Design Idea: INNOVATION

Our Hawaii public schools will create and sustain an organizational culture that values innovation and unleashes curiosity and creativity in all learners.

Input from post it notes and chart papers:

Bias toward <u>action</u>   immerse all learners in methods/process of innovation
Teachers are going to "teach to the test" anyway, so change the TEST, ie Test for creativity & innovation.
Leaders (of DOE and of school) should have <u>shared</u> and [?] clear, simple <u>vision</u>
Culture penalizes failure. "Playing not to lose"
Prioritize, Review, Reduction [?], Simplification of top down rules: The 'rules' are holding back innovation. Some rules only need a tweak.
Stronger vocational education program that would allow students to graduate with associate's degree in field of choice!
DOE --> more long-term consistency in vision and direction Don't change things/reporting on teachers & schools [sic]
Find ways to increase % of principals who work with this vision and with community to reach goals like GRAD [?]
DOE bureaucracy mind-set is too risk adverse -- need to look for ways to say yes -- not no.
Project-based learning -- integrated with Arts -- find passion/student centered --problem solving collaboratively
Need time for teachers to collaborate content into project based curriculum
Focus on Hawaii's natural strengths -- rich multicultural, strategically located, and acceptance of our unique diversity.
Need to ensure access for all students --"hot spots"
Provide opportunities to interact & innovate face to face in the classroom
Use "creativity and innovation" per Ken Kay to revisit/expand/[??] GLOs. How do we achieve this? •Use Community empowerment and engagement (process) •Create [?] <u>culture</u> change [handwriting?]
Have shared decision making across all stakeholders
Learning beyond the walls
Inclusion-choice of students & parents   If a supportive aide can sit with a disabled student in a fully self contained classroom, that aide can sit with that student in a regular education setting & students
Integrate life coaches or holistic health coaches into education system to empower good communication, relationships, diet, discipline, and desire to learn for further education from K-12 & beyond
Teach coding in school, make it mandatory for teachers & students
Make Running Start a "Real" Program
Empower and unleash what is in each of us--sense of safety and play to explore with no pre-set expectations. To be proud of production & contribution.
Excessive testing kills innovation
If we are not interested/curious we are not engaged
Because we are losing kids in H.S.--mentally 'dropped out" - they are losing curiosity
Classroom & DOE--production ->pride & ownership, sense of play
Looking out of the box for problem solving
Empower non-traditional student leaders through specific affirmation of their behaviors.
Flyer included: "Living Values Education" An international non-profit organization www.livingvalues.net Deborah Burnham LivingValuesKauai@gmail.com

Make scripted curriculum a resource rather than a mandate
Hire teachers that are innovative, collaborative, critical thinker [sic]
Integrate Na Hopena into schools as a structure for student learning
Schools should be hub of community
Mandate school visitations for principals, BOE, teachers, parents to replicate
Create State Leadership that models "Student B"
Innovation needs time
4 by 50 school system
Change out the "old" K-12 in which you wait a whole year to move up a grade or fail the year. Change to four strands •Science (50 blocks ea 8 wks) •Math (50 blocks ea 8 wks) •Eng/Soc St (50 blocks 8 wks ea) •Elective (50 blocks 8 wk ea)
More emphasis on using Austin's Butterfly process peer feedback throughout all school systems
Too much compliance has stifled innovation.
Change policy that reflect 50's mentality
Allow & encourage homework that focuses on finding answers in different ways
Invite innovative thinkers to talk at school functions
Don't focus SOLEY on STEM, also involve the Arts
We need to have the Arts in the school   Dance & Music & Drama
Early learning needs to be included in all design ideas!
Provide support and recognition to teachers who implement new ways to promote innovation Teachers need to be empowered
Schools need time and space for innovation & collaboration
Assess student creativity and innovation
Self-directed learning environments for students to direct, create, design, etc. Non-directive classrooms
Identifying or c[??]g down classes based on career choices.
Why does graduation credits have to be 24 cr when the past credits to graduate used to be 18 cr & so forth
Give teachers more time to collaborate within schools and vertically within the complex area to be innovative to help students be innovative
Job training w/opportunity to earn money as an elective
Do whatever it takes to bring back the arts to all students in a significant & meaningful way
Reinforce internal motivation to foster imagination and innovation
We want to encourage failure! And then guide schools (students teachers, etc.) to pick up and try again
The obsession w/technology impedes creative learning. Future tech not sustainable because of cost. Focus less on tech and more on creative thinking and problem solving
Focus on teaching & learning, not technology. Focus less on testing & scores & more on the actual learning process. All this focus on meeting standards & test scores promotes mere memorization, not learning.
Less overt teaching to the test --> more problem based learning and projects
Place value on ALL subject areas, not just STEM & english. Encourage students who thrive in other areas like social studies, humanities, & the arts. This will foster engagement in students of all skill levels & subjects
Trust students to do what they need to do to accomplish what they need.
Less focus on keeping up with technology and more in the thinking process or collaboration/creativity
Mindsets need to be changed from principal down to students in order to move our culture toward transition.
Include civics in early years. Make students' voices count from the beginning!
Less emphasis on technology; more on creativity   --Ruth, College Teacher
If innovation is an important design idea and we are saying that we value it then this needs to be communicated very clearly to all stakeholders including where it stands in relation to one curriculum and standardized tests
All stakeholders must embrace culture of change; allow for trial & error & time; allow student to fail and

	try new things
	GLO opportunities in different situational settings to build skills.
	Assessment of students by their strengths (smaller student to teacher ratio)
	Put less emphasis on non-diagnostic testing
	Encourage teachers and principals to try new things to take risks.
	Failure ok •imbue culture •system doesn't allow for differences
	Focus on creative critical thinking, not gadgets.
	How to create an organizational culture that unleashes innovation when controlled by outside forces?
	Major innovation systems modeled @the top before it can be implemented w/in the system
	Add creativity & innovation to GLO & train teachers with examples
	We are trying today to think outside the box. . .need to realize system change requires creating a different box or no box at all.
	IF change is possible, need long-term plan for ongoing, regular participation like today. --People serving [?] as advisory/think tanks to innovate as we go
	Allow teachers to teach courses without so much red tape that align to student interests and teacher strengths that would expand the ACCN
	Value innovation over "compliance" with existing requirements
	Need alternate source of funding (taxes to help pay for public education) Keep funding alternative programs that foster positive outcomes for students (e.g. Pookela) @ CHS
	Value innovation over compliance
	Grants for funds. Professional Development. Freedom of Curriculum. Trusting your teachers. Resources Funding Support
	Promote and support middle level education as the means to kick start innovation throughout the system
	What do we STOP doing so we can make room for innovation? E.g. stop relying on national curriculum/outside expertise over Hawaii based curriculum expertise
	Allow teachers more flexibility to be creative and innovative, less prescription of curriculum, texts, etc.
	Evaluate staff on the GLO's. Students learn through modeling adults
	Empower kids' natural curiosity by giving themselves complex puzzles to solve co-operatively rather than fill-in the blanks or multiple choice. Empower them to learn for themselves & contribute to the learning of others.
	Support mentor relationships between teachers & students
	Learning is relational Build systems that encourage relationships between teachers & students, & students & students
	Use Charter Schools as a model to encourage innovation. Each school can be a prototype based on a shared vision & purpose & measured based on the State Education Vision Jori Manske, Nonviolent Communication
	Internships Field Trips Allows students to experience other fields, which may ignite interest/enthusiasm about that field
	Please encourage systems for structured teacher collaboration (like Ken Kay's suggestion of presenting project ideas to a board of peers)
	Creating positions where PD can be integrated into co-planning & co-facilitating sessions w/a resource teacher (not just STEAM)
	Ask teachers what training they want/need
	Good open-ended learning projects can be done with a range of learners, even grades. Get peer input/approval.
	Require better alignment of teacher preparation and licensing standards w/employment pathways of the DOE
	Support teacher experiences outside classrooms (Externships/summer internships exposure of learning outside of Hawaii, and spending time in companies)
	Teacher pay-- merit pay? Other rewards.
	Improve teacher-child ratios.
	No mandates for 2016-17 to allow us to shift to an innovative mindset

	Propose a Hawaii plan to meet Hawaii needs for all its island learners--that honor the Hawiian language, culture and history of its multicultural population as an Innovative Model
	Change "Walkthrough" checklist to include evidence of 4c's instead of just "best practice"
	ESSA Plan supports teacher preparation & professional development to align with educating Hawaii's children (island culture) through multiple models. (Charter, Hawaiian-focused, Hawaiian Immersion
	Students, community members, parents, teachers learn together
	Connect to "Why are we learning this?" Show practicality
	Innovation done w/fidelity based on best practices, not just b/c it's the new fad
	Learn how to use differentiated classes based on proficiency-based models
	Provide $$ for PD to train teachers who are used to teaching "Student A" Don't reinvent the wheel. . .there are lots of other programs out there that can be used.
	To improve community private & public partnerships to be open to the various resources available
	Innovation occurs when there is trust in a system. How can we innovate amidst the alphabet soup of prescribe(d) curriculum & mandates?
	Digital learning is not the only way to innovate. What about Arts integration?
	Creating spaces/PD credits/cohorts that promote innovative ideas & brainstorming for teachers & schools
	Stop(?) mandated programs --More emphasis on teaching approaches & instructional strategies
	Innovative mindset needs to be developed from young age: early elem: play as learning
	Arts integration as an approach to learning as well as digital learning
	Immersion education is innovative and represents our unique place in this world.
	See "HA" Office of Hawaiian Education
	Allowing schools agency(?) will likely increase their ability to be agile, adaptive & innovative. Innovation happens when there is freedom to try.
	Every school should be a charter/lab. (End the binary between Charters & DOE)
	Change is eminent (imminent?) yet there is a fear of change
	Nothing of real value in education is "innovative"--all are matters of best practice
	Courage is required to guide positive/transformational change
	Competency based ed + proj based Show how learning can relate to real world Start w/real world learning/performance objectives
	Connect innovation throughout P-20+ higher ed.
	Align GLO's
	Invite employer input regularly
	Implementing career based pathway systems in schools
	Teachers who are ready to innovate need to be empowered, given resources, support
	You should think about implement [sic] rubrics for teachers because it's the key to help students transform. It's part of it's accountability
	Create High Tech High-- Schools can pitch innovative ideas, get funding to do pilots, those who get funding help scale project
	Teach entrepreneurship --to students, --teachers, --minimum requirement for all HI students business plan, --encompasses student B qualities
	Technology integration --Teacher support (PD) --Reward innovative technology teaching projects --Explore/pilot adaptive/personalized learning
	Contract out custodians, café staff & security.
	Students choose a career pathway/interest Courses use that interest in core classes to motivate students/make learning meaningful
	Partnership with community in the areas of focus e.g. medical field, car repair, construction (speakers, field trips, mentors)
	Curriculum based on standards but made relevant through interest examples
	Assessment based on learning-based (hands-on) projects.
	Leverage existing extra curricula activities like robotics, maker space, Olympiad and integrated best practices into class. [sic]

	The diversity of our schools is our strength. Share facilities & resources between independent & DOE schools
	Innovation: it tough to do something innovative when a DOE office puts up many red flags [sic]
	Empower principals to be able to hire people who are best (innovative) for students. A piece of paper (license) can sometimes be a road block to attracting or retaining the best
	Innovation and creativity does not need to be outsourced. Expert are currently employed at schools, they just need an opportunity to share their expertise.
	Requiring all H.S. students to reach the same "finish line" is a big reason students are not engaged in their education and stifles innovation
	Please provide guidance & support for middle schools--our "early adolescents" should not be treated like "mini" high school!
	Don't reinvent the things that are doing okay -->give us time, we will then do it well.
	Start with empowering teachers to do this among themselves first. Time needs to be planned for teachers to be able to collaborate
	Integrated curriculum can address multiple content area and inspire creativity though the planning and preparation required is "much" -->how can teachers be -->allowed this time? -->Also, with the butterfly activity: with standards based education, we don't have the time to use this effective technique
	Design - learning Universal Design Energy efficient Beauty in design
	Let children self-direct their areas of learning and supply them with the resource they need in an supportive environment
	How will you convert from Student A to Student B?
	Accelerated Self-Directed learning w/Guidance Counseling throughout DOH & DOE - OTR/L
	Academies for certifications for practical jobs/vocations right out of H.S. DOH & DOE - OTR/L

Hopefully there are or will be enough qualified teachers to accomplish this.
How can we have innovation when we have state determined curriculum programs?
Bring families into schools; bring art into schools; new role for libraries
Allowing innovation mean we will need to allow adults to be innovative. How will we do this with prescribed curriculum and the alphabet soup of mandates?
The organization of public education in Hawaii should be transformed to embrace school empowerment. The existing vertical top-down organization hinders it. The individual schools should be able to make the educational decisions that affect their students. For example 90% of the funding for public education should be distributed to the individual schools which should have the power to make expenditure decisions.
Involve parents; strengthen parent constituency; vocal community; teachers have to be more understanding, compassionate, have students take some control and have a say; make sure students see teaches as personable; construct knowledge in all fields through well-rounded curriculum
Give teachers flexibility in creating curriculum (English teachers are mandated to use Springboard, however 11th grade requires Expository Writing, which it does not support); technology based programs are expensive to keep, like Achieve 3000
Why is innovation only including tech? Thinking through mindsets and other applications of innovation. Needs to be more. How do we create the space and time for teachers to be innovative with so much on their plate? Encourage innovation at the admin level; innovation can be seem as if it is bad teaching.
Project based learning
Isn't innovation a mindset? How can it be fostered through GLOs and starting from an early age? How to change the mindset towards performance assessment?
Flexibility needed; too much emphasis on equality; High Tech High – project based ; school innovation grants; bring entrepreneurships and innovation projects into the classroom.
Highlight what's working; tuning protocol; how do you develop a mindset for innovation from young age? STEM – STEAM; good ideas grant; PD in PBL and performance tasks for classroom implementation