



BattelleforKids

A Portrait of A Graduate: A North Star for District Transformation

2019 VSBA & VSA Annual Conference November 2019

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Let's Connect!



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Lessons from the River

**Are you preparing every student
for the rapids of the 21st century?**

Three Big Ideas



Clear Vision



Confluence



Crew Culture



CLEAR VISION



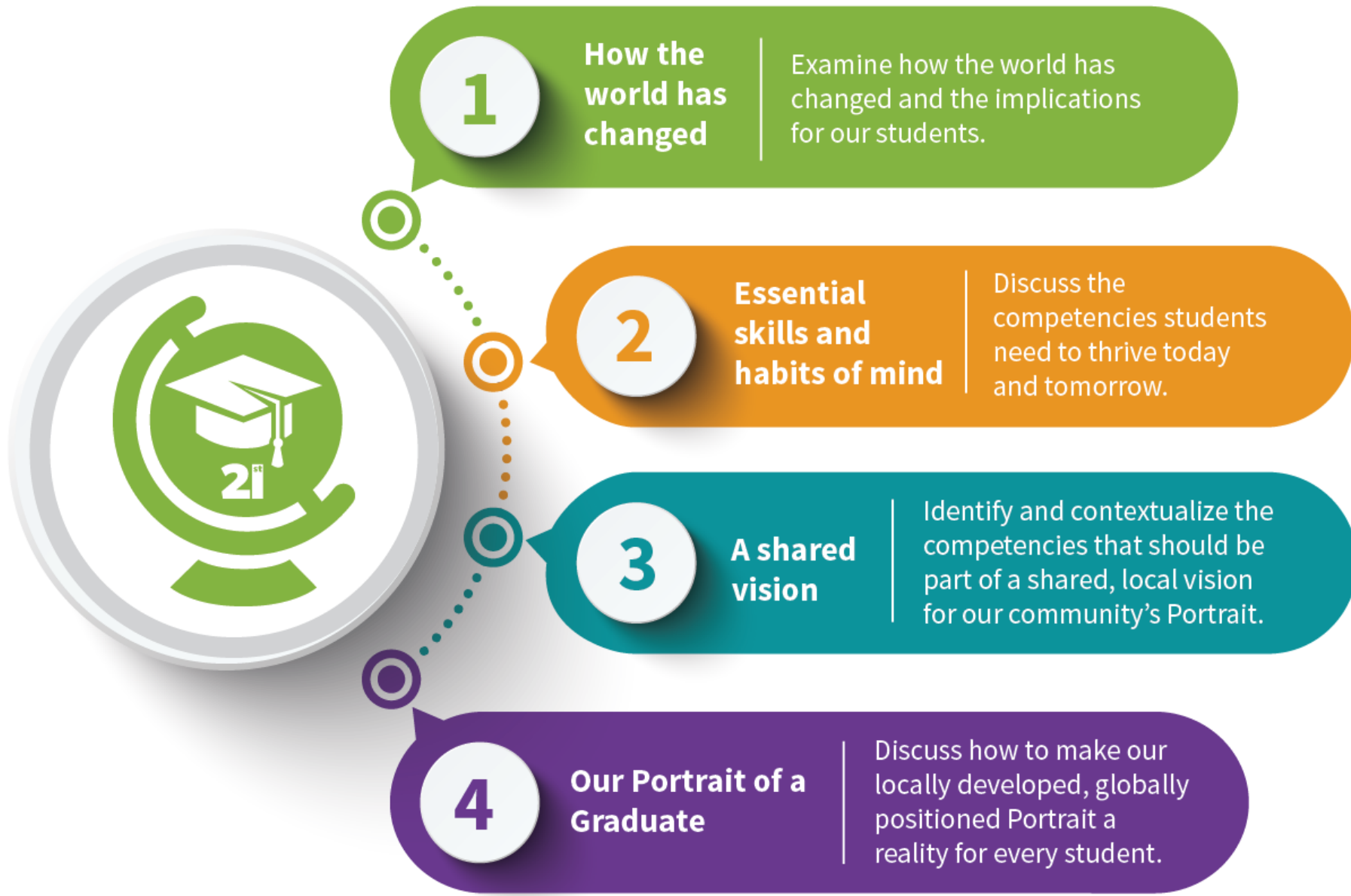
Scout the Rapid



Portrait of a Graduate: Your District's North Star



BattelleforKids



Let's Consider...

In light of how the world is changing, ***what do our graduates need to know & be able to do?***



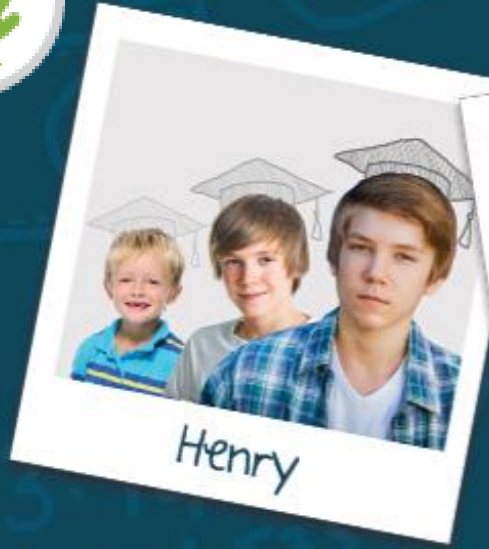
STUDENT A

Math
Science
English
Social Studies



STUDENT B

Content Mastery
Critical Thinking
Communication
Collaboration
Creativity
Other 21st Century Skills

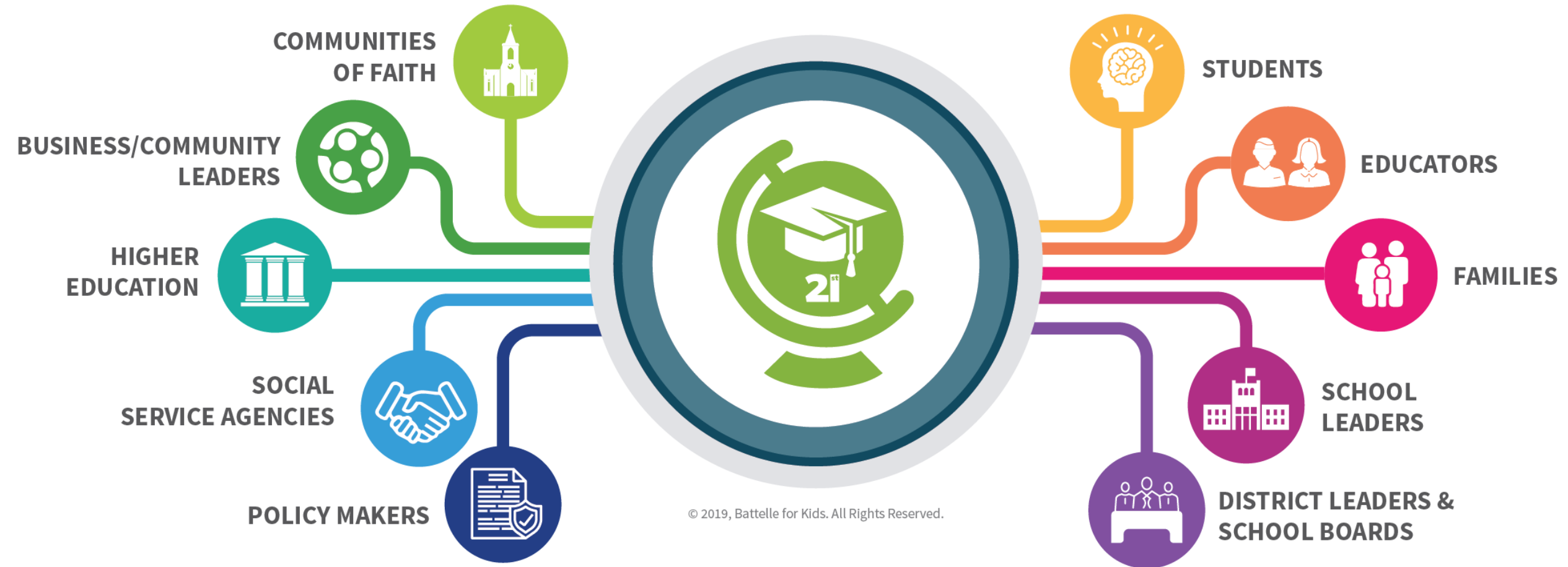


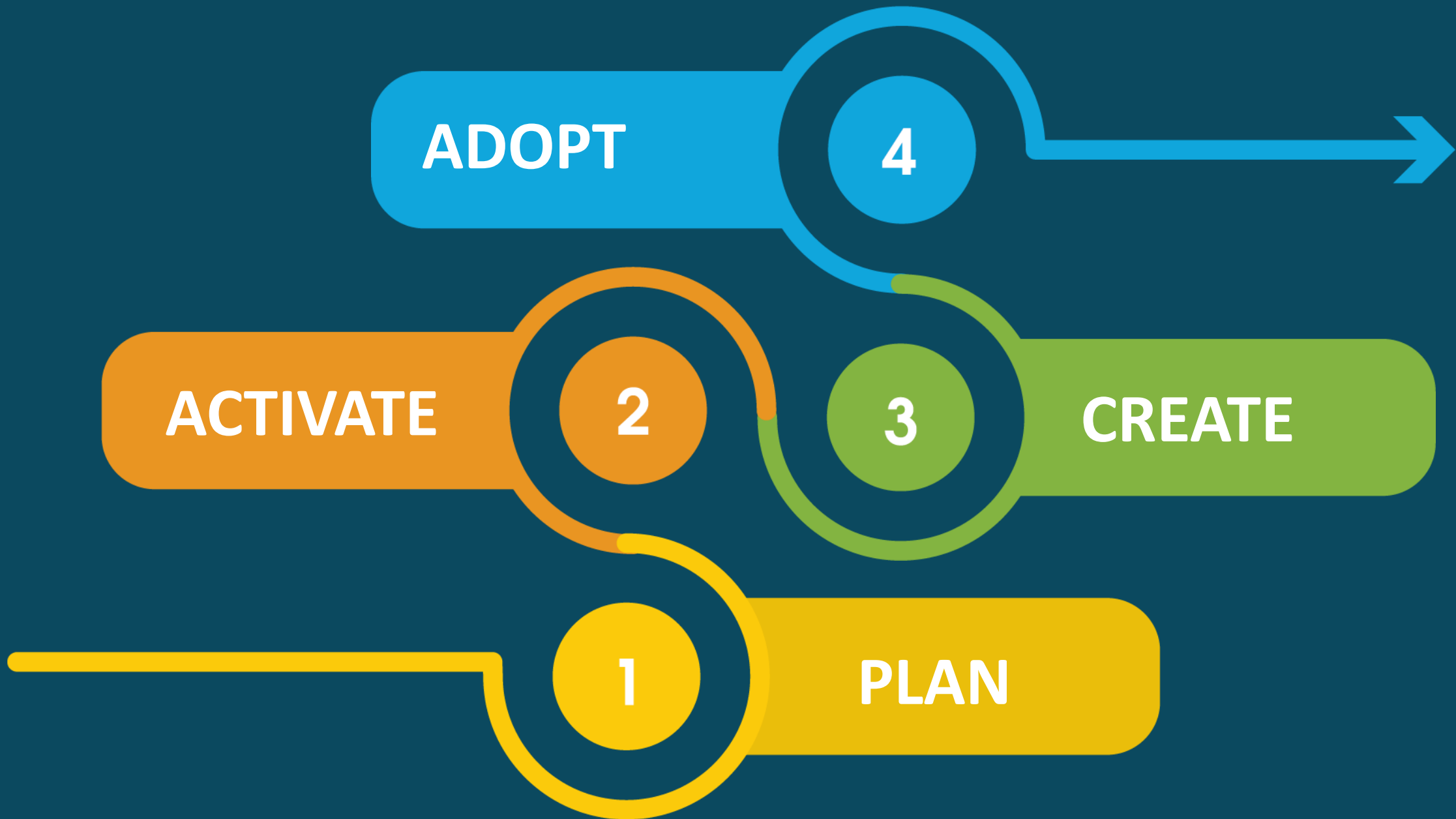
PortraitofaGraduate.org

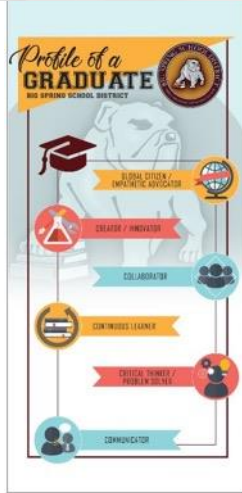
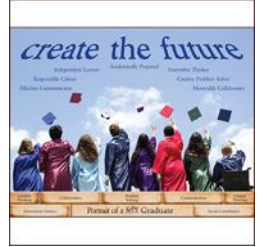
Redefining Success



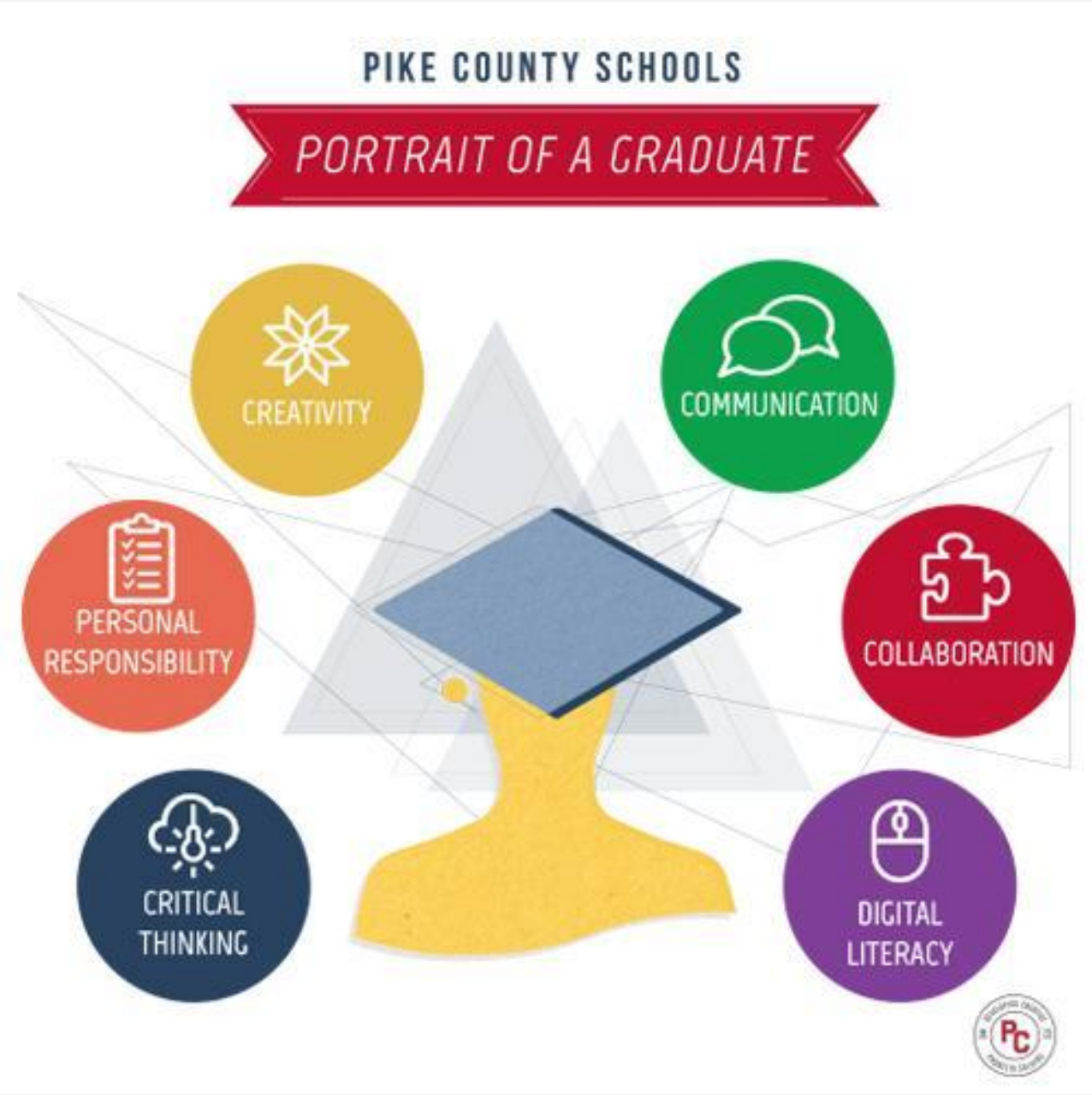
Leverage the Community







Pike County (GA)



Northern Cass (ND)



Aptakisis-Tripp (IL)



PORTRAIT OF A GRADUATE

D102 APTAKISIC-TRIPP
SCHOOL DISTRICT 102

Skilled Communicator & Collaborator

- Speaks and writes for authentic purposes
- Communicates in multiple formats
- Listens actively to understand
- Designs communication for target audiences

Effective Problem Solver & Decision Maker

- Exhibits curiosity
- Evaluates ideas based on evidence
- Considers multiple points of view
- Seeks new solutions

Ethical & Open-minded Global Citizen

- Embraces unique perspectives of others
- Disagrees respectfully
- Exhibits integrity, honesty, empathy, fairness, and respect
- Demonstrates personal, civic, social, and global responsibility

Determined & Empowered Individual

- Accepts feedback and grows from it
- Works persistently to reach goals
- Embraces change with confidence
- Seeks balance in life



Evergreen (CA)



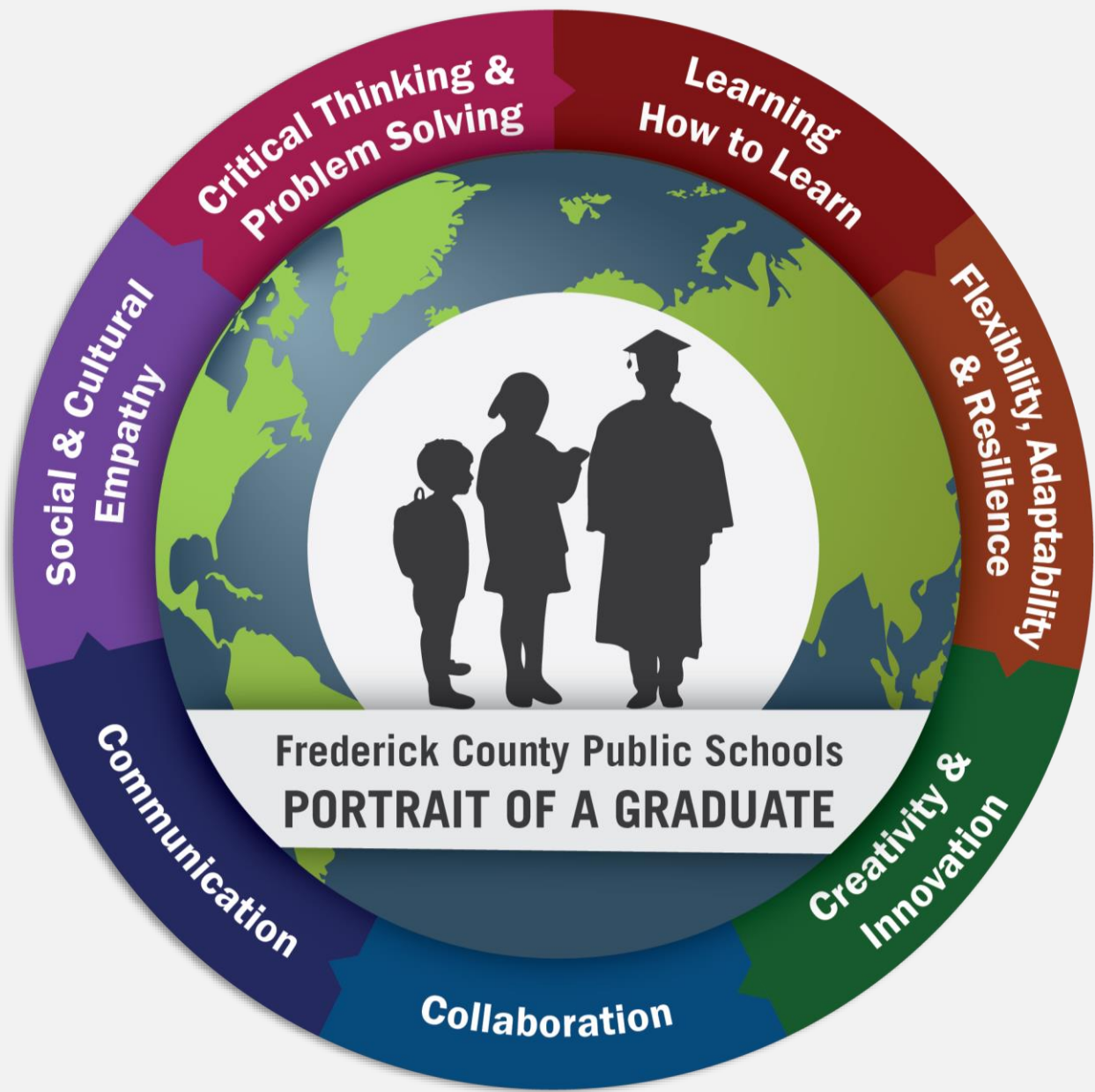
Evergreen School District Profile of a Learner

We engage students in authentic learning that prepares them with the skills to be global minded citizens.

Learner	Communicator	Collaborator	Critical Thinker	Innovator	Advocate
<ul style="list-style-type: none"> • Demonstrates academic literacy: Reading, Writing, Math, Science, and Social Studies. • Is self-directed. Perseveres through difficult tasks. • Overcomes academic and personal barriers to set and meet goals. • Communicates effectively to share knowledge and thinking. • Uses content knowledge to lead ethically and responsibly. 	<ul style="list-style-type: none"> • Acknowledges multiple perspectives and conveys empathy in various exchanges. • Employs active listening strategies to advance understanding. • Speaks in a purposeful manner to inform, influence, motivate, or entertain listeners. Incorporates effective writing skills for various purposes and audiences. • Uses technological skills and digital tools to exchange ideas • Expresses thoughts, ideas, and emotions meaningfully and creatively. 	<ul style="list-style-type: none"> • Works interdependently and inclusively to promote learning, increase productivity, and achieve common goals. • Seeks and uses feedback to adapt ideas and implement decisions. • Respects divergent thinking and engages others in thoughtful discussion. • Analyzes and constructs arguments to ensure examination of a full range of viewpoints. • Persists in accomplishing difficult tasks and shares the credit. 	<ul style="list-style-type: none"> • Demonstrates open-ended thought to enhance learning. • Seeks new knowledge. • Constructs arguments. • Evaluates ideas and information sources for validity, relevance, and impact. • Reasons through and weighs evidence from multiple perspectives to reach conclusions. 	<ul style="list-style-type: none"> • Engages in problem solving, inquiry, and designing solutions to overcome obstacles to improve outcomes. • Demonstrates open-ended thought to enhance the design/build process. • Take risks to build resilience through setbacks. • Creates new ideas/products with value and meaning. • Uses information in new or creative ways to strengthen comprehension and deepen awareness. 	<ul style="list-style-type: none"> • Ensures equitable conditions for underserved. • Engages in healthy and positive practices to promote and model physical and mental health. • Reflects on continuous self-improvement and self-advocacy. • Acknowledges, understands, and contributes to solutions that benefit the community on a local, national, and world level. • Promotes environmental conservation and sustainability.

Updated: 4/5/2018

Frederick County (VA)



Windsor Central (VT)



A WINDSOR CENTRAL GRADUATE EXHIBITS...

- **ACADEMIC EXCELLENCE**
- **CRITICAL THINKING AND PROBLEM SOLVING**
- **SKILLFUL COMMUNICATION**
- **SELF DIRECTION**
- **STEWARDSHIP**

Portrait of a Graduate Sketch Tool



Over **7,000**
accounts/unique people creating
accounts and selecting
competencies



All **50** states



Over **60** nations

Name	# times selected
Critical Thinking	2464
Communication	2046
Collaboration	1786
Empathy	1639
Adaptability	1517
Creativity	1467
Perseverance	1446
Responsibility	1378
Learner's Mindset	868
Initiative and Self-Direction	860

**Clarifies
Vision**

**Engages
Stakeholders**

**Articulates
Priorities**



**North Star
for District
Transformation**

**Aligns
Initiatives**

**Builds
Momentum**

**Supports
Coherence**



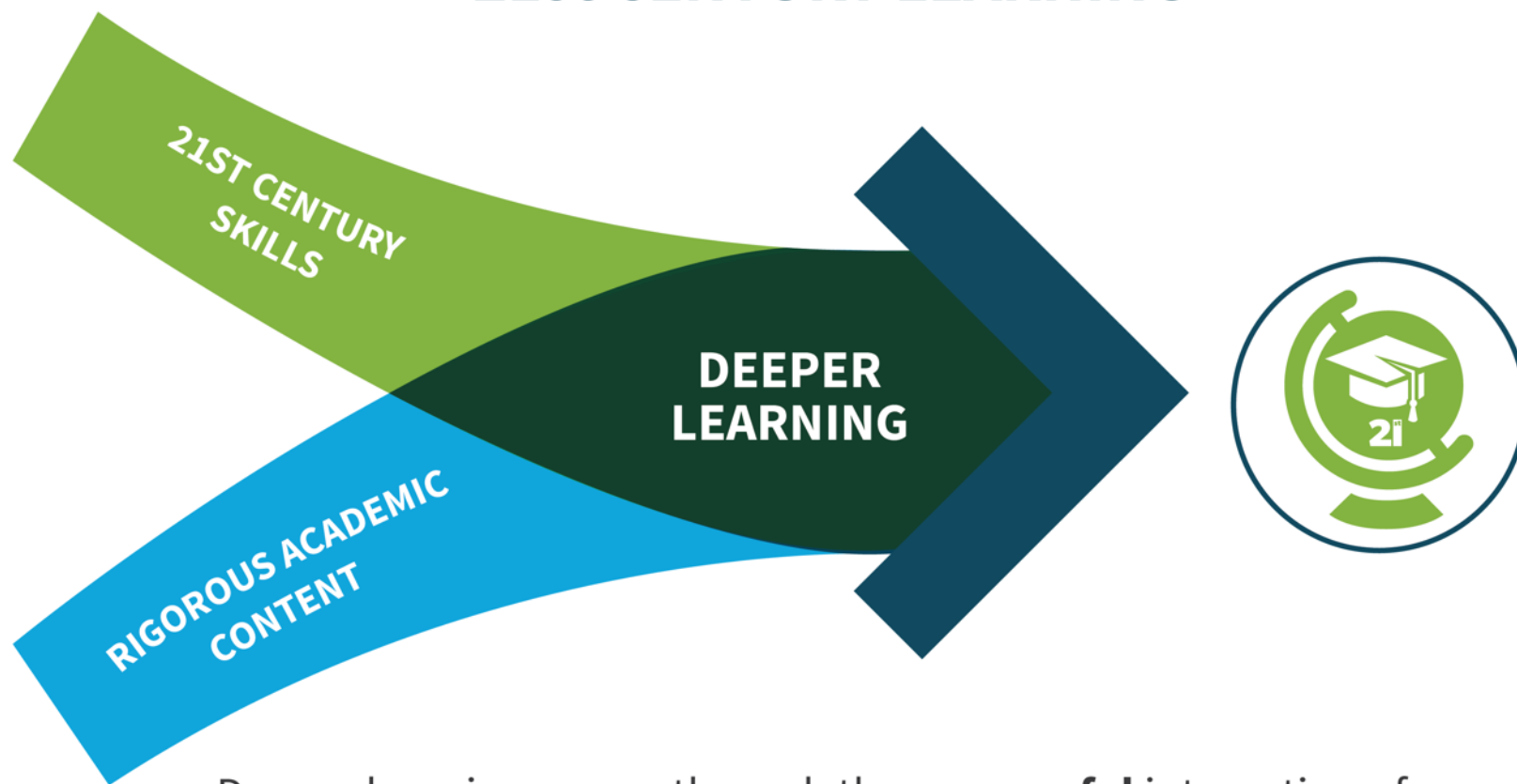
CONFLUENCE







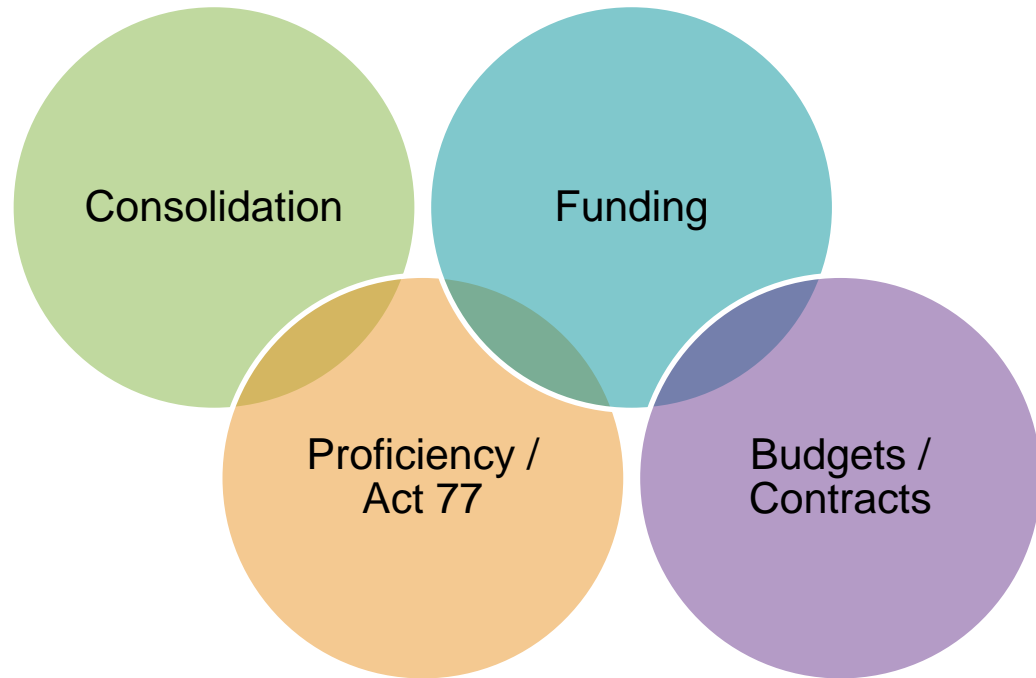
21st CENTURY LEARNING



Deeper learning occurs through the **purposeful** integration of rigorous academic content with experiences that **intentionally** cultivate skills, mindsets, and literacies essential for students to become *lifelong learners and contributors* in the 21st century.

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Local context matters



Portrait to Practice

Experience A



Experience B



Ft. Thomas (KY)



Portrait of a Graduate

- **Courageous Leader**
 - hope, wellbeing, leadership, perseverance, future-focused, planning, strengths-based learner profiles
- **Empathetic Collaborator**
 - compassion, empathy, cultural awareness, collaboration, inclusion, connectedness
- **Global Communicator**
 - oral/ written/interpersonal/ digital communication
- **Curious and Critical Thinker**
 - synthesis, discernment, application, inquiry, reflection
- **Creative Problem-Solver**
 - entrepreneurship, creativity and innovation





★ Designed by TownMapsUSA.com

Yes, and...



Dr. Karen Cheser, Superintendent

Ft. Thomas (KY)

- 17-18: Develop FTIS Portrait of a Graduate
- 18-19:
 - Explore, Play, Highlight PoG competencies
 - Develop instructional blueprints and guidance for use, (i.e., self-assessment, evaluation, grade levels)
 - Create innovative spaces and strategies for experimentation
- 19-20:
 - Embed PoG instructional blueprints in curriculum
 - Expand strategy for building PoG learning experiences (programs)
 - Build professional learning tools/ knowledge management system
 - Begin students' curation of artifacts and feedback for authentic audiences
- 20-21:
 - All students engaged in learning that builds towards our PoG, with opportunities to present artifacts/ learning in capstone experiences for authentic audiences, gaining relevant feedback to use to continue to hone their PoG competencies



INSIGHTS AND INSPIRATION FROM TEACHERS ACROSS AMERICA



What School Could Be

Ted Dintersmith

LEADERSHIP RETREAT 2018



**Interested in building your capacity
to lead 21st century change?**

Register your team for the 2018 4Cs Leadership Academy!

4Cs
LEADERSHIP
ACADEMY

Katy Wall @KatyWallFTIS · 19h
Interactive Food Chains for all! Which one should come next?
#CuriousCriticalThinkers @FTSchools @FTMoyerES



Show this thread

Moyer Elementary and 1 other Retweeted
Kara Yates @KaraYatesFTIS · Sep 14
Reading about several inventors this week inspired our 5th graders to begin dreaming up their own million dollar ideas!
#inventors #creativeproblemsolvers
#curiouscriticalthinkers @FTMoyerES @FTSchools
#ftisgloballeaders



Show this thread

Karen Chesser @FTISSuper · Aug 25
Thanks for inspiring our #curiouscriticalthinkers



Kim Klein @kimkleinHMS
Did some exciting demos today with a methane paint can mini explosion. 😊
@FTHighlandsMS

Karen Chesser @FTISSuper · Aug 25
What a fun STEM class at @FTHighlandsMS with @SMcCoyAnderson Learning coding through @CodeCombat, collecting data on bacteria around the school, designing boats, creating STEM portfolios #curiouscriticalthinkers @FTSchools



Show this thread

Johnson Elementary and 1 other Retweeted
Alicia Wittmer @WittmerFTWES · Sep 14
We are being #curiouscriticalthinkers today as we start our day checking out and discussing history together!



Mr. Matthew Ewald @MatthewEwaldHHS · Sep 20
Peer reviewing our lab reports in Biology class today. It's awesome to watch the @FTHighlandsMS students work on the aspects of the Portrait of a Graduate and help out their classmates! #empatheticcollaborator #curiouscriticalthinker @BBBradfordFTIS @FTISSuper



Show this thread

Key Wall @KeyWallFTIS · Sep 26
I LOVE this STEM Bird Beak activity @inkdream My kids are having so much fun as they engineer beak designs and constantly reflect and modify for improvements! #creativeproblemsolver

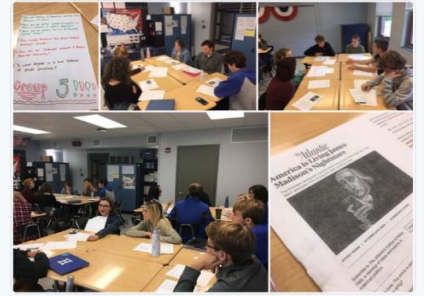


Show this thread

beier_michele_hms @BeierHms · Sep 25
My US History class is utilizing Cospace Edu to create interactive lessons on the 13 colonies. These kids will share with each other, through stations, on Thursday. #tryingnewthings #curiouscriticalthinker #leaders #ftisgloballeaders @FTHighlandsMS



Kodolotigree-yo @HHS_Grillot · Sep 27
#ftisglobal students @FTSchools @FTHighlandsMS Socratic Seminar circles today over @TheAtlantic "James Madison's Nightmare" article! #hagovohat #curiouscriticalthinker #ftisglobalcommunicator



Bill Bradford @BBBradfordFTIS · Oct 12
Super engaged - look at those #curiouscriticalthinker students!

Brian Mercer @BrianMercerEDU
How many Bluebirds does it take to fix a Mac? Great job



Jason Gay @JasonGayLMS · Sep 20
Our VHS Library is a place of Collaboration, Creation, Critical Thinking and Fun! #ftisglobal #ftisglobalcommunicator #ftisglobalcollaborator #ftisglobalcreator #ftisglobalcriticalthinker #ftisglobalfun #ftisglobalcollaborator #ftisglobalcreator #ftisglobalcriticalthinker #ftisglobalfun

Fort Thomas Pride Community Supporters and 4 others liked
Fort Thomas Schools @FTSchools · Sep 11
Today at @FTHighlandsMS our students spent time with @inkedu Study Abroad students from Japan learning about their culture. They spoke English, our students spoke Japanese! #ftisglobalcommunicator



Show this thread

Highlands Middle Retweeted
Susan Anderson @SMcCoyAnderson · Sep 18
Collaboratively playing a @quiet live game makes science review more engaging. @FTHighlandsMS @FTSchools #EmpatheticCollaborator



Show this thread



Show this thread

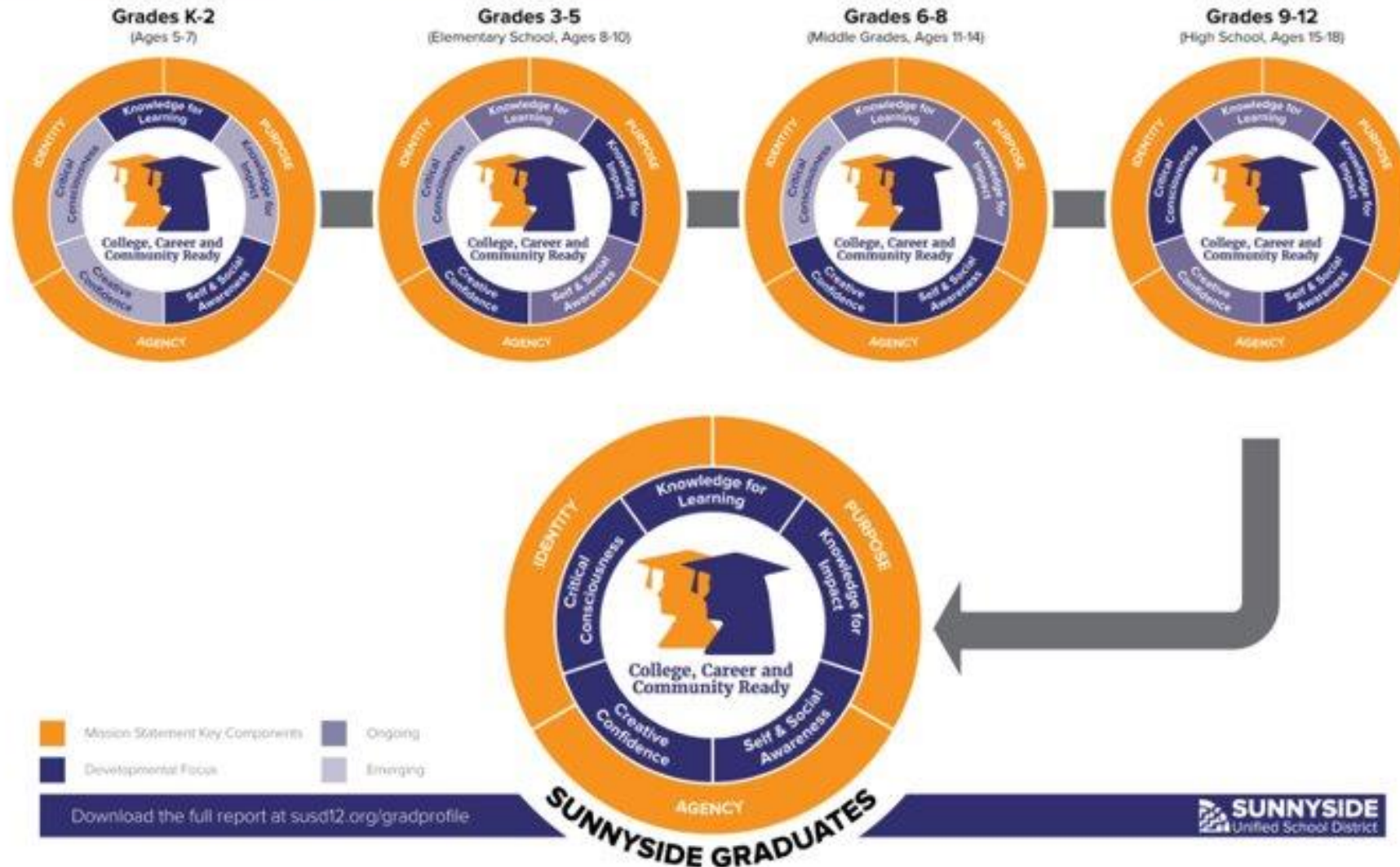
Highlight, Explore and Play



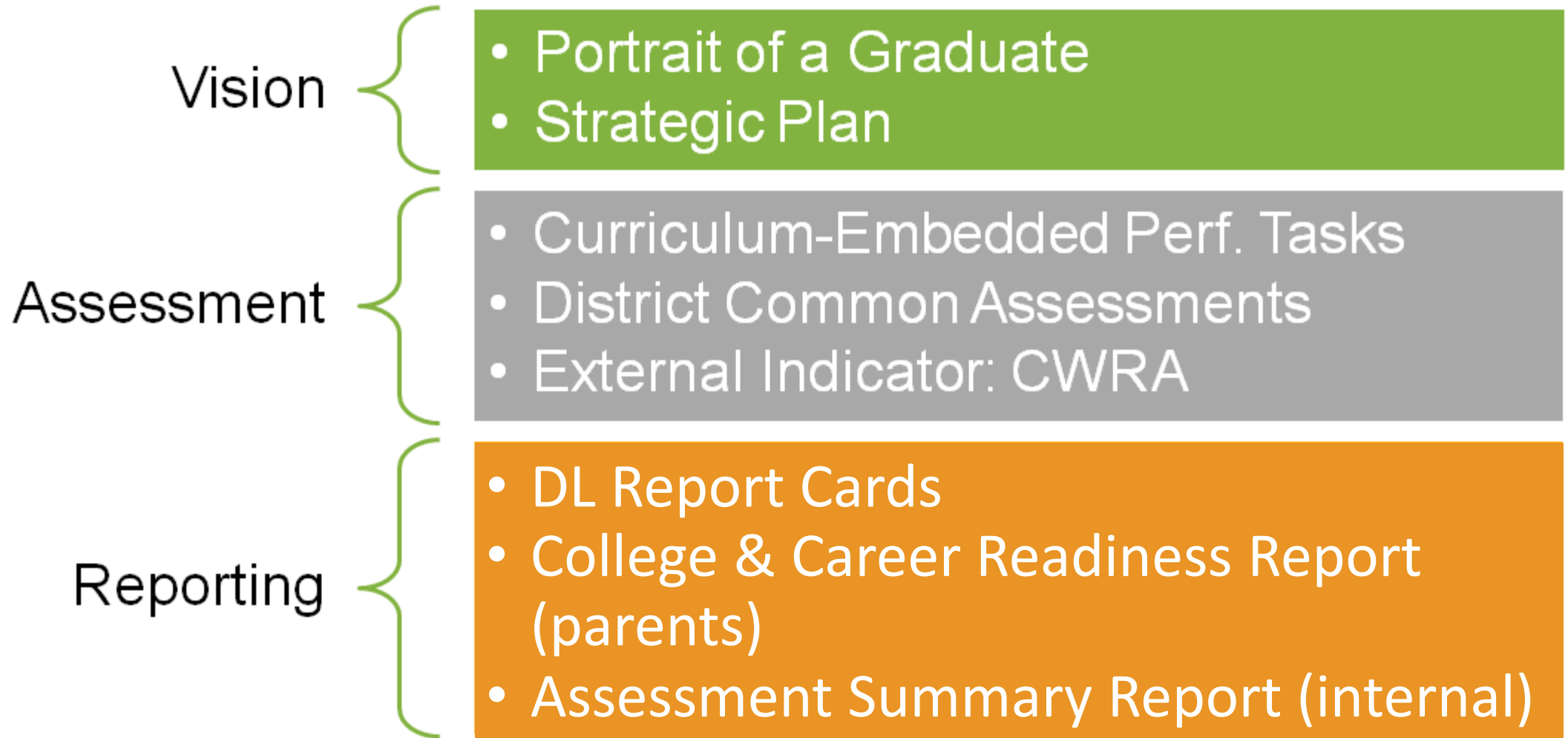
SUNNYSIDE UNIFIED SCHOOL DISTRICT GRADUATE PROFILE

Sunnyside's Graduate Profile provides an unparalleled level of clarity aligning our mission and vision to drive the work forward through five competencies key to each student's journey towards graduation: 1). **Knowledge for Learning**, 2). **Knowledge for Impact**, 3). **Creative Confidence**, 4). **Critical Consciousness**, and 5). **Self and Social Awareness**.

The framework below is based on four grade spans that provide schools with the flexibility to engage certain competencies at different times during the student journey. This allows our District to capture the summative experiences that mark each child's learning journey.



Catalina Foothills School District (AZ)



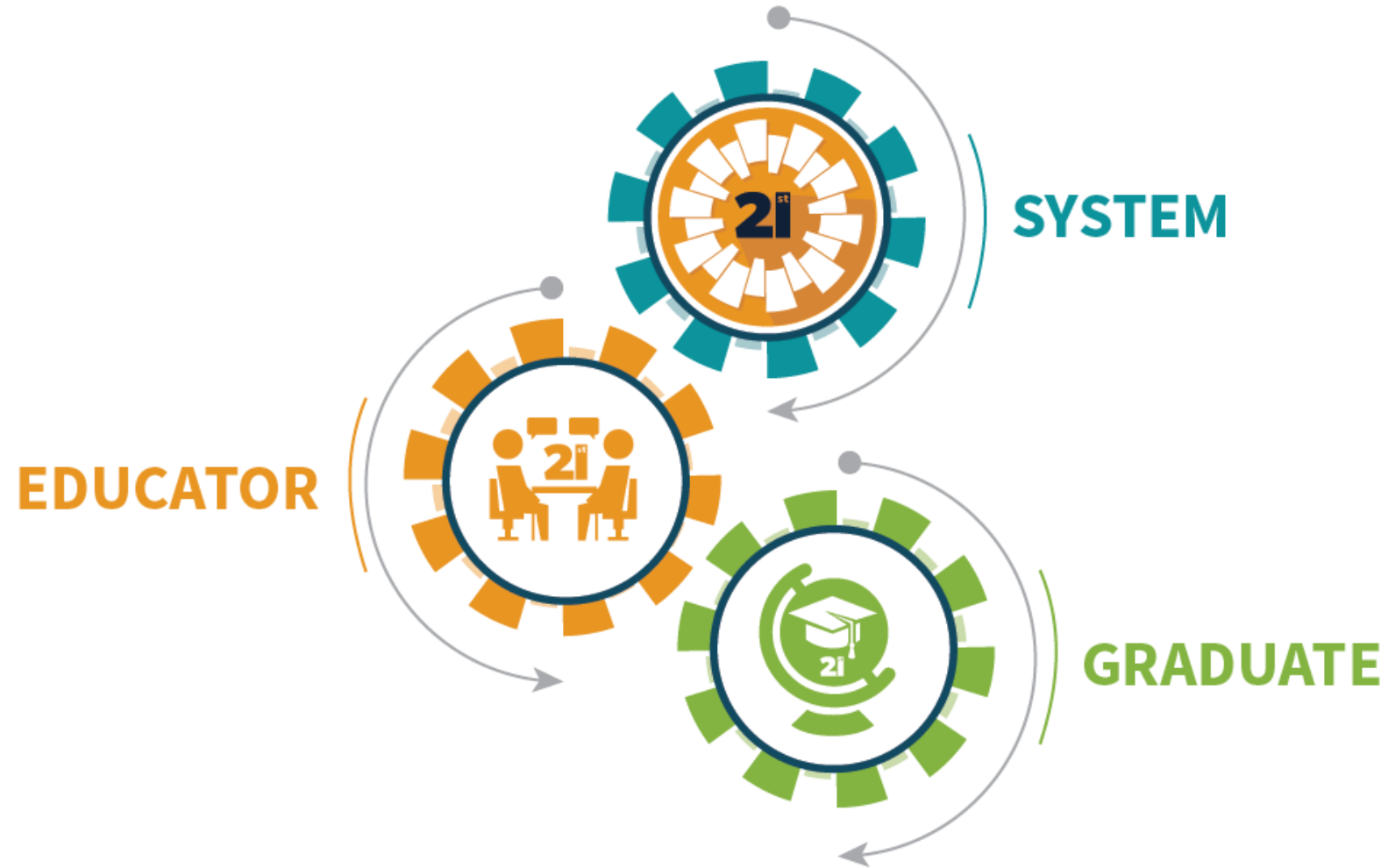
CREW CULTURE



What Kind of Guide & Crew are You?



The Nested System



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Life conditions have changed.
How do we best support
today's educators?

1800s



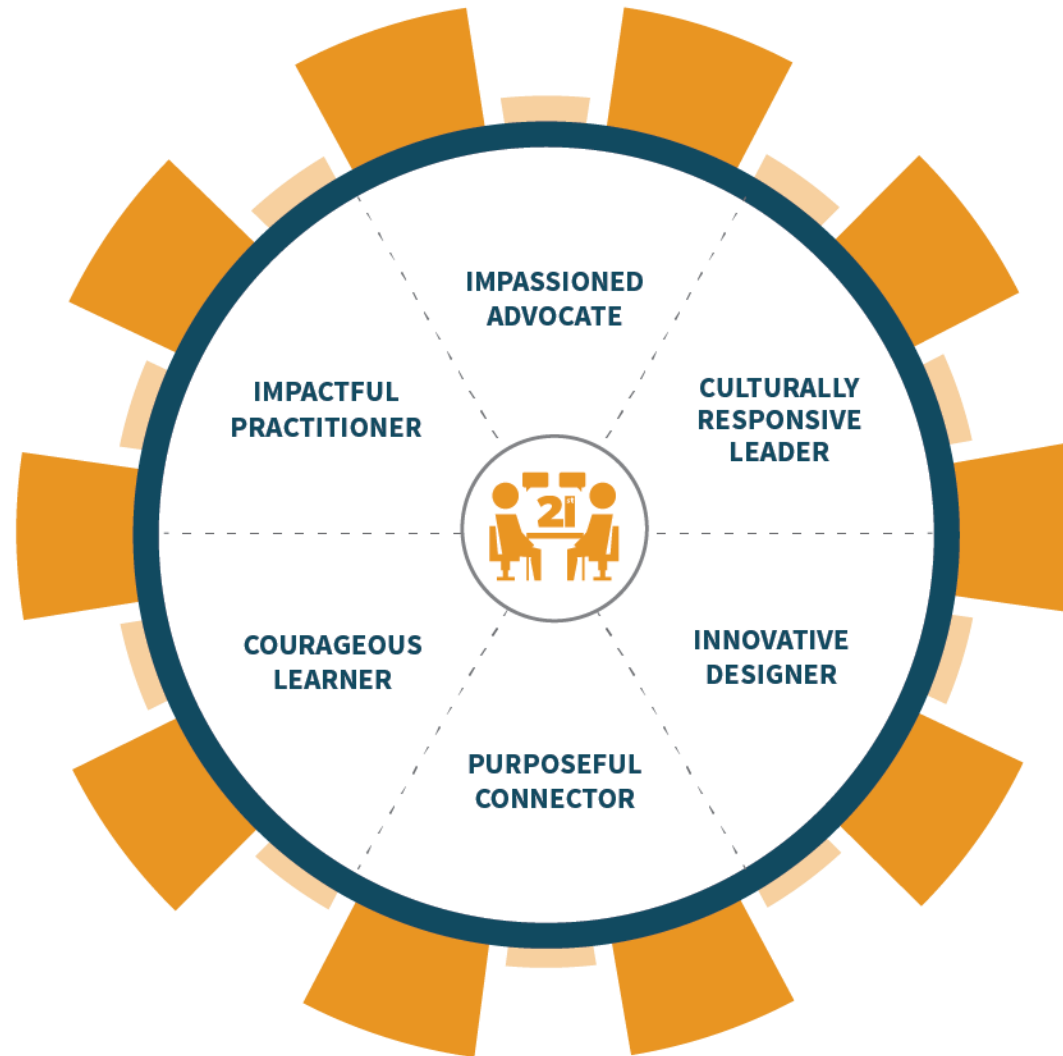
1900s



Today



Portrait of a 21st Century Educator



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4Cs Leadership Practices



BE A CHANGE AGENT



BUILD CAPACITY
AND CONTINUOUSLY
IMPROVE

4Cs

MODEL THE 4Cs



NETWORK



CREATE VOICE
AND CHOICE

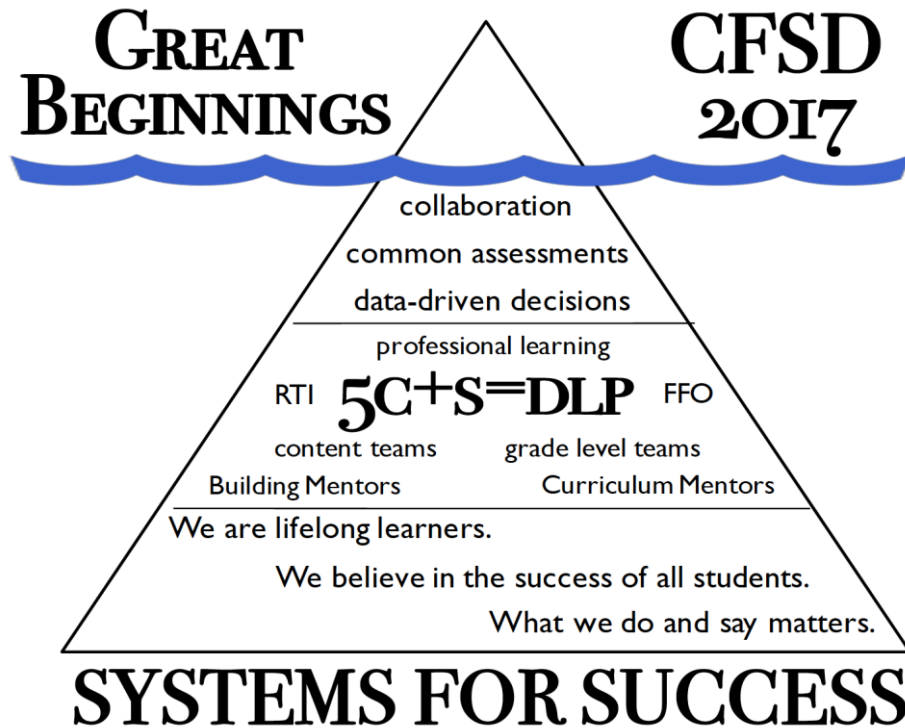


BUILD TRUST AND
CREATE SPACE
FOR FAILURE



FOCUS ON DIVERSITY,
EQUITY, AND
INCLUSION

Systems Drive Behaviors



CFSD PROFESSIONAL PATHWAYS

THE LEARNING CYCLE

Where do I start?



For summer learning,
follow the teal timeline.



For school-year learning,
follow the blue timeline.



Summer and School-year Professional Learning Cycles run concurrently, following the same process, but beginning at different times of the year.

©CFSD; 8/2017

Frederick County Public Schools (VA)



Lead the Culture



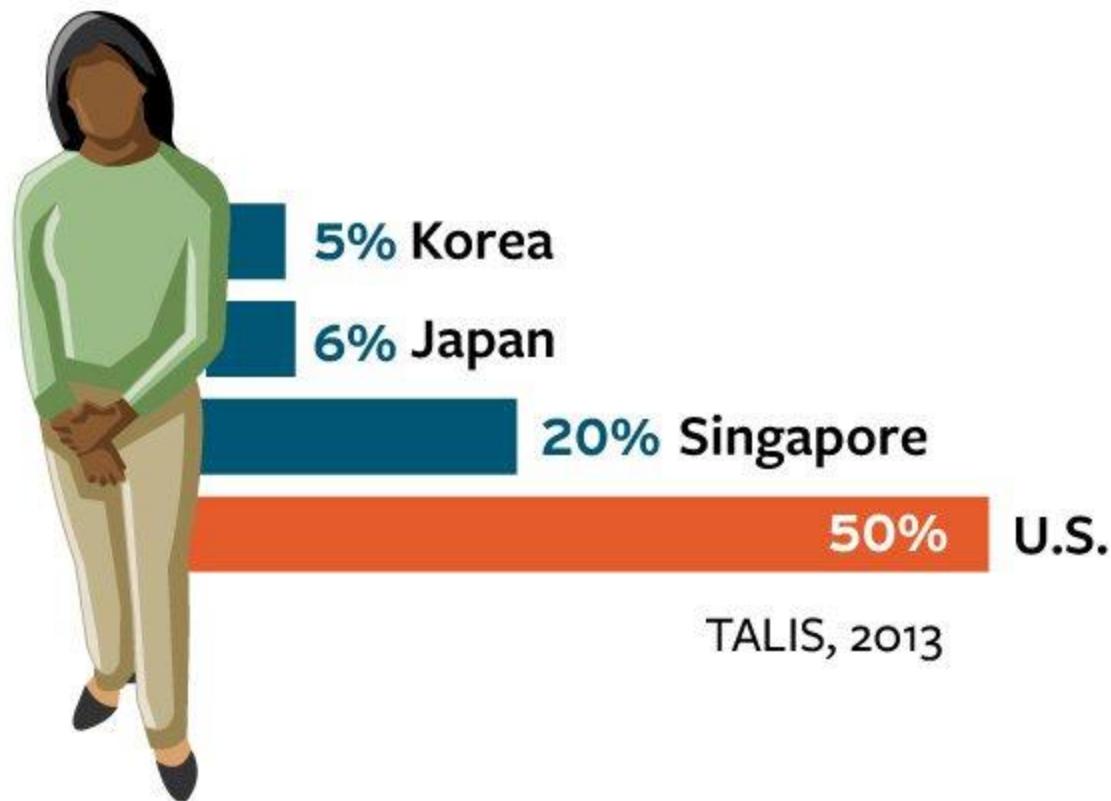
The most effective teachers turn to their colleagues for advice (while weaker teachers don't bother)



<https://digest.bps.org.uk/2018/08/03/the-most-effective-teachers-turn-to-their-colleagues-for-advice-while-weaker-teachers-dont-bother/>

Teacher Leadership—Seek Feedback

**Percent
of teachers
who have
never observed
a colleague teach**



Learn more about why this matters

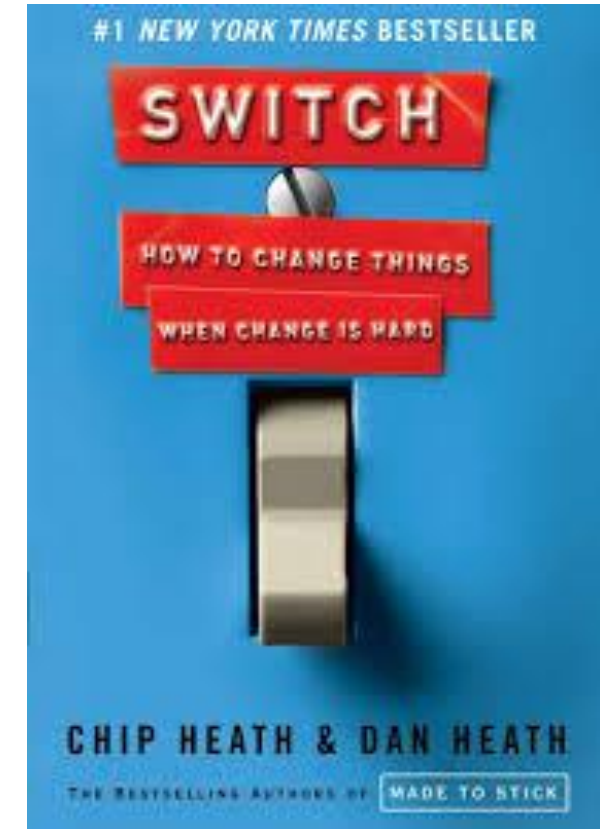
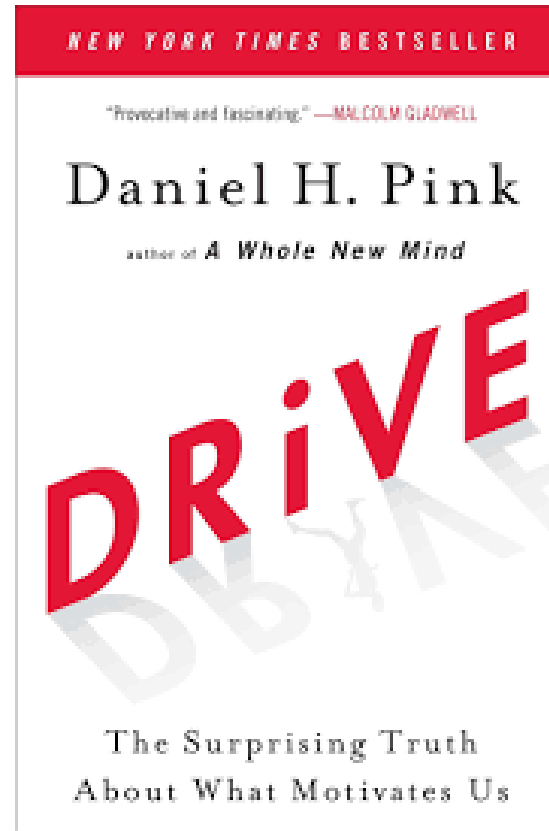
teachingquality.org/deeperlearning



Intrinsic Motivation

Want improved performance? Forget rewards.

- Lloyd and Barenblatt, 1984
- Boggiano et al., 1989
- Gottfried, 1995, 1990
- Boggiano and Barret, 1991
- Harter and Jackson, 1992
- Deci, Ryan, and Koerstner, 1999



FINAL THOUGHTS: SCHOOL BOARDS & SUPERINTENDENTS



Portrait of a Graduate is a key lever..



Clear Vision



Confluence



Crew Culture



**“The Portrait Design Team
experience impacted my parenting!”**

— PRINCIPAL —

**“I enjoyed and learned a tremendous amount from
collaborating. The experience brought out so much
creativity and perspectives that I would
not have otherwise gained.”**

— BOARD MEMBER —

**“As we identified competencies we wanted for
our students, I saw design team members really
trying to model those competencies.**

— ADMINISTRATOR —

School Board Members

- Join/Nominate Portrait Design Team
- Formally Adopt Final Portrait & Strategic Plan
- Establish Supportive Policies



Superintendents

- Engage Board
- Own Communication
- Portrait >> Strategic Plan >> Portrait to Practice



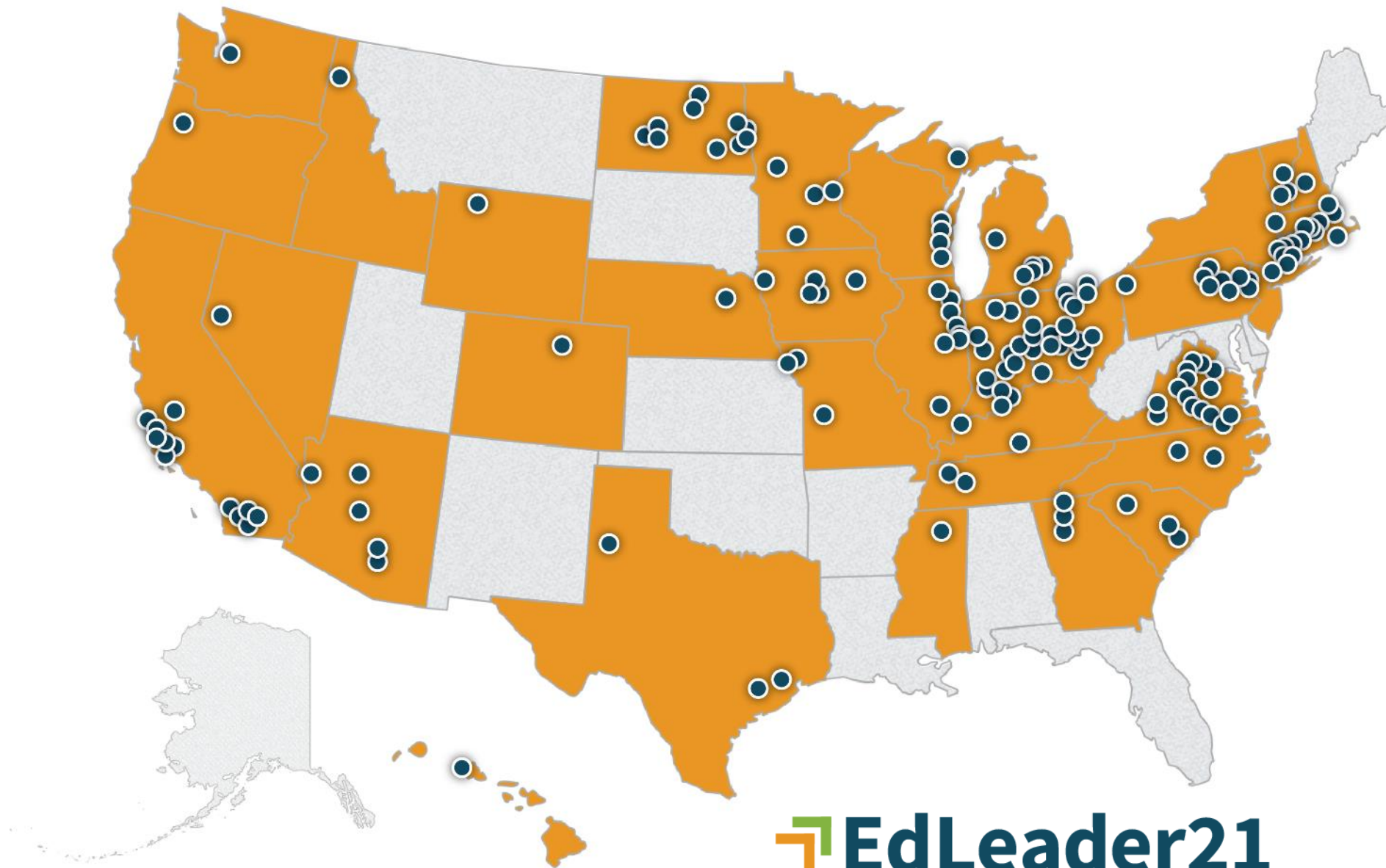
Include Student Voice

- Rural youth can be essential contributors to the well-being and vitality of the community.
- Students learn **valuable workplace competencies**, gain **opportunities to test their vocational and recreational interests**, and develop **meaningful relationships with adults in their community**.

Northwest REL, Miller, Bruce. The Role of Rural Schools in Community Development: Policy Issues and Implications http://jrre.vmhost.psu.edu/wp-content/uploads/2014/02/11-3_3.pdf

Power of Networks





 **EdLeader21**
A Network of **Battelle**for**Kids**

“You are living in a **white water world**. You must be more like a white water kayaker who skillfully reads the currents and disruptions of the context around you.”

John Seely Brown, “Chief of Confusion”

Commencement Address, Arizona State University, 2015

A person wearing a wide-brimmed hat, a plaid shirt, shorts, and a backpack stands on a large, reddish-brown rock in the foreground. They are looking down a river that flows over numerous rocks, creating white water rapids. The river is surrounded by a steep, rocky hillside covered in green shrubs and trees. The scene is brightly lit, suggesting a sunny day.

They're upstream.
Are you their crew?

Questions? Let's Connect!



Valerie Greenhill

Vice President

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🐦 [@val_green](https://twitter.com/val_green)

BattelleforKids

We are a not-for-profit organization committed to collaborating with school systems and communities to **realize the power and promise of 21st century learning for every student.**



How We Help

 **Portrait of a Graduate**
by Battelle for Kids

 **Strategic Planning**
by Battelle for Kids

 **Portrait of a System**
by Battelle for Kids

 **Portrait of an Educator**
by Battelle for Kids

 **Portrait to Practice**
by Battelle for Kids

Rounds
by Battelle for Kids

HC21
by Battelle for Kids

 **Luminaries**
by Battelle for Kids

 **EdLeader21**
A Network of Battelle for Kids

 **SOAR**
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QUESTIONS?

Thank You

