



LINKED LEARNING CONVENTION | ANAHEIM, CA | FEB. 12-14

The one thing you should be doing to support wall-to-wall pathway development

Tiffany Holliday, Pathway Coach

Suzi LeBaron, Public Health Academy Director

- Oakland High School -



#LinkedLearning | #LLCON2018

WHO'S HERE?



YOUR PRESENTERS

Tiffany Holliday, Linked Learning Pathway Coach
Suzi LeBaron, Pathway Director
Oakland High School



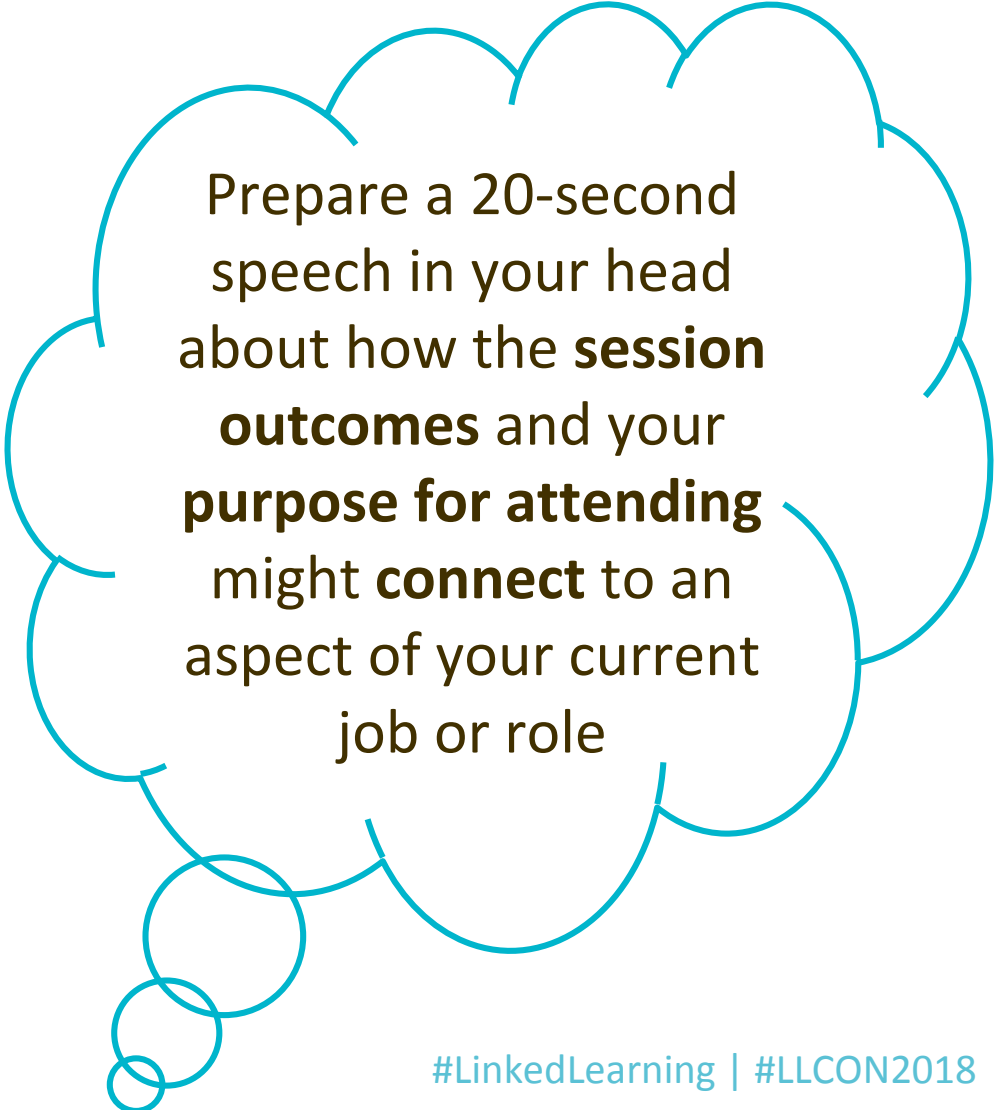
INCLUSION ACTIVITY - CHECK IN QUESTION

A success I recently had...

CONNECTING PURPOSE TO WORK

At the end of this session, participants will walk away with:

- a definition of a pathway leadership team
- a rationale for when and why schools might need a pathway leadership team
- the types of work a pathway leadership team can do
- how a pathway leadership team can build capacity and ownership simultaneously



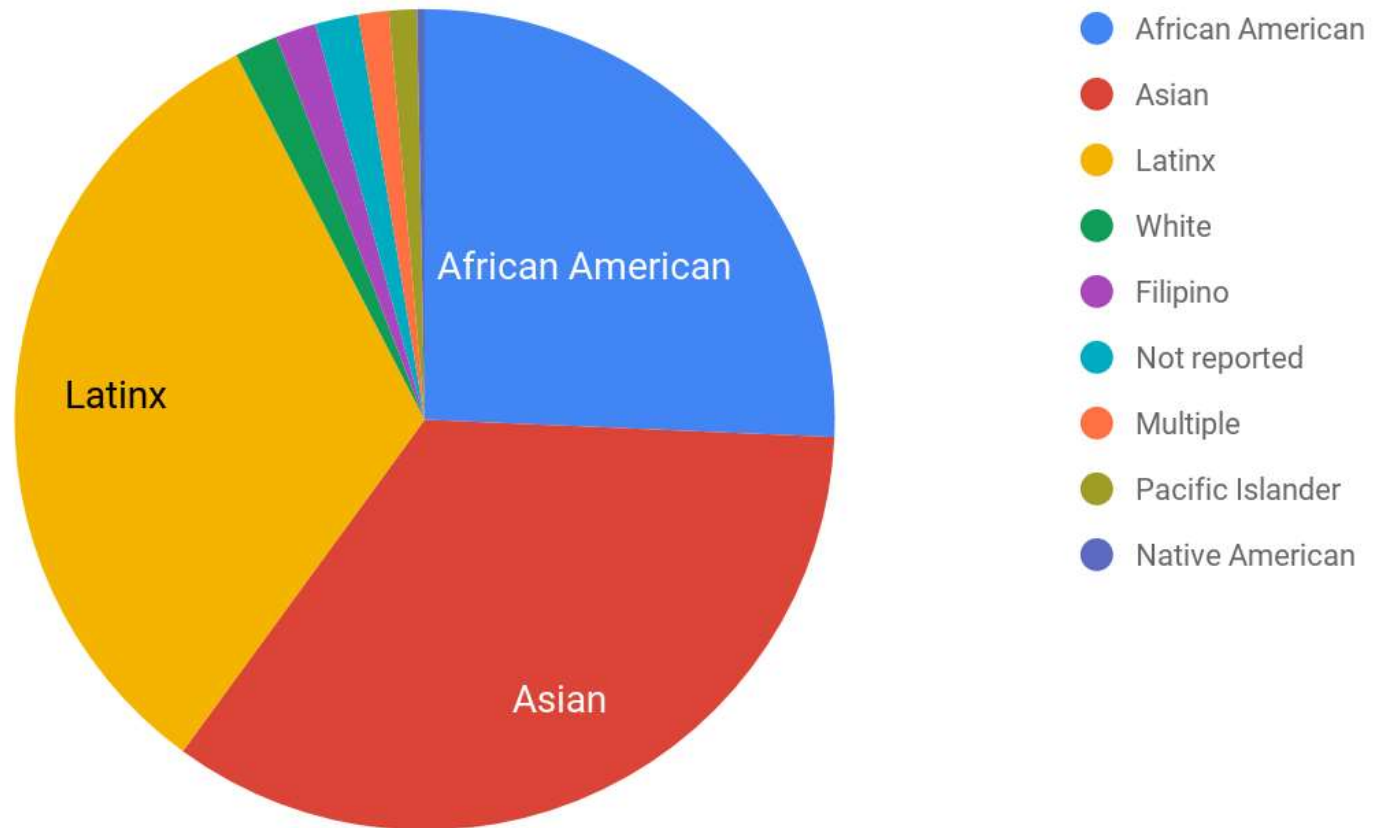
Prepare a 20-second speech in your head about how the **session outcomes** and your **purpose for attending** might **connect** to an aspect of your current job or role

OAKLAND HIGH SCHOOL



OAKLAND HIGH SCHOOL

Ethnicity



OAKLAND HIGH SCHOOL

Environmental Science Academy

Public Health Academy

Project Lead the Way Engineering

Social Justice & Reform

Visual Arts

OAKLAND HIGH SCHOOL

The Road to Wall-to-Wall

- Measure N
- 8-Period Block Schedule
- Changes in Leadership and Support Structures

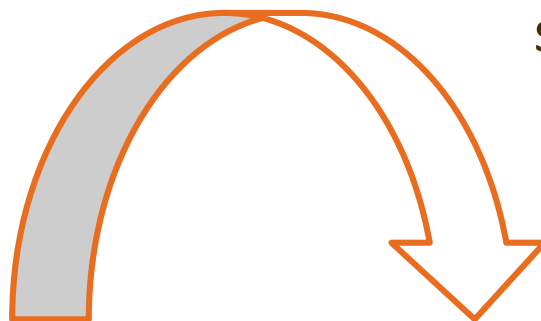
WHAT WE KNOW

→ From the Complex Adaptive Systems Model:

“Small changes in systems, if directed at changing the fundamental patterns of organizations, can positively change the entire system.”

→ From the Linked Learning Essential Elements:

“...pathway staff, and school and district leaders are responsible for ensuring that necessary conditions are fully operational for successful program implementation.”



FROM A CHALLENGE COMES OPPORTUNITY



As more and more schools begin to develop and implement multiple pathways within one site, there is a significant opportunity for pathway leaders to work in ***collaboration rather than competition***. A team of pathway and site leaders can work together to thoughtfully and equitably ***develop shared policies, structures, and procedures*** for operating multiple Linked Learning pathways at one site, and therefore ***create more coherence through a complex, adaptive change process***.

PATHWAY LEADERSHIP TEAM - OVERVIEW

Purpose Statement:

Our shared purpose is to guide the enrichment of the school through the development and support of pathways. We focus on the creation, implementation, and evaluation of shared practices that result in equitable educational experiences for students and teachers.

- 5 Pathway Directors
- Pathway Coach
- Principal
- Special Ed Dept. Lead
- Others, as needed

WHEN & WHY



GETTING STARTED

Communication

Looking at data

Building relationships

CONTINUED DEVELOPMENT

- Identity & shared purpose
 - Who are we?
 - Why are we doing this?
 - Why are we doing this, this way? (Whose needs are being met?)
- Trust - all for one, one for all
- Facilitation
 - One process at a time, one topic at a time
 - Engage in cognitive conflict
 - Allow the occasional “squirrel”
- Internal, then external



TYPES OF WORK

Annual Work

- Options Process
- 9th Grade Recruitment
- Pathway Placement
- SPSA
- Master Schedule
- Summer Internship planning
- Programs of Study
- Dual Enrollment
- Graduate Capstone/Senior Seminar
- Pathway Fidelity
- Budgets

This Year's Work

- Best practices for student support and intervention
- Increase communication (within school community and externally)
- Explore 9th grade seminar/ "wheel" course
- Develop Pathway Ambassador role

Past Work

- Deciding on decision-making
- Pathway Transfer Policy
- Selecting a new Director process
- Tool for placing new students
- Field trip policies

DIGGING DEEPER

Pathway Recruitment & Placement - Student Experiences



DIGGING DEEPER

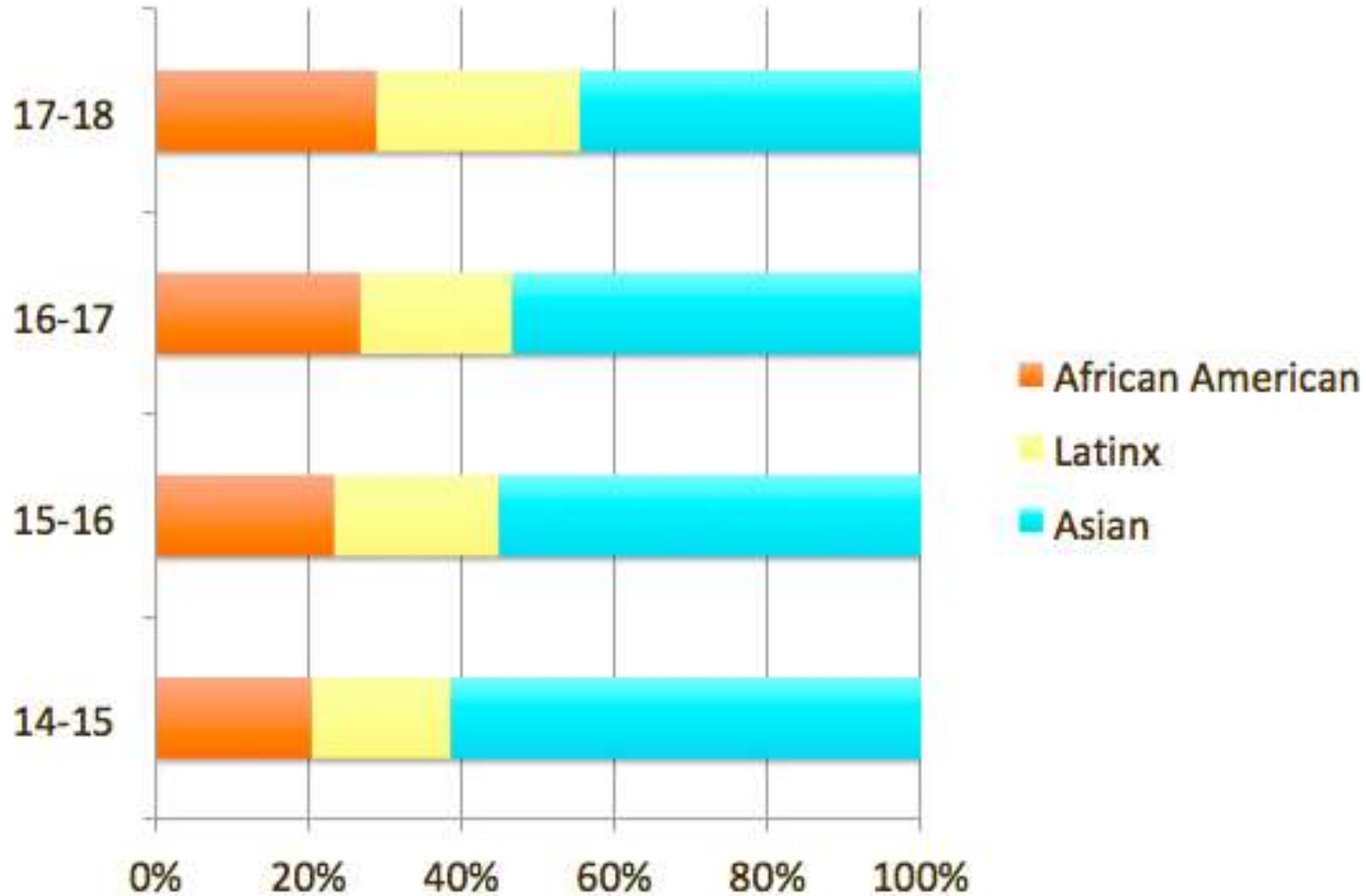
Pathway Recruitment & Placement - Pathway Director Experiences

Sort and analyze
demographic
data

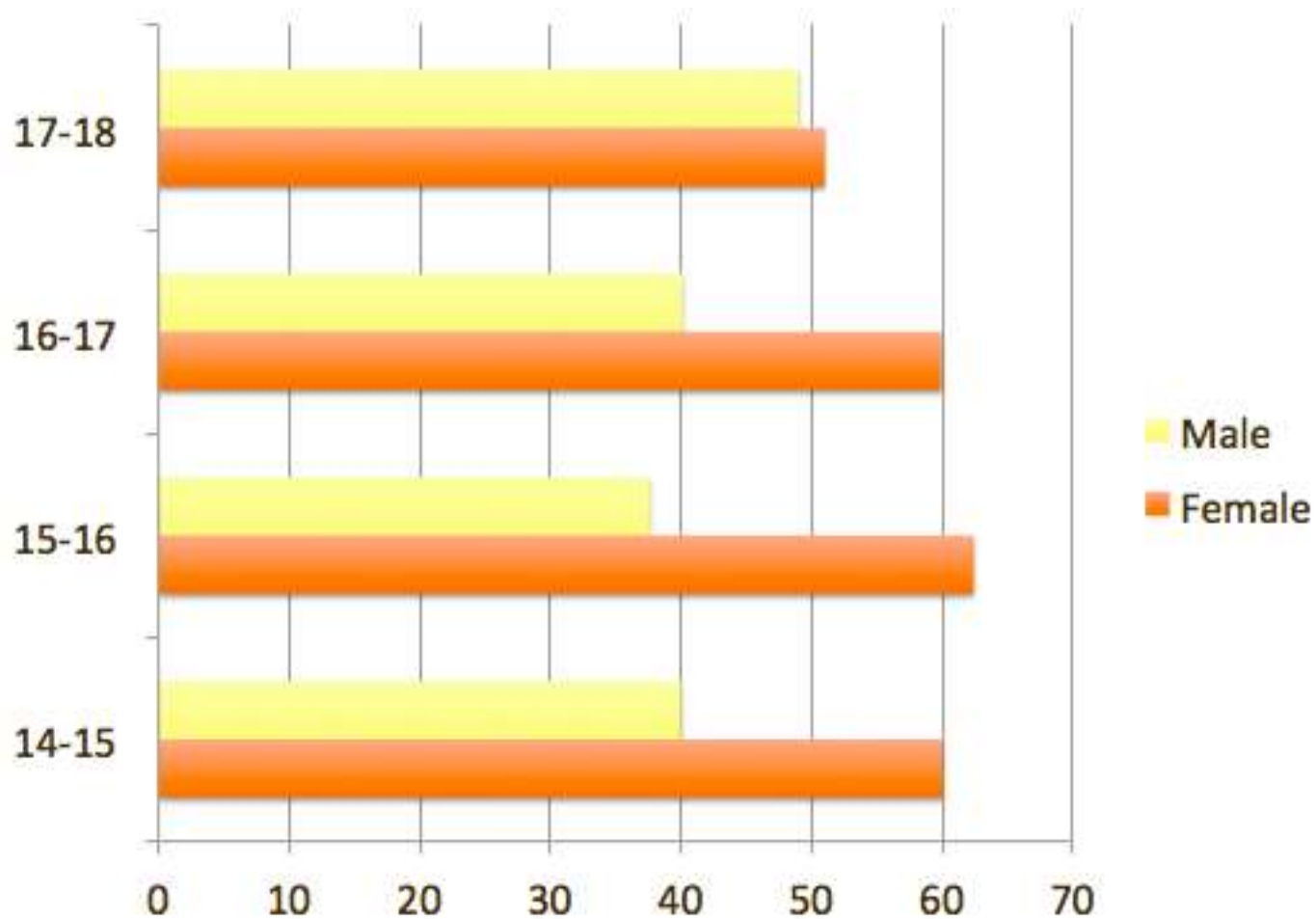


Set goals for
next round

PROGRESS - PATHWAY DEMOGRAPHICS



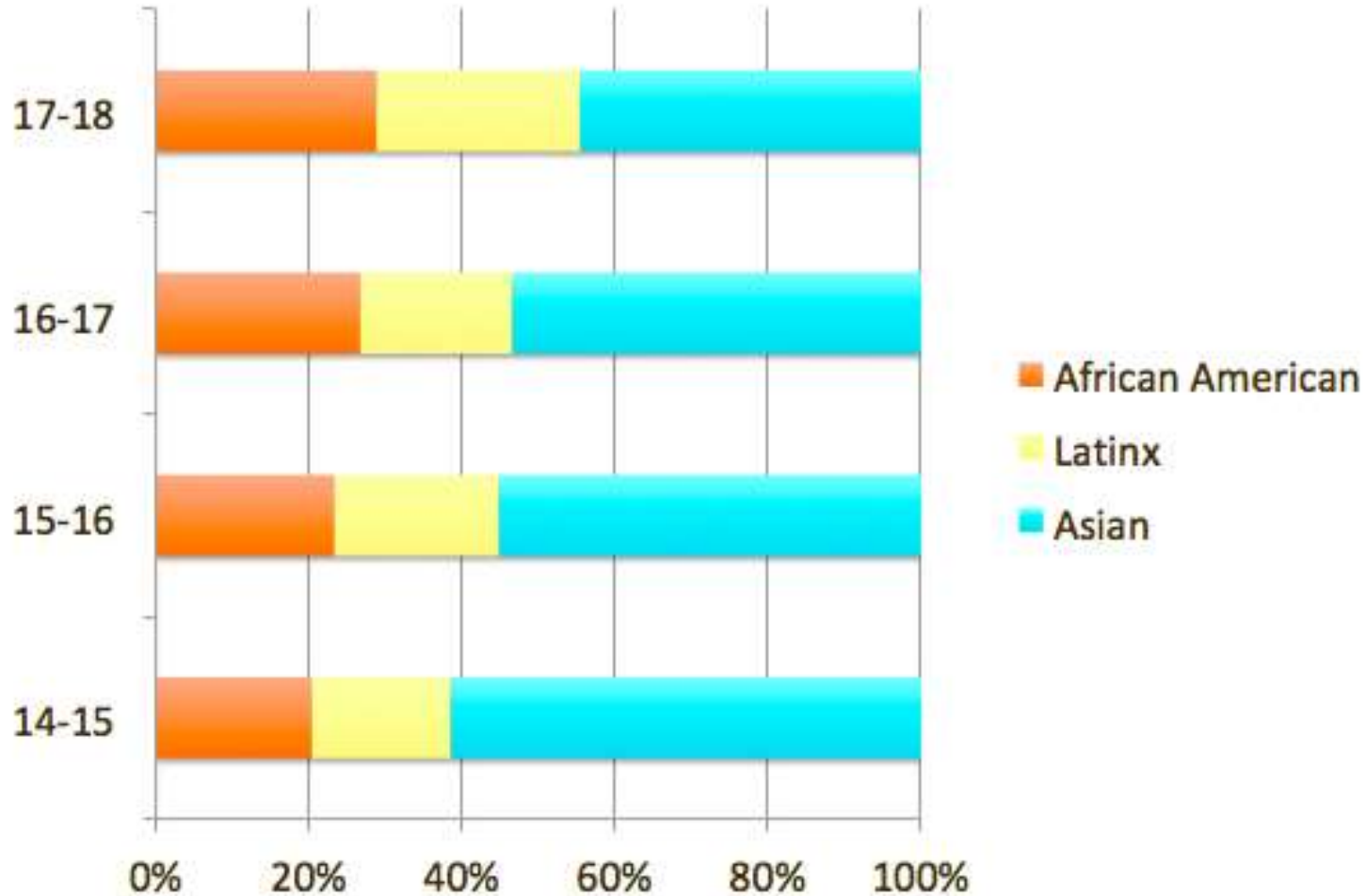
PROGRESS - PATHWAY DEMOGRAPHICS



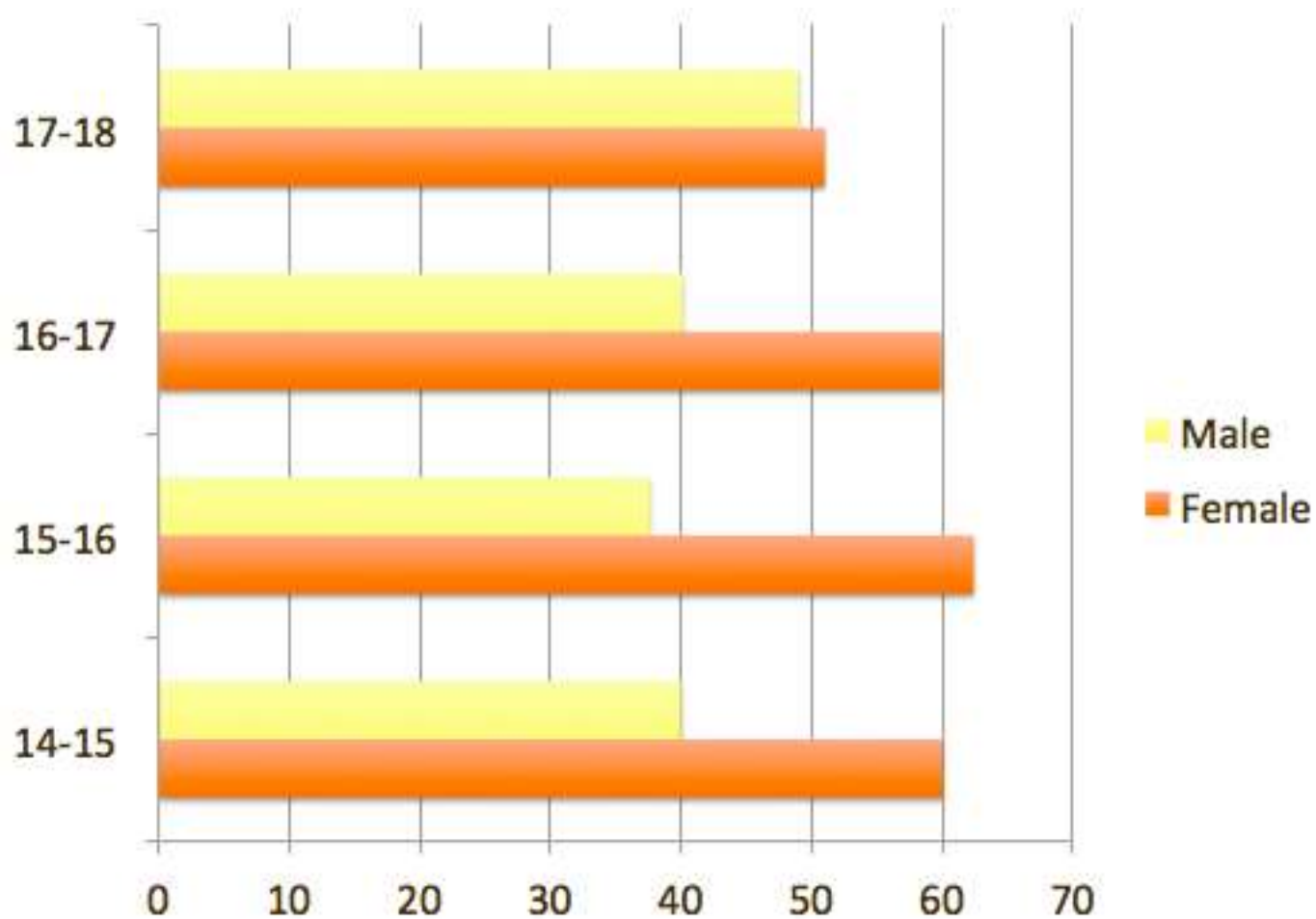
THE "DRAFT"



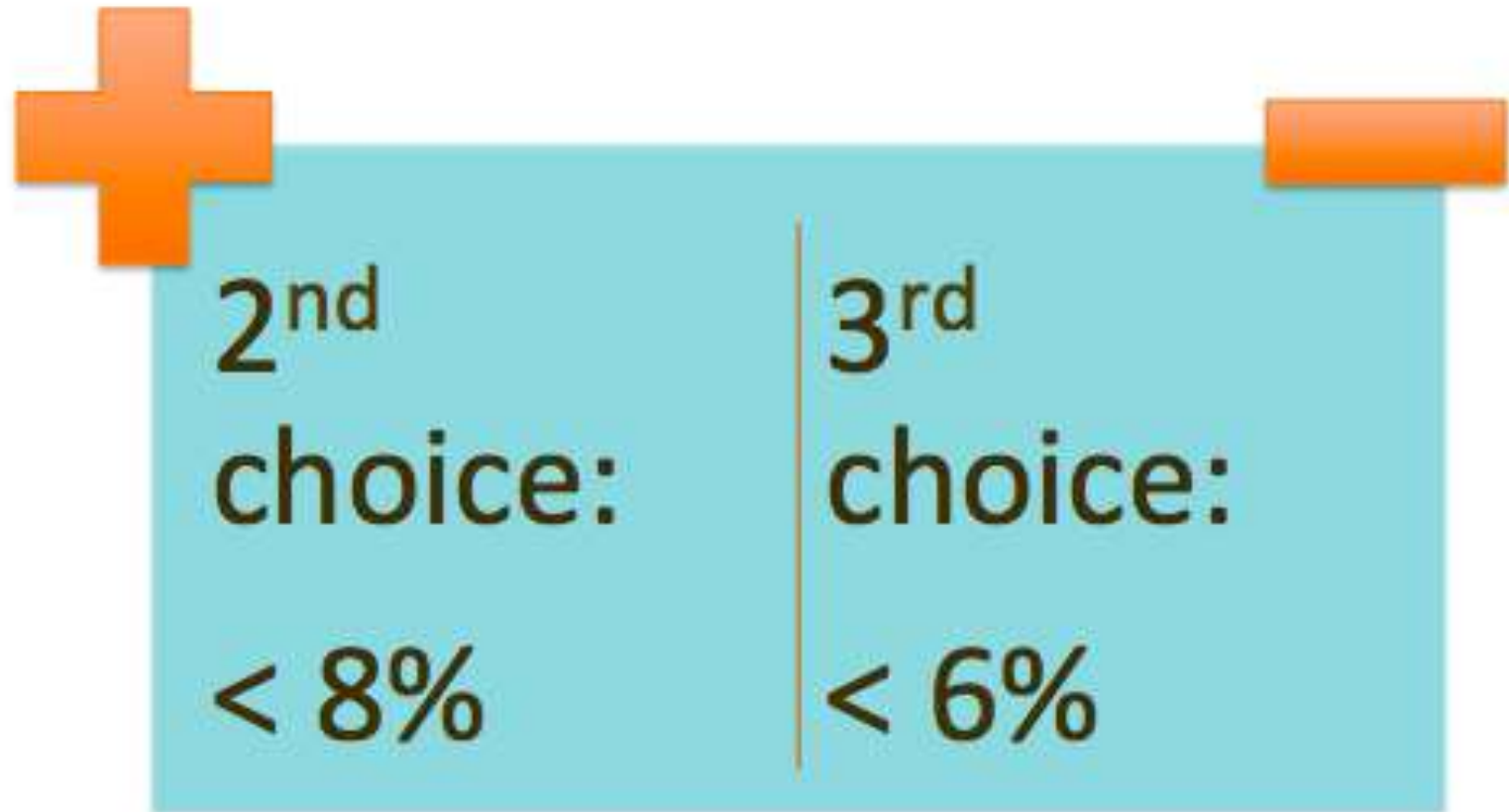
PROGRESS - PATHWAY DEMOGRAPHICS



PROGRESS - PATHWAY DEMOGRAPHICS



THE RESULTS

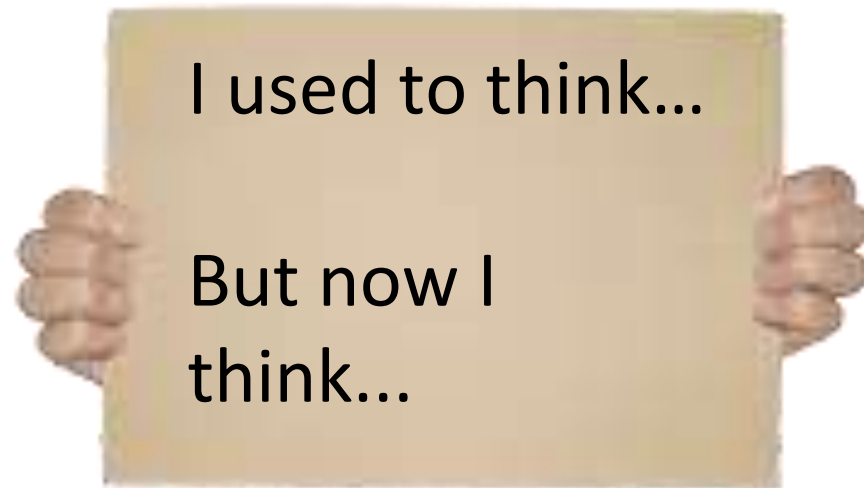


“PANEL” Q & A



OPTIMISTIC CLOSE

Reflect on something learned from today's session



STAYING CONNECTED

Tiffany Holliday

tiffany.holliday@ousd.org

Suzi LeBaron

suzanne.lebaron@ousd.org



LINKED LEARNING CONVENTION | ANAHEIM, CA | FEB. 12-14

Thank you!

[Linkedlearning.org](https://linkedlearning.org)