EDUCATION Matters in the Southwestern Union Conference

May 2021

SouthwesternAdventistEducation.com

Education@SWUC.org

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Change is Complex

The only thing constant is change. If you haven't seen this video, please take a few minutes to view it: The Backwards Brain Bicycle—Smarter Every Day. In the video, welders have created a bicycle with a front wheel that turns to the left when the handlebars are turned to the right. Destin sets out to learn how to ride it; it takes him eight months! At one point, he makes the assertion that knowledge does not equal understanding when it comes to change. Destin knows the concepts required to ride the bike, but his brain doesn't fully have the understanding. The same is true of school settings—knowledge doesn't always equal understanding.

In general, there are two types of change that educators face—technical and adaptive changes (Heifetz and Linsky, 2002). Technical challenges can be easily identified and solved with tried and true solutions. For example, the office copier is producing lines and streaks on paper. However, adaptive challenges require innovative thinking; there is no proven solution that will work for all contexts. For example, math scores are not meeting proficiency standards.

In terms of adaptive challenges, Hord and Roussin (2013) propose six beliefs about change that lead to not just knowledge, but understanding:

1. All change requires learning, and improvement requires change.
2. Implementing a change through social action increases potential for success.
3. Individuals change before the school changes.
4. Change affects the emotional and behavioral dimensions of people.
5. People opt for change when they foresee potential for enhancing their work.
6. A change leader's role is to facilitate conversations that invite others to own the desired change.

These beliefs are particularly pertinent to changes in teaching and learning that are being proposed for the schools in the Southwestern Union. Three years ago the concept of Data Analysis for Continuous School Improvement was introduced that focuses on improvement as a continual process, not just an event, with links to accreditation. In addition, within the context of continuous improvement, we are beginning to use Standards-based Practices to redefine the vision for Adventist education. These two complimentary changes embody a significant paradigm shift from practices of the past and will entail not just knowledge but understanding to be sustainable for the future.



Additional information on how to manage the change process is included in a new publication—*The Learning Principal*—that is particularly helpful to leaders as they manage change in their context, design professional learning experiences that will support change, and leverage feedback and coaching for successful implementation (Psencik, Brown, & Hirsh, 2021). Principals, in particular, are "second only to classroom instruction among all school-related factors that contribute to what students learn at school" (Leithwood, Louis, Anderson, & Wahlstrom, 2004, p.5). Yes, change is complex, but leadership is the catalyst and learning is the foundation for high-performing schools!

References

Psencik, K., Brown, F., & Hirsh, S. (2021). *The learning principal: Becoming a learning leader.* Oxford, OH: Learning Forward.

Heifetz, R., & Linsky, M. (2002). *Leadership on the line: Staying alive through the dangers of change.* Boston, MA: Harvard Business School Press.

Hord, S., & Roussin, J. (2013). *Implementing change through learning: Concerns-based concepts, tools, and strategies for guiding change.* Thousand Oaks, CA: Corwin.

Leithwood, K., Louis, K. S., Anderson, S., & Wahlstrom, K. (2004). *How leadership influences student learning.* The Wallace Foundation. Available at htts://www.wallace foundation.org/knowledge-center/pages/how-leadership-influences-student-learning.aspx.

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PURPOSE

The Three Angels Curriculum Project provides developmentally appropriate, supplemental, integrated lessons with rich resources that teach children about the three angels' messages in ways they can understand and appreciate. From PreK to high school and beyond, the two four-week units draw students closer to Jesus and fill them with courage to embrace truth and stand up for what's right in these confusing, stress-filled times.

PLAN



Proficiency scales to support your transition to standards-based practices can be found on the SWUC Education Website, SouthwesternAdventistEducation.com.

Check out the Adventist Worldview resources on the SWUC Education Website.

Adventist Education

LEADERSHIP CAMP

This next school year we are planning to have an in-person Leadership Camp once again. It will be held at **Lone Star Camp in Athens, TX**. The dates will be **September 16-19, 2021**. We will be working with Russ Laughlin, Vice-President for Spiritual Life and Development at Southwestern Adventist University, to plan the event. Please put this on your calendar and plan on sending your student leaders to join us for a great weekend.

Adventist Education Online Store

What's New in the AE Online Store?
Check out the attached flyer to see the many digital resources available to you at negotiated pricing.

The Online Adventist Education Store opens for new orders June 1
with special education pricing for NAD affiliated Seventh-day Adventist schools.
For new subscribers, take advantage of early access with a 14-month license.
Place and pay for orders through the online store no later than July 16, 2021.
Licenses run August 1, 2021 – September 30, 2022.
For existing licenses, place and pay for orders through the online store no later than September 16, 2021.
License access runs from October 1, 2021 to September 30, 2022.
Schools will get login information via email from the vendor for new accounts by either August 1 or October 1 depending on the subscription. Please be sure to check your junk/spam folders in case the email ends up there.

Helpful Tips

You will need your ORG ID number.
(Find this in the Dashboard. **Please DO NOT** make this up.)
Subscription period runs August 1/October 1 – September 30.
(Even if you order and pay prior to August 1/October 1.)
Late orders **will not** be accepted or negotiated.
We get our low prices by ordering once and paying once with the vendors.
We can't place multiple orders.
Consider "padding" your quantity.
This is for the purpose of any students you may gain during the school year.
Please be sure to give ALL of the information asked for.

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PRACTICE



Change is dependent on learning. Check out the information below about the **SWUC Educators' Convention** and the attached flyer about **2021-2022 Standards-based Webinars.**

Earn CEUs by submitting content for the SWUC Education Website. Educators may submit blog entries, book reviews, podcasts, or other pertinent content.

Robotics grant applications are due July 31, 2021.

PRODUCT

Make the most use of your data—demographic, perception (survey), student learning, and programs/processes. Access this tool for more information.



Attend the **Fundamentals of Data Analysis Webinar** on September 23 at 4:30 pm central.

SOUTHWESTERN UNION

CONVENTION

Southwestern Union Educator's Convention

Kalahari Resorts & Conventions @ Round Rock, Texas / August 2-5, 2021

Education *by Design*

Registration Times: Monday, August 2, starting at 3:00 pm. Water park usage can begin earlier.
Approximate Number of Attendees: 350
Special Guests:

- **Devotional Speaker:** Justin Yang
- **Inspirational Speaker:** Jeremy Anderson
- **Musical Group:** A'Men Quartet
- **NAD Education Department:** Most all personnel will be present
- **General Conference Ed. Dept:** Lisa Beardsley-Hardy
- **Professional Education Speakers:** Marie Alcock, John Almarode, Jay McTighe

Breakout Topics: Marketing, Adventist History, Robotics, Social-Emotional Learning, Standards-based Learning, Technology, Early Childhood, Education, Culturally Responsive Practices, MAP, PLCs
Informational Booths: Adventist Book Center, NAD Education, ADRA, SWAU, Robotics, Kendall Hunt
Wi-Fi: Complimentary
Parking: Complimentary
Recreation: Home to America's largest indoor water park
Meals Provided:

Monday: On your own
Tuesday: Breakfast, Lunch
Wednesday: Breakfast, Lunch
Thursday: Breakfast
Your local conference will provide per diem for the other meals.

Travel Expenses: Provided by local conference
Lodging & Programming: Provided by the Southwestern Union Conference
Check-out Time: Thursday, August 5, no later than 11:00 am

