

New Pedagogies for Deep Learning: A Global Partnership

The Lowdown on Scaling Up Deep Learning

Across Your System



New Pedagogies for
Deep Learning™
A GLOBAL PARTNERSHIP

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Mag Gardner

Joanne Quinn

Max Drummy

Michael Fullan

The Lowdown on Scaling Up Deep Learning Across Your System

As a leader, you embrace Deep Learning, but it hasn't been picked up by many other leaders in your system. You know that system transformation won't really happen unless your colleagues share your enthusiasm, understanding and apply it habitually.

How do you bring Deep Learning to scale while leading with grace?

If you want to shift your schools to a system-wide focus and sincere commitment to deep learning, here is the lowdown. Take up these nine strategies.

1. Foster Shared Purpose:

Your staff may follow your direction, but it doesn't mean their hearts are coming along for the ride. When introducing Deep Learning to your district, dedicate time to discussing the "why." In groups explore why deep learning matters, the difference that it makes for students today and also the countless ways it prepares them for a world we can't imagine. Use videos, stories, examples and student voices to appeal to their best selves and generate conversations about how the 6 Global Competencies enable students to be good at learning and good at life.

2. Build leadership at all levels

You have deep learning educators in your system right now and they are itching to get going. Find them and invite them along as a Coalition of the Eager. Encourage them to learn and lead together. They will provide you with rich perspectives that you alone cannot possibly have. This is not about initiating an exclusive club that hoards information. Think of them as the deep learning pioneers, who share their learning and spread enthusiasm. Encourage them to be on the look out for other eager deep learning educators so that you can continue to grow your leadership base.

3. Co-develop a small number of ambitious goals

Deep Learning invigorates staff and provides them with much needed hope and energy. Tap their thinking as you collectively choose just a few goals to get started. Perhaps you would like to focus on collaboration—both for students and staff. Maybe you would like staff to try at least one cycle of collaborative inquiry. Some districts begin by asking teachers to introduce one global competency in their classes. Chunk implementation to make it manageable for your staff and it will generate a sense of ownership and confidence to take more steps forward.

4. Invest in Capacity Building

Learning floats on a sea of talk. Chart out dedicated time for learning about deep learning together. You may not feel like a Deep Learning expert, and that is okay because you are a learner too. The New Pedagogies for Deep Learning global team is in your corner, along with thousands of other teachers and leaders that are on the deep learning journey. When you bring along your willingness to learn and to make your learning visible, leadership shifts from a position of compliance to a launch pad for liberating conversations.

5. Learn from the work

Talking however, will only get you so far. You must do. Small steps through short cycles of collaborative inquiry are a great way to begin. This allows educators to plan, implement, assess and reflect with others. It builds confidence, momentum and generates insights in rapid succession. The elaborate deep learning experiences

will come later. For now, focus on learning from small shifts in practice. Keep the learning agile and lively. Consider how you position professional conversations without burdening them with paperwork.

6. Cultivate district-wide engagement

Deep Learning is for everyone. So, including everyone in the district-wide movement is a key priority. Find your way on to department agendas—and don't leave out the operational side of the organization—everyone needs to understand why deep learning is important and how their roles contribute to its success. Present to community groups, parent groups, and your governance team. If you're not the head of the organization, keep the leader informed of the progress you're making. Keep in mind that everyone is busy so narrow down your key messages and communicate regularly with intentionality. Deep Learning is a celebration of all that is good in education. Work with your communications team and others to create optimistic, succinct, home-grown deep learning examples and messages through video, social media and other channels.

7. Manage Distractors

There will never be a perfect time or perfect conditions to begin your Deep Learning journey, so don't wait any longer. Each year you delay, another class graduates less prepared for the world than they could have been. Other priorities from above and elsewhere can hijack your focus when you're not paying attention. To address this, show how those priorities dovetail with Deep Learning. For example, effective Literacy and Numeracy strategies are also good Deep Learning pedagogical practices. Well-being and equity are authentically realized when they are imbedded in Deep Learning. Work with the leaders of those initiatives so that you can weave together common messaging and opportunities for learning. In this way, the system will not feel overwhelmed by siloed priorities.

8. Monitor for growth and innovation

Be on a daily hunt for the good. It's easy to locate what's broken in the system or to dwell on people's deficiencies. Instead, decide to be unequivocally asset based. Report on what is working. Delight in the increased student engagement. Throw light on the brave shifts in practice. Share bold innovative work. This the stuff worth honouring and what spreads system growth and makes deep learning irresistible for all.

9. See yourself as part of a larger system

We only get smarter because someone before us had the courage to share what they were learning. Regionally and globally NPDL leaders are sharing their deep learning insights along the way and having an impact on the world. A teacher in Michigan is a little wiser because a teacher in Hong Kong shared some work. A leader in Ottawa has made it easier for a leader in the Netherlands. And on it goes. Know the experiences you encounter are not isolated. Share your insights to make learning deeper not only for those in your district but those tackling the work thousands of miles away from you. The learners outside your systems need your leadership as much as those inside of it.

Ways to Use this Thought Piece:

- Read this with your core planning team and facilitate a shared reflection. What do we do well? What could we do better?
- Share this with your school principals and invite feedback. What are their responses? Do they have suggestions about how to grow Deep Learning across the system?
- Initiate a small network of those who have a similar role who are outside of your system and read the article together. What are some of the strategies that work for them?