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# Prekindergarten-16 Council

— SOARING TOGETHER —

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Lift Off: December 16, 2016



## Authorizing Legislation

Act 133 (2010 legislative session):

(Section 1) Policy:

“It is the policy of the state of Vermont to encourage and enable all Vermonters to acquire the postsecondary education and training necessary for the state to develop and maintain a skilled, highly educated, and engaged citizenry and a competitive workforce.”

# Co-construct our future through collaboration, shared understanding and commitment to action.



Identify and Build on System Strengths

Coordinate and better align the efforts of the prekindergarten - 12 education system with the higher education community.

Discover high impact opportunities that council aspires to pursue.

Revise and create new strategies, systems & processes to support goals.

Initiate plan that guides council's decision making and actions.

# Our SOAR Journey



## Morning

Welcome & Connecting

**Strengths:** *What can we build on?*

*Personally*

*Collectively*

**Opportunities:** *What are our 'stateholders' 'asking' for?*

## Afternoon

**Aspirations:** *What do we deeply care about?*

**Results:** *How will we know we are succeeding?*

"I THINK AT A CHILD'S BIRTH, IF A MOTHER COULD ASK A FAIRY GODMOTHER TO ENDOW IT WITH THE MOST USEFUL GIFT, THAT GIFT WOULD BE CURIOSITY."

- ELEANOR ROOSEVELT



# DISCOVERY REFLECTIONS & INTERVIEWS



ME

US



# Your Survey Results





*transcendence*

**APPRECIATION OF BEAUTY & EXCELLENCE**

Appreciating beauty, excellence, and/or skilled performance in various domains of life

**SPIRITUALITY**

Having coherent beliefs about the higher purpose, the meaning of life and the meaning of the universe

**GRATITUDE**

Being aware of and thankful of the good things that happen; taking time to express thanks

**HOPE**

Expecting the best in the future and working to achieve it

**HUMOUR**

Liking to laugh and tease; bringing smiles to other people; seeing the light side

*temperance*

**FORGIVENESS & MERCY**

Forgiving those who have done wrong; accepting the shortcomings of others; giving people a second chance; not being vengeful

**HUMILITY & MODESTY**

Letting one's accomplishments speak for themselves; not regarding oneself as more special than one is

**PRUDENCE**

Being a careful about one's choices; not taking undue risks; not saying or doing things that might later be regretted

**SELF-REGULATION**

Regulating what one feels and does; being disciplined; controlling one's appetites and emotions

# The 24 Character Strengths

From *Character Strengths and Virtues: A Handbook and Classification*  
by Prof Chris Peterson and Prof Martin Seligman

**These are strengths we all possess. Which of them are strongest in you?**

*justice*

**CITIZENSHIP**

Working well as a member of a group or team; being loyal to the group

**FAIRNESS**

Treating all people the same according to notions of fairness and justice; not letting personal feelings bias decisions about others

**LEADERSHIP**

Encouraging a group of which one is a member to get things done and at the same time maintain good relations within the group

*humanity*

**LOVE**

Valuing close relations with others, in particular those in which sharing and caring are reciprocated

**KINDNESS**

Doing favours and good deeds for others

**SOCIAL INTELLIGENCE**

Being aware of the motives and feelings of other people and oneself

*courage*

**BRAVERY**

Not shrinking from threat, challenge, difficulty or pain, acting on convictions even if unpopular

**PERSISTENCE**

Finishing what one starts; persisting in a course of action in spite of obstacles

**INTEGRITY**

Presenting oneself in a genuine way; taking responsibility for one's feeling and actions

**VITALITY**

Approaching life with excitement and energy; feeling alive and activated

*wisdom*

**CREATIVITY**

Thinking of novel and productive ways to conceptualize and to do things

**CURIOSITY**

Taking an interest in ongoing experiences for its own sake; exploring and discovering

**OPEN-MINDEDNESS**

Thinking things through and examining them from all sides; weighing all evidence fairly

**LOVE OF LEARNING**

Mastering new skills, topics, and bodies of knowledge, whether on one's own or formally

**PERSPECTIVE**

Being able to provide wise counsel to others; having ways of looking at the world that makes sense to oneself and to others

# Strengths: *What can I build on?*

1. What is going well in your work life? How do you contribute to this?
2. What is best about who you are? What are your top character strengths and virtues?
3. What are your strengths as a Prekindergarten - 16 Council team member? What qualities within you might you build upon?
4. What engages you about the legislative charter for this council?
5. When you look at the charter statement for this council what energizes you the most?



**VIA Survey**

**Unpack**

# Awesome Interviewers





ME

US



# Strengths: *What can we build on?*

1. What are we most proud of as a Vermont Prekindergarten - 16 Education System? How does that reflect our greatest strengths?
2. What makes us unique? What can we be best at in the world?
3. What are our proudest achievements in the last 2 years? What were the root-causes of those successes and accomplishments?
4. How do we use our strengths to get results?
5. How do our strengths fit with the realities of the 21st Century?



# Group Conversations

## Volunteer for Roles

Discussion Facilitator:

Scribe(s):

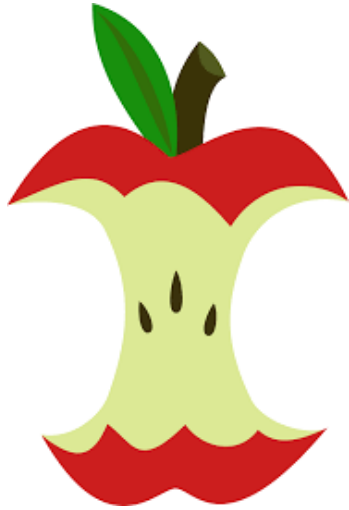
Time Keeper:

Engaged Participant: *ALL*

Presenter:



# Our Positive Core





# Benchmarking

[https://www.youtube.com/watch?v=O35n\\_tvOK74](https://www.youtube.com/watch?v=O35n_tvOK74)



# 20th Century Education

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# 21st Century Education

- ★ Universal access to education
- ★ Standardized solutions
- ★ Limited choices and options
- ★ Educational progress measured by seat time and credits
- ★ Traditional annual school

- ★ Educate all students with high standards
- ★ Customized learning plans and processes
- ★ Progress measured by authentic learning, using direct measures
- ★ Instruction and learning delivered anytime, anywhere



# Group Conversations Opportunities:

*What are our 'stateholders' asking for?*



What are the top three opportunities provided by external forces and trends?

How can we best meet the needs of our 'stateholders', including students, families, educators, employers, community, planet...?

Who are possible new 'stateholders'?

How can we differentiate ourselves?

What are possible new approaches, methods, services, processes and or partnerships?

How can we reframe challenges to be seen as exciting opportunities?

What new capacity (skills, mindset, knowledge) do we need to move forward?

# Report OUT

## Opportunities:

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# High Performing Council River Crossing Challenge



Partnerships

# PreK-16 Council



# Aspirations: *What do we deeply care about?*

When we explore our values and aspirations, "what are we deeply passionate about?"

Reflecting on our Strengths and Opportunities conversations who are we? Who should we become, and where should we go in the future?

What are our most compelling aspirations?

What Prekindergarten-16K strategic initiatives and goals (ie. project, programs and processes) would support achieving our aspirations?

Incremental and Breakthroughs





Incremental  
Improvement

Breakthrough  
Improvement

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# Results: *How do we know we are succeeding?*



Considering our Strengths, Opportunities and Aspirations what meaningful measures would indicate that we are on track to achieving our mission, values goals?

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What 3-5 Indicators would create a scorecard that address legislative charter?  
What resources are needed to implement vital projects?

How will we align Me Power to Us Power?



# Next Steps



What	Who	When



## Reflections and Gratuities