Applying Critical Thinking Skills for Successful Pilot Projects

Shawna Flaherty

CCT694 Synthesis of Theory and Practice

Professor Peter Taylor
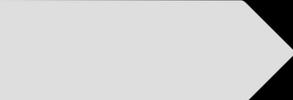
Introduction to My CCT Synthesis

Analysis and synthesis are both as necessary to the thinking spirit as inspiration and expiration to the organism.

Johann Wolfgang von Goethe

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The following is my journey to becoming an agent of change...

ONE REASON PEOPLE RESIST CHANGE IS BECAUSE THEY FOCUS ON WHAT THEY HAVE TO GIVE UP, INSTEAD OF WHAT THEY HAVE TO GAIN.

What is a pilot approach to change?

Small scale modifications that are implemented for observation, data collection, and analysis before making a large scale change

Trial/Test Run before full implementation.

Pilot Approach

Design & Planning are critical steps

Reduces risk; identifies areas of improvement

Breaking Down the Pilot Approach
Using Action Research to Plan & Design

Problem Statement

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Data Collection

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Analysis & Feedback

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Action Planning

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Taking Action

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Evaluation and Follow Up
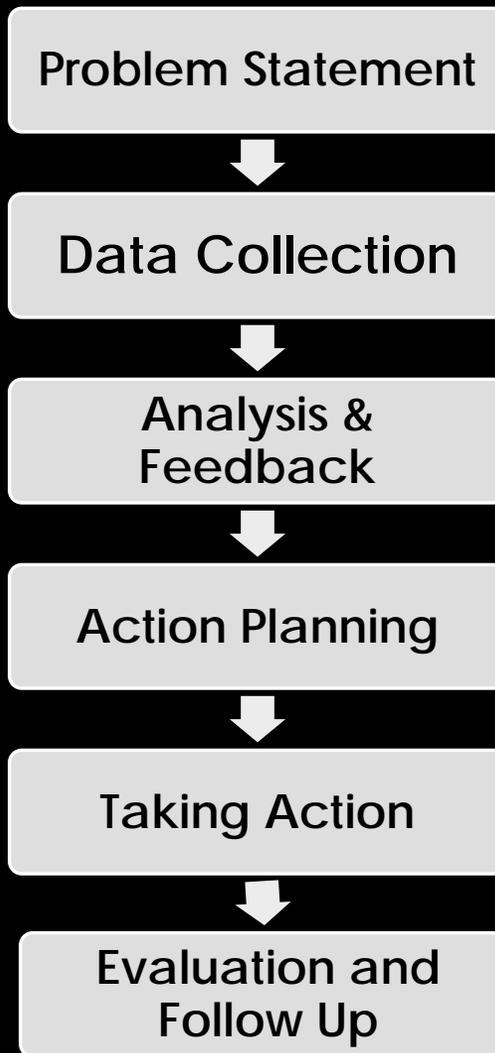
(Tomal, 2010)

Meeting of the Minds
CRCRTH 616 Dialogue Processes
March 2016

❖ Enhance communication skills amongst educators.

❖ Otto Scharmer's Theory of Generative Dialogued/Four Fields of Conversation.

❖ Best Practices in Early Childhood Education.

Enacting Emerging Futures

generative dialogue
⇒ presencing, flow
⇒ time: slowing down
⇒ space: boundaries collapse
⇒ listening from one's future Self
⇒ rule-generating

reflective dialogue
⇒ Inquiry
⇒ I can change my view
⇒ empathic listening (from within the other self)
⇒ other = you
⇒ rule - reflecting

Primacy of the Whole

Primacy of the Parts

talking nice
⇒ Downloading
⇒ polite, cautious
⇒ listening = projecting
⇒ rule-reenacting

talking tough
⇒ debate, clash
⇒ I am my point of view
⇒ Listening = reloading
⇒ other = target
⇒ rule-revealing

Reenacting Patterns of the Past

© 2003 C.O. Scharmer

Meeting of the Minds (Revisited) CRCRTH 611 Learning Complexities February 2017

❖ Community Focus

❖ Principle of Community of Practice

❖ Staff Advisory Council Sub Group

coming **TOGETHER** is a beginning;

keeping **TOGETHER** is progress;

working **TOGETHER** is success.

— Henry Ford

Fostering Trauma Sensitive Classrooms CRCRTH 688 Reflective Practice August 2017

- ❖ Head Start Program

- ❖ Promote positive classroom environments

- ❖ Train the trainer model

I think the thumb print on the throat of many people is childhood trauma that goes unprocessed and unrecognized.

Tom Hooper

LIKESUCCESS.com

Play-Based Learning Environments Pilot CRCRTH 692 Research & Engagement Processes October 2017

❖ Curriculum & instruction adaptations

❖ Pilot & Control classrooms

❖ Data Collection
  ➢ CLASS
  ➢ Child Outcomes

PLAY IS OFTEN TALKED ABOUT AS IF IT WERE A RELIEF FROM SERIOUS LEARNING. BUT FOR CHILDREN PLAY IS SERIOUS LEARNING. PLAY IS REALLY THE WORK OF CHILDHOOD. -FRED ROGERS

Goal: The team will demonstrate that school readiness is achievable through play based learning environments that meet the required standards and guidelines.	Expected Date: June 2018
Benchmark 1: • Creative Curriculum will be implemented in an open ended environment in which children can explore as a choice. • Classroom schedule will be altered to support more choice and autonomy. • CLASS observation will be completed in September & December on Educators; results compared to control group and shared. • Children's outcomes from Teaching Strategies compared to control group in September & December. • Create action plan for improvements needed.	December 2017
Benchmark 2: • Determine progress of action plan. • Teacher interviews in pilot and controlled classroom. • Revise action plan if needed.	February 2018
Benchmark 3: • CLASS observation will be completed again on Educators; results compared to control group and shared from September until now. • Children's outcomes from Teaching Strategies compared to control group from September until now. • Create a plan for change.	April 2018
Benchmark 4: • Propose plan for change to leadership team. • Invite 2 more pilot classrooms to join.	June 2018

Connecting to Pilots in the Community

❖ Lowell Collaborative Preschool Academy

❖ Massachusetts Guidelines Revision

IF WE AS A COMMUNITY DON'T STEP UP TO HELP EACH OTHER, THEN WHO WILL?

QUOTEHD.COM

Kathy Grimes

Knowing What I Know Now….
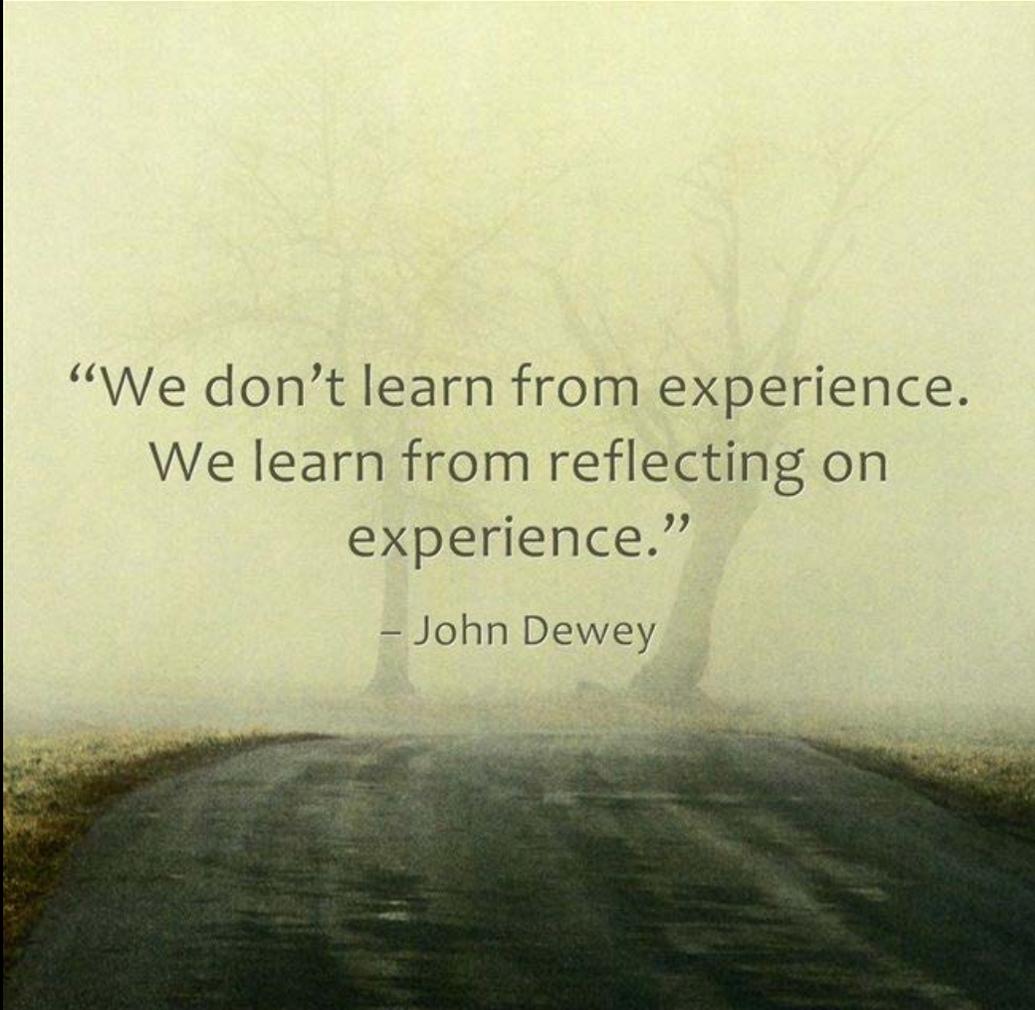
"We don't learn from experience. We learn from reflecting on experience."

– John Dewey

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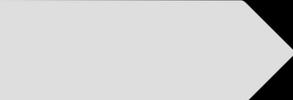
Barriers & Challenges of Pilot Approach

➡ Pilot was implemented; however, the results were not used to influence the change.

➡ Pilot was implemented on small scale; but not realistic on a larger scale.

➡ Pilot was implemented, but full implementation is too costly.

➡ Pilot cannot be implemented because the change needs to occur immediately.
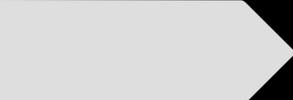
Piloting for Change –
Self Reflection & Pair/Share

AGENT OF CHANGE

Discuss your thoughts on being an 'agent of change'.

What does this mean to you?

What might this look like?

In what ways are you already an agent of change?

Questions/Comments/Discussion

"THE ART AND SCIENCE OF ASKING QUESTIONS
IS THE SOURCE OF ALL KNOWLEDGE."

THOMAS BERGER

Lifehack Quotes