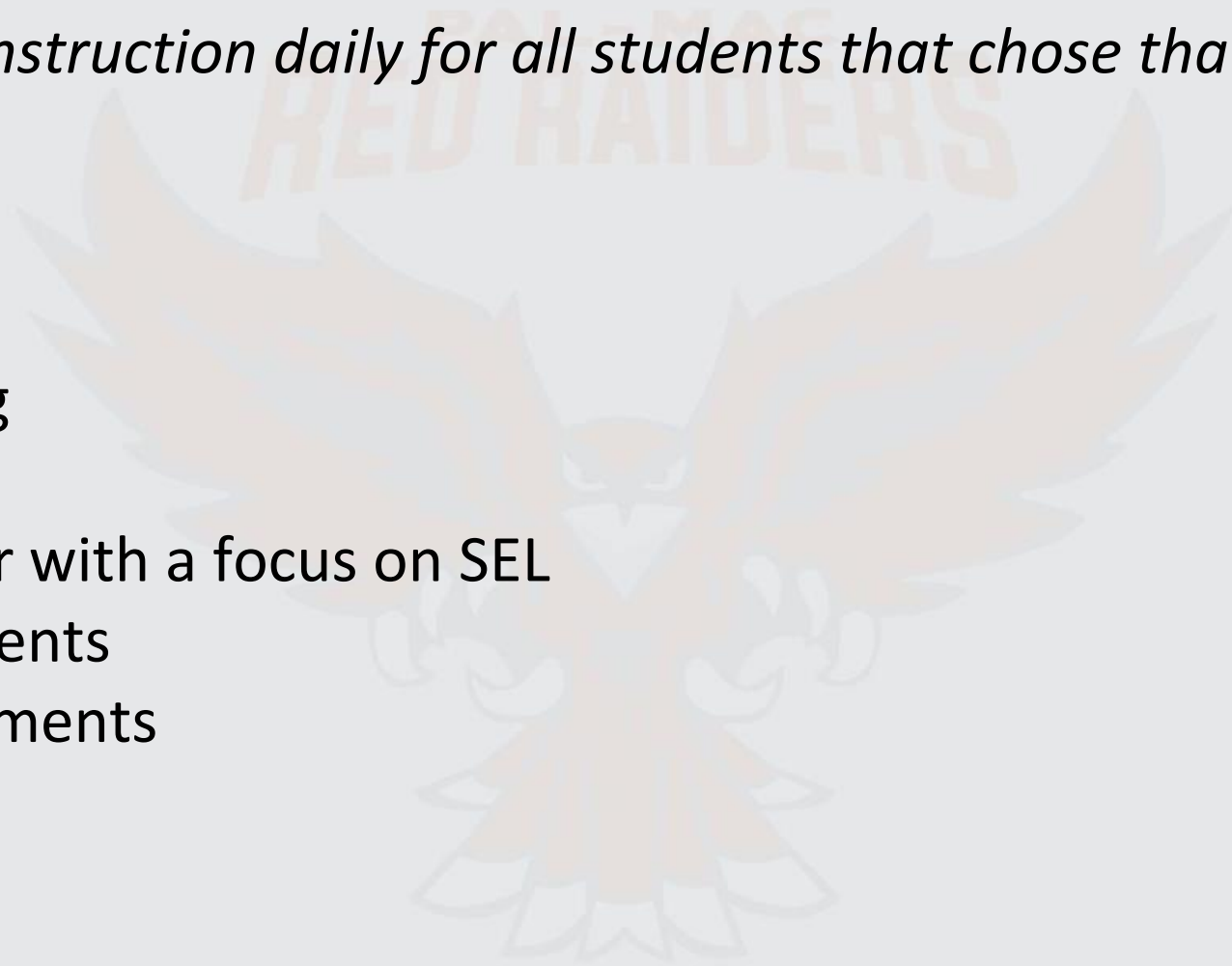
Tane.robinson@palmaccsd.org

Palmyra-Macedon
Central School District

So many changes!

K-12 in person instruction daily for all students that chose that option all year.

- class sizes
- scheduling
- transportation
- social distancing
- remote classes
- starting the year with a focus on SEL
- lunch arrangements
- seating arrangements
- desk barrier
- masks

Gathering Information

- Building administrators begin asking faculty and students their thoughts on the changes this year.

- Covered lunch duty for classroom teachers and in a circle discussion format asked asked students: "What are the best things about this year?", "What would you want to change about this year?"

Gathering Information

- Teachers & Staff were asked in post observation conferences

    "What are your biggest take aways from the changes implemented this year that can help us moving forward?"

- During faculty community circles this questions were used as a prompt

    "What is a practice, activity, change implemented in the 2020 -2021 school year that we should continue in future years?"

Survey Creation

The information gathered was then utilized to create both a staff and student survey to further organize information about the changes.
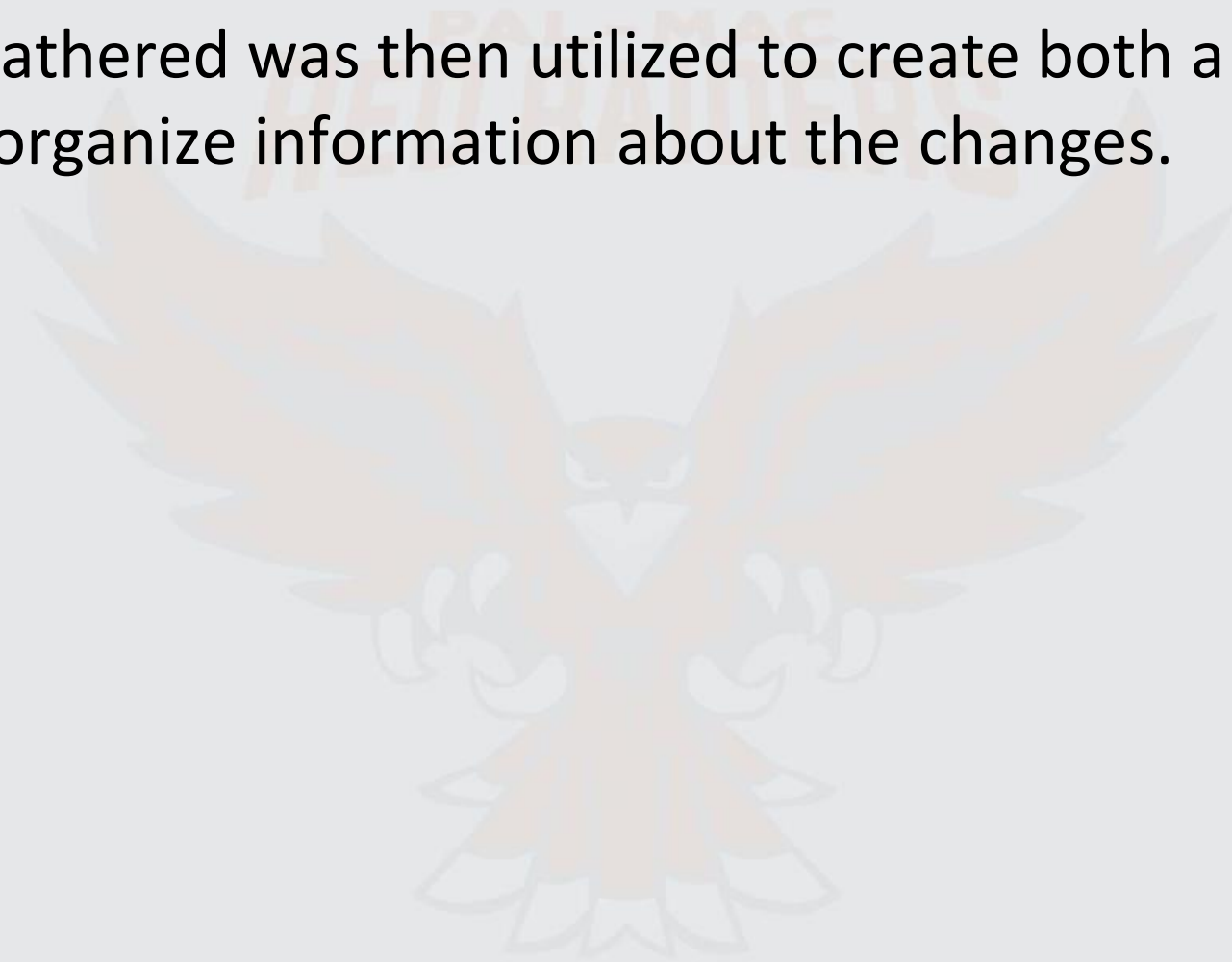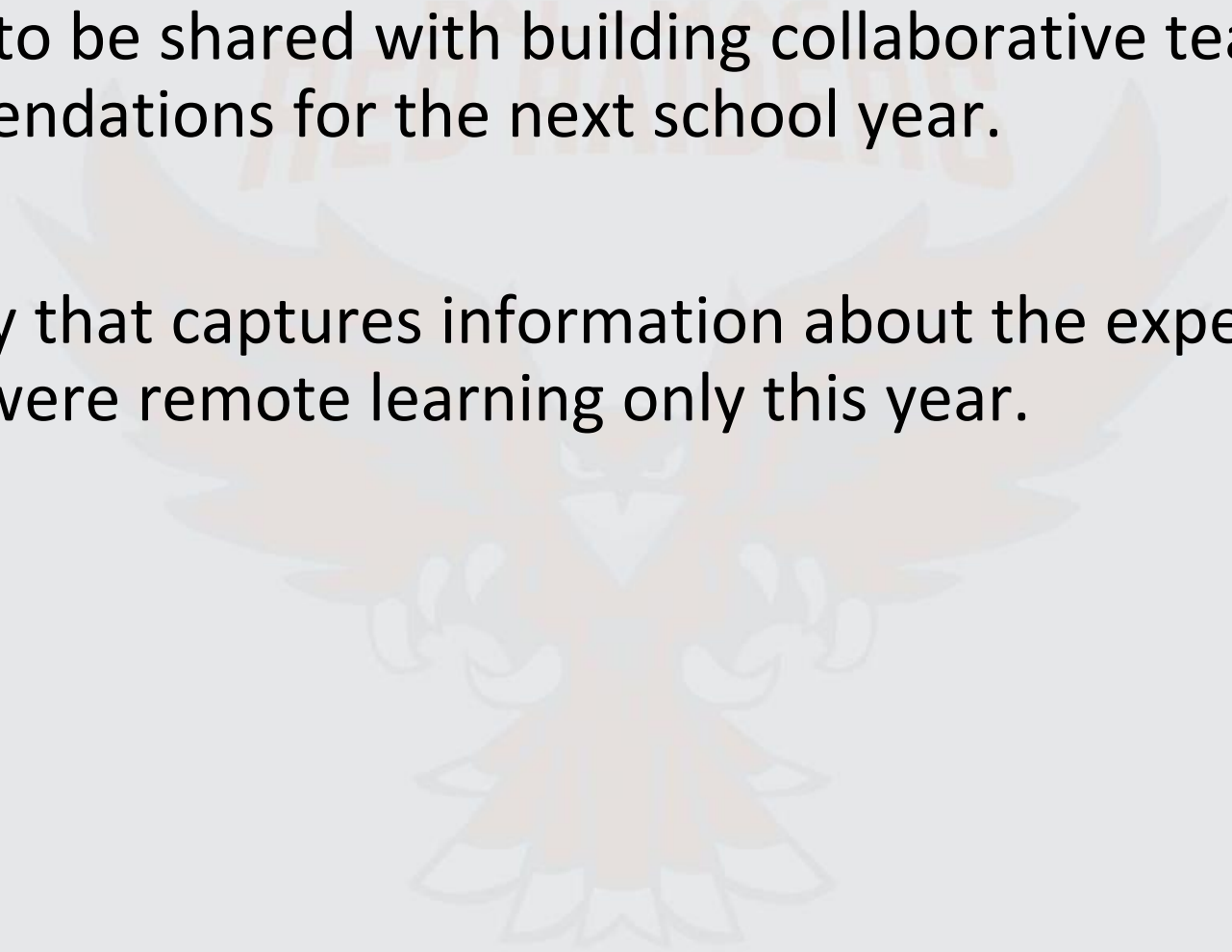
Survey Results

[Student Results](#)

[Staff Results](#)

Whats next?

- Survey results to be shared with building collaborative team to review and make recommendations for the next school year.

- Create a survey that captures information about the experiences for students that were remote learning only this year.

ThoughtExchange

Unlock Collective Intelligence⁺

How it Works

Scale group discussions, quickly

Leaders create an Exchange asking open-ended questions and share it widely

Receive candid, unbiased answers

Participants confidentially answer questions and objectively rate other responses and ideas

Learn what people think in real time

ThoughtExchange provides data-rich reports capturing top themes and thoughts

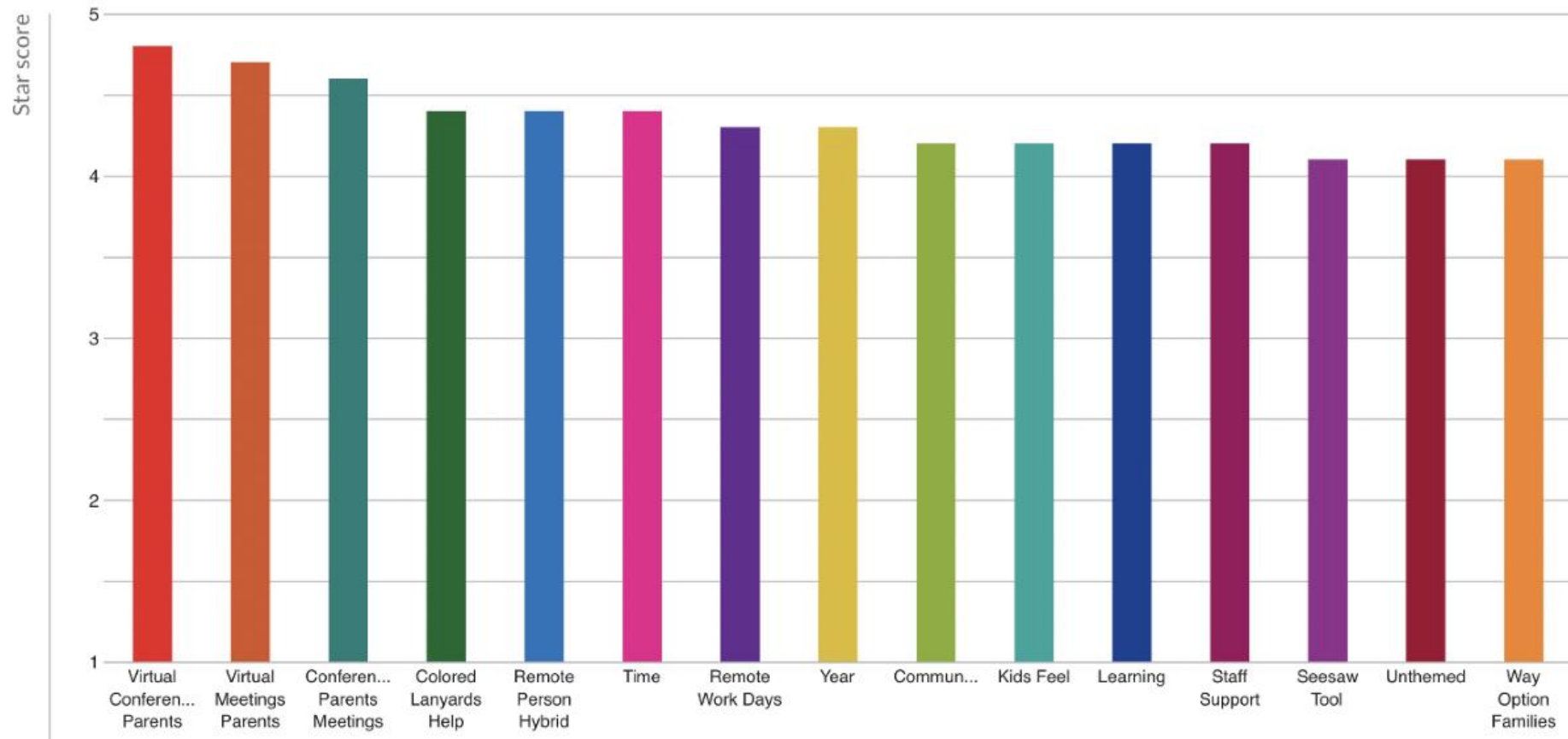## Take decisive action that everyone supports

Leaders use ThoughtExchange insights to align groups, prioritize next steps and get ahead

ThoughtExchange

As you reflect on the past year, schools adapted and made changes to respond to the health crisis. What have we done well in the past year that we should continue doing? What can we do together to make next year even better?
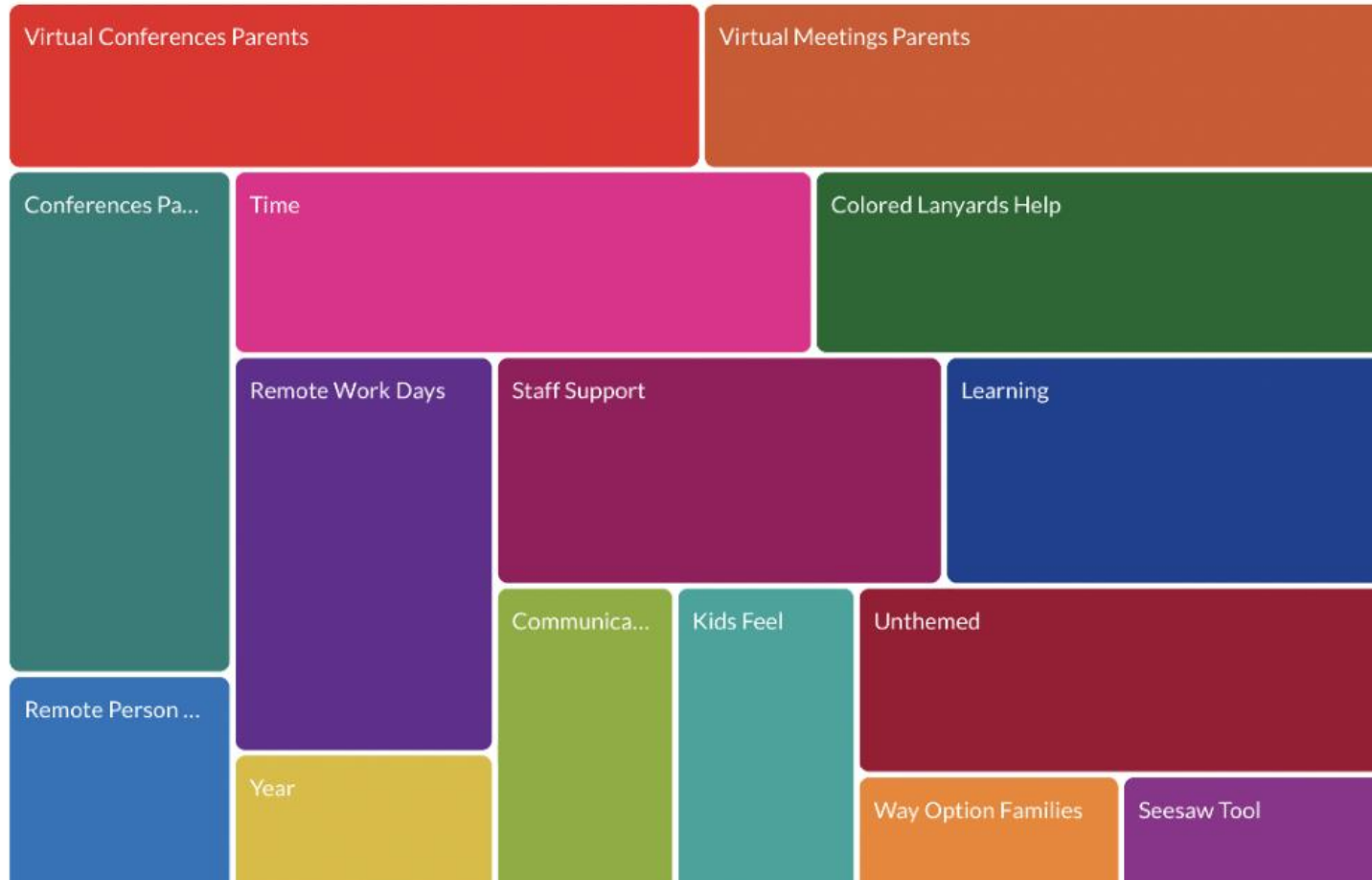
April 2021

THEMES - NEW SUMMARY REPORT 2021-04-15 12:42

THEME TILES - NEW SUMMARY REPORT 2021-04-15 12:42

RESULTS   AI Generated Themes

THEME T   15 12:42

Virtual Conferences Pare

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Remote Person ...

Ye

Theme: Kids Feel   ✕

14 thoughts are in this theme

I think the district did a great job trying to comply with all the COVID19 mandates/regulations and getting kids and teachers back into the buildings.
The building set-ups were spot on and took a lot into consideration with social distancing, vaccinations for teachers, and the general flow of kids.

4.1 ★★★★☆ (38 👤)

5 ★	▬▬▬▬
4 ★	▬▬
3 ★	▬
2 ★	▪
1 ★	▪

I like the color coded lanyard idea and keeping kids organized in the hallways.
I like the teams eating on team which gives teachers flexibility with kids who need extra help or just want to hang out with their friends.

4.1 ★★★★☆ (36 👤)

5 ★	▬▬▬▬
4 ★	▬
3 ★	▬▬
2 ★	▪
1 ★	▪

Intervention Period
Absolutely needed at the MS for kids to receive academic support-should be a part of the schedule for consistency. Can be when SW/SP sees kids too

4.1 ★★★★☆ (31 👤)

5 ★	▬▬▬▬
4 ★	▬▬
3 ★	▬
2 ★	▪
1 ★	▪

Way Option Families   Seesaw Tool

Closing Out – Waterfall Chat

Write one thing you are thankful for today

Any questions or thoughts…

William.bean@newarkcsd.org