

Leading for Equity in Complex Systems

Presented by the National Equity Project

Hosted by Northwest Regional Education Service District | Hillsboro, OR

February 12, 2016 | 8:30am - 4pm

- *How can I be more proactive as a leader for equity in a constantly-changing environment?*
- *How can I plan and strategize for an unknown future?*
- *How can I connect my day-to-day work with long-term systems change?*

Whether it's implementing the Common Core for all students or addressing disproportionality in discipline, many education leaders approach their system's challenges and change initiatives as complicated problems to solve. But equity challenges are more than complicated - they are complex - so emergent solutions must be found through dynamic interactions of diverse people and networks working together.

Leaders in complex systems must be skilled at balancing both technical and relational approaches. This seminar will help you think differently about your work: to move beyond a perpetual (and often reactive) task list toward a more proactive method of problem solving and decision-making. Learn how to link your day-to-day activities with your long-term vision of equity, even in a changing and unpredictable world.

Participants will:

- Develop an understanding of what's involved in leading for equity in complex systems.
- Use a complex systems lens to assess your system's opportunities and challenges.
- Learn a framework for problem-identification and decision-making in your system.
- Identify initial short- and long-term strategic actions given your role and responsibilities.

Who Should Attend

District Office Managers & Directors, Program Directors, School Leaders, Board Members - anyone charged with implementing significant initiatives or projects involving multiple people and groups.

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The art of systems thinking lies in seeing through the complexity to the underlying structures generating change.

Klara Palmberg

To Register

Cost is \$300/participant. Space is limited; register early.

Register online at <http://bit.ly/1J2dmoU>

Please contact Dana Fitchett at dfitchett@nationalequityproject.org with questions regarding the event or registration.



NATIONAL
EQUITY
PROJECT





Deliver on the promise
of a quality education

Proposed Community Agreements

Be present	Listen fully - with your ears, eyes, and heart
Speak your truth without blame or judgment	Stay open to multiple perspectives

Instructional Coaching for Equity

Sample Agenda | 8:30 - 4:00pm

Learning Outcomes

- Develop new insight and understanding of what's involved in leading for equity in complex systems
- Use a complex systems lens to assess the nature of the challenge/problems and work in your system
- Learn a framework for problem-identification and decision-making in your system
- Begin to explore ideas for next action steps as a leader given your role and context

Sample Agenda

8:30 am	Registration & Coffee
	Welcome & Introductions
	Organizational Systems: 7 Circle Model
	Break
	Introduction to Complex Systems
	Cynefin Framework: A Sense-Making Tool
12:15 pm	Lunch
	Leadership in Complex Systems
	Tools to Support Your Work
	Break
	Planning Time
	Helping Trios
4:00 pm	Closing Reflections & Adjourn