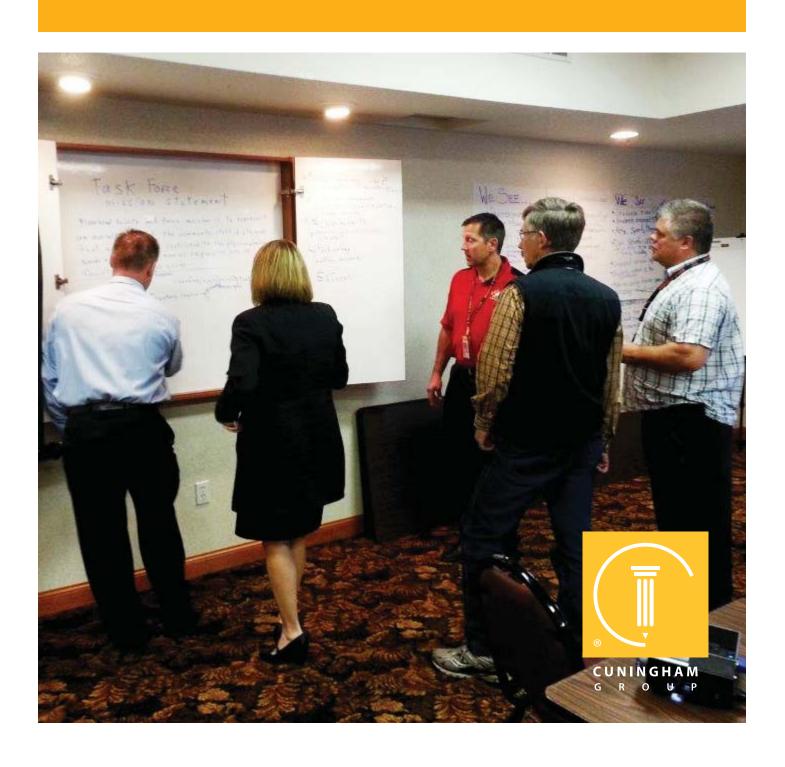
# Moorhead Area Public Schools Workshop 1

















#### **ATTENDEES**

Deb Becker Madison Brenamen (student) (day 2) Bert Chamberlain Kim Citrowske Brian Cole (day 1) Missy Eidsness Pam Gibb Brianna Gruenberg (student) (day 2) Jay Haiby Chad Hansen Nathan Heskin Todd Jelinski Tom Krabbenhoft (day 1) Dave Lawrence Brandon Lunak Brian Mancini Dan Markert Chris Olson (day 1) Clint Rossland (day 1) Jill Skarvold Kjersten Skatvold **Chris Triggs** Andrew Thomason Trudy Wilmer Del Rae Williams (day 2) Matt Valan





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The following is an account of the 1st of 5 visioning workshops for Moorhead Area Public Schools that took place on the 15th and 16th of September, 2014. A task force was assembled by the District comprised of members of the community including parents, teachers, community leaders, district employees and leadership, teachers, principals and students. The Facilities Master Planning Task Force is charged with shaping the District's baseline standards, criteria and priorities for the Moorhead Area Public Schools facilities through a series of workshops facilitated by Cuningham Group Architecture, Inc.

The primary purpose of workshop 1 was to introduce the group to the visioning process - the schedule, activities, participants and expected results of each day. Day one's primary goal revolved around co-creating a clear and compelling shared facility vision that will help inform the master plan and facility principals through a series of exercises, videos, discussions and team activities which culminated in the following vision statement:

"We envision safe, inviting, and inclusive learning environments that support a sustainable culture of excellence in 21st Century learning, while fostering meaningful and collaborative community partnerships."

Day two's goal was to establish a series of facility principles based on the vision statement established on the previous day; as well as beginning the preparations for workshop 2. The sessions were each approximately 4 hours in length, with 23 participants on Day 1 and 22 participants on Day 2. This document is a record of the activities that took place during workshop 1.



#### **KICK-OFF VISIONING SESSION - DAY 1, SEPTEMBER 15, 2014**

Purpose: to co-create a clear and compelling Shared Facility Vision that will help inform the Master Plan and Facility Principles

#### **AGENDA**

#### 5:00pm

| l.    | Welcome and Introductions/Highest Hopes: Dr. Kovash                     |
|-------|---|
| II.   | Process Overview: Project Milestones, Timeline, Communications Protocol |
| III.  | Purpose, Agenda, Expected Results                                       |
| IV.   | Provocation and Reflections: Sir Ken Robinson                           |
| V.    | Major Forces of Change (Group Work)                                     |
|       | (large scroll)  |
| VI.   | Break   |
| VII.  | Innovation  |
| VIII. | Limiting Beliefs  |
|       | a. whole group exercise (CG to script)                                  |
| IX.   | 21st Century and Beyond   |
| X.    | Creating a Shared Vision: I See/We See                                  |
|       | 10 min-private time; 20 min-table talk; 20 min-whole group              |
| XI.   | Final Reflections/Next Steps  |
|       |   |



#### **KICK-OFF VISIONING SESSION - DAY 2, SEPTEMBER 16, 2014**

Purpose: to review the Shared Facility Vision Statement and to develop the Facility Principles

#### **AGENDA**

#### 8:00 am

- I. Welcome
- II. Reflections from Yesterday
- III. Vision Statement Unveiling
- IV. Purpose, Agenda, Expected Results for Today
- V. Provocation and Reflections: ie High Tech High
- VI. Creating Facility Principles

What are they and how will they help inform the FMP?

Step 1 – What do we believe?

Based on the Facility Master Plan Vision Statement, and District Mission and Vision

Individual Work - I believe our facilities should...(one issue or belief per post-it)

Table Work – what are the categories your statements reflect?

Whole Group Work – round the room – record & discuss categories

VII. Break

During break, everyone places their post-its on the category pages

VIII. Step 2 – What will we commit to?

Working in small groups around the created categories create a series of Facility Principles

- IX. Report Out
- X. Next Steps

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#### NOTES FROM WORKSHOP 1 – DAY 1 SEPTEMBER 15, 2014

#### **HIGHEST HOPES:**

(Participants were asked to introduce themselves and simply express their highest hope for the outcome of working together. These are as follows.)

- Future use of facilities. Facilities that are relevant and useful in the future, facilities may be either existing or new.
- Make a great system even better; maximize use of facilities
- Listen. To have the voices of the community and schools be heard.
- Wise use of tax money to best educate children
- Follow-through
- Deliver on expectations
- Listen to teacher voice
- Unconventional approach
- Remember value of Technology
- Shape facilities to be fluid with environment
- Excited to see long term planning
- Voice for future students
- Plan Properly for growth of:
  - District
  - Community >bridge gap. Bridge the gap between the district and the community
- Provide value for everyone, biggest bang for our buck
- Provide community use of facilities i.e. seniors
- Plan thoughtfully for growth
- Opportunities for ALL learners. Provide an all inclusive learning environment.
- Conducive to the way all children learn
- Located appropriately
- The whole community benefits
- Building facilities and technology that address the needs of the students
- Satisfy needs of district in a responsible manner for now and future
- Create plan to address growth
- Helpful Ideas. Generate ideas that would be helpful to the education system.
- Make sure we are giving kids best opportunities in the future.
- How will we be addressing growth now and future
- Look at facility design to best benefit children

#### **LIMITING BELIEFS:**

Participants were then asked to identify personal, public, community-wide, culture and tradition based and/or institutional beliefs that might prevent, or limit them, in facing the challenges presented by the Forces of Change. It was further explained that these might be in the form of obstacles, fears, and/or preconceptions. Simply put, participants were asked to identify those things that get in the way of successfully tackling these challenges.

- Honor the past. Refers to the idea that most people will be resistant to change and prefer the way things were always done over newer ideas.
- Finances not enough money; taxes are too high
- Comfort in familiarity
- Outside forces State, Federal. Refers to pressures from the government to meet testing standards for funding, ranking etc.



- North Dakota parents bring students because of superior Special ED. Programs. Refers to the perception that special education programs in Moorhead are being patronized by parents from North Dakota creating a larger population in Special Education than there should be.
- Road to Hell is paved with good intentions
- Public Perception and status quo. Refers to the perception that Moorhead receives a negative image in media.
- Good enough for me, good enough for the kids
- Fear of change
- Mistrust
  - Community questioning. Refers to the community questioning every decision of the district.
  - Administration. Refers to the lack of faith in the district administration.
  - Politicians
- Preconceptions on idea of teaching (i.e. class size)
- · Minnesota vs. North Dakota's service
- Leaders who don't have kids in the system now
- Cultural/ Language/Custom barriers
- Moorhead is an education town
- · Cannot afford to do this
- Kids need structure

#### **MAJOR FORCES OF CHANGE:**

With the intent of harnessing the unique perspective that each individual brings to this process, the Facility Master Planning Task Force participants were asked to identify the major forces of change that they believe will impact Moorhead Area Public Schools ISD #152 over the next 13 years, or the length of time a child is in school. Borrowing from Tim Brown's book, Change By Design, on the significance of animating our conversations, participants were asked to graphically represent their ideas are illustrated and listed on the following pages.



#### **PAPER ROLL:**

- Online School
- Overcrowding
- Technology
- Loss of tax base to Fargo
- Teach to standardize testing
- · Growth in minority population
- Community education
- Increase in families in crisis and mental health issues
- Sprawl of city
- · Baby boomers retiring
- Connected Collaborative work
- Soft skills listening, speaking, emotional intelligent

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- Diversity (economically, language, learning)
- Acceleration of workforce shift to thought based work
- \$ Safety
- Growing Numbers
- It took me all year to get to Z, now I gave to start all over to A
- Technology use within the curriculum
- Federal and state requirements
- E- 12 early learning
- Common core
- Develop and encourage creative thinking using technology as a tool!
- How to keep kids engaged in school
- Being ready for jobs/careers
- Partnerships (community) to be efficient and effective
- \$ locations of schools
- · More soft skills needed
- Technology
- · Mental health needs
- Sustainable architecture
- · Project based learning
- Communication
- Home-to-school
- More private (Business)
- Public Partnerships
- More diversity cultural and language challenges
- Individual learning plans
- Sports/extras
- Parent (More of) Involvement
- More use of Instruction outside classroom
  - Online learning resources
  - Collaborative discussions
  - Self directed learning
- · Enrollment growth, community growth
- Technology



- What teachers/community needs vs. administration
  - Funding, core content and less 'Arts'
  - Funding being reduced
  - Media bias
  - Funding reducing implementation of 'creative thinking'
  - classes
  - Reduce arts to increase classroom structure



- Forces of spec, ed. Reducing classroom interaction
- Test, Testing, post test, pretest (ah!!!)
- Population shifts that can impact revenue
- RRALC Not enough gym or artistic space
- Too much technology takes funding from classroom
- Reducing P.E. time at Jr. High impacts education of students
- Competition across the river
- Funding for programs outside of the "Core"
- North Dakota
- · Life skills needed to enter job market
- State policy (politics) More accountability?!?!
- · Diversity of thought and experience and culture
- Population growth (north vs. south)
- Jobs future market needs
- Technology Diversity

#### **REFLECTIONS:**

- We need to be thinking creatively to address the uncertainty of the future
- · Create spaces that are conductive to creative learning and how children learn differently
- Adaptation to different learning styles
- · Core competency focused
- Original ideas that have value = creativity
- · Value of music and the arts
- Life skills need to be taught practical application
- · Personalized learning that taps into their joy
- Experiences that help all kids feel "Normal"

#### WE SEE...

(The first step in creating a shared vision involved being clear about expectations. Participants are invited to individually write down "I see..." statements in response to their vision. The individual statements are not shared in the whole group setting, but rather they are discussed in small groups to create "We See..." statements.)

#### **GROUP 1**

- Partnerships
  - Staff
  - Board
  - Community
- Passion
  - To teach
  - To learn
- 4 C's
  - Communication
  - Collaboration
  - Critical thinking
  - Creativity
- Inclusion
  - Community
  - Unity
- Fiscal Responsibility \$

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#### **Group 2**

- · Modern and community- based facilities
- · Culture: relationship and Rigor
- Student engagement with technology and active participation
- Relevant preparation
- Students collaborating
- Community partnerships

#### **Group 3**

- Learning can be anywhere (not just in the "classroom")
- Multiple teachers working together
- Resources online available 24/7/365
- Students flow (Can learn anywhere)
- Students engaged (projects not just work sheets)
- Arts, Sports/Community Use
- Elem schools = 600 students in order to be student and family-friendly
- Embedded services expanded
- · Students involved in the community
- Multi use spaces flexible spaces
- · Technology infused no labs

#### **Group 4**

- Excited Students engaged in life-long learning
- System aligned to provide an opportunity for all to be successful
- Sustainable facilities and flexible, open environment
- Receptive to community spaces, learning, commitment

#### **Group 5**

- Personal Learning Environments
- For teacher's professional development
- For small group, large group, and individual instruction
- Where cross- curricular instruction and project based learning is possible

#### Cultural spaces

- · That accept ALL abilities of all learners
- Where families can connect/conference
- That encourage community involvement through the arts/service learning
- That promote positive energy in the building for staff/students/community

#### **Physical Space**

- Green
- Inviting
- Open
- Light that's natural
- Creative/Collaborative spaces
- · That allow children to move
- Allow all ages to perform
- That avoid noise pollution
- · Are safe and secure
- That promote community/school colors

#### **Students Learning**

- · Spaces that support active learning
- That creates, collaborates, connects, and allows for critical thinking
- That embraces technology
- That collaborates with students/community

#### Post-its

- · Technology Infused where appropriate
- Flexible and Adaptable spaces
- · Open campus
- Energy efficient facilities
- Flexible learning spaces accommodating, flexible teaching styles/methods
- Environmental connection to nature
- Multiple pathways to success
- Kids succeeding in the "here and now" not just focused on "competing in the future marketplace".
- Intersection of Arts, Vocation, Athletics, and involvement
- Creative Problem solving
- Innovation
- High educational outcomes
- Applying
- Connected campuses connections from K-12
- Students leading peers
- Challenger atmosphere
- Engaged community partners
- Life long learning
- Engaged students hungry to learn more
- Happiness
- · Students that feel secure
- High morale among stakeholders...
- Excitement
- Pride



WORKSHOP 1 – DAY 2 SEPTEMBER 16, 2014

#### **FACILITY PRINCIPLES**

Beginning the process of creating Facility Principles, the Task Force identified 'Issues,' also described as the big ideas that the Master Plan should attend to in looking at facilities. These were sorted into categories after additional review, summarizing and removing redundancies; the following contains the final facility principles that will carry the process forward.

#### **Attractive and Inviting**

MAPS is committed to being a community development partner

#### This means:

- 1) Promote our assets
- 2) Develop relationships through community engagement
- 3) Investing in people and facilities that IGNITES experiential learning

#### **Community**

MAPS is committed to fostering community and engagement within schools inclusive of all stakeholders within the district.

#### This means:

- 1) Facilities will share quality instructional and gathering space with community ED, community partners and citizens
- 2) Explore strategic community partnerships that include shared investments of equipment, facilities and people.

#### Future Focused / Adaptable and Flexible (combines one each from Teams 2 and 4)

Moorhead Area Public Schools is committed to providing adaptable and flexible facilities for our changing community and educational needs

#### This means:

- 1) Ability to flexibly scale current and future facilities to reflect growing or reducing populations
- 2) Facilities will provide environments for active learning for all learners, learning styles and instructional delivery methods
- 3) Facilities will allow space for staff collaboration and storage for efficient use of time and resources



#### **Student Centered**

Moorhead Area Public Schools is committed to serving and inspiring innovative growth and learning to the Moorhead Students, staff and community.

#### This means:

- 1) Facilities conducive to a well thought out E-12 Progression.
- 2) Programs and facilities available to foster growth to learners with varying learning styles and ages.

#### Quality and excellence in education

MAPS is committed to fostering quality and excellence in education.

#### This means:

- 1) Facilities will inspire and foster creativity, problem solving, collaboration and communication.
- 2) Facilities will have collaborative areas for active learning by all students and staff.
- 3) Facilities will have flexible spaces
- 4) Facilities will enable teachers to promote 21st century learning and development of skills
- 5) Facilities will serve all learners

#### **Technology**

MAPS is committed to supporting evolving learning approaches through technology.

#### This means:

- 1) Support for reliable and agile technology tools.
- 2) Support for community and beyond using various online resources
- 3) Providing technology to support integrated learning.

#### Safety

MAPS is committed to providing safe and secure learning environments for all community stakeholders

#### This means:

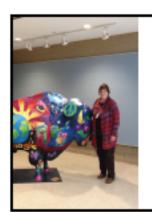
- 1) School facilities will leverage smart structural, environmental technological, and process design
- 2) All students, staff and community are participants in creating a culture of safety

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#### **POWERPOINT**







#### STUDY WILL ADDRESS:

- Demographics
   Curriculum change
- Obsolescence of facility equipment, systems and infrastructure

#### OVERRIDING THEMES:

- Health, safety and security of students and staff
- Optimizing the student learning environment while reinimizing the impact on operating costs



YOU NEVER CHANGE THINGS BY FIGHTING THE EXISTING REALITY.

TO CHANGE SOMETHING, BUILD A NEW MODEL THAT MAKES THE

EXISTING NODEL OBSOLETE.

BUCKMINSTER FULLER



# **Highest Hopes**

Introduce yourself, your connection to Moorhead Public Schools, and one idea that reflects your highest hope for this work.



#### **PURPOSE**

To co-create a clear and compelling Shared Vision that will help inform the Facility Master Plan.





2 DAY AGENDA

SESSION ONE...Today Creating a shared vision.

SESSION TWO...Tomorrow Developing facility principles.



#### CREATING A SHARED VISION

The purpose of a facility related vision statement is to guide the master planning effort, help us set priorities, align resources, and facilitate an efficient decision making process.





#### MISSION

The maston of the Moorhead Area Public Schools is to develop the modes um potential of every learner to thrive in a changing world.

#### MORN

Moonhood Ama Public Schools will be a programive school district recognized for excellence at all levels. We will work collaboratively with our community to provide a premier education for every learner to achieve success while providing assets and nurturing environment that calebrates diseasily and practices mutual respect.





CORE VALUES

Mooth sed Area PublicSchools is committed to the education and self being of each student. We are committed to:

- · area ting a positive learning earning earning that select blidten and you t
- augmenting of learners.
- · heiding high standards and expectations for all learners.
- resting research-hazed, sixto-drives, colis toutifies declaiere inclusive of status tolder purposerties.
- analising continuous improvement and planning for the firstens.
- anisons ling for children and youth within our constrainty and district.
- osiak w tingu tadanti omi stoff.
- prometry policie in the Boar had commently and schools







#### BOHORBH O PREVIOUS EFFORES

Comprehensive Facilities Master Plan for the next 10 years (2025) will build upon previous efforts:

#### District Planning Documents

- Werld's Best Workfero
- Strategic Priorities
- Confesture Review Plan
- Technology Flan

2001 Recibites Master Plan



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#### Demonstrate Bodes

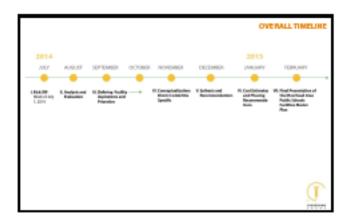
#### Steering Committee (COT)

The District's Steering Committee, composed of a cross section of District Leaders, will be responsible for guiding the overall Facilities Master Plan process.

#### Facilities Master Plan Task Force

Responsible for shaping district's baseline standards, criteria and priorities for facilities work. Provides diverse perspectives both within and outside of the district.







#### Design Workshop

A fun, creative working process that promotes full collaboration among all of the key stakeholders and that utilizes virtual modeling took to openly and effectively share design thinking to make great decisions.



### **DESIGN WITH, NOT FOR.**

welcome to the design team!





#### SUCKESTED OUR DELINES

RELAX AND ALLOW. Constant self-monitoring will get in the way of group performence. Let go...

DON'T WORRY ABOUT WHO GETS CREDIT.

When everyone genuinely collaborates, everyone endaup being more creative. (SEEKTHECOMMON GROUND)

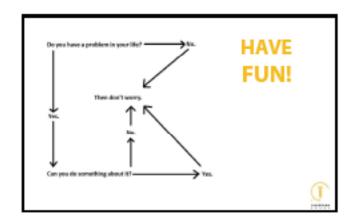
CLARITY IS NOT A VIRTUE. If everything you say is detailed and explicit, you won't give your collaborators room to run. Put ideas out there that are half-baloed.

CREATIVITY IS RISKY. Putyourselfin an environment that rewards failure. Successful creative teams are also the ones who fail the most often.

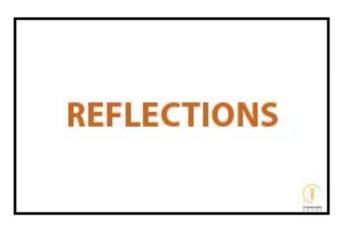


BE WHO YOU ARE AND SAY
WHAT YOU FEEL BECAUSE
THOSE WHO MIND DON'T
MATTER AND THOSE WHO
MATTER DON'T MIND.

- DR. SEUSS











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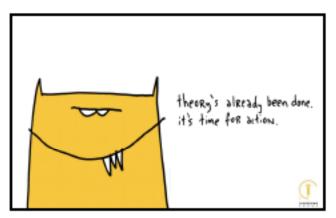
#### FORCES OF CHANGE:

Places identify the major forces of change that you believe will impact public education over the west 10 years.









**ECONOMY** 



WHAT IS IT?

WHAT COULD BETHINKING

THAT REQUESTS OF

RAPID TRANSFORMATION

OF A MEMORIA DE PRODUCT

THAT CHANGES THE WORLD



M THESE NEW SCONORSIS: OTHER SCONORIC SECTORS ALT MATTER COMMUNICATION ALTERNATIVE COMMUNICATION ALTERNATIVE COMMUNICATION



#### "PERMANENT BETA"

The old way of doing things – getting a college degree and working for a company for 50 years – is finished. Buryone is now an entrepreneur. To adapt, workers must be in a permanent hate pines, constantly burning and gaining may skills.

- Roid Hallman, Unionlin Co-fearaint of SHSW Conference



### WHAT'S BEHIND IT?



DOES ANYONE DOUBT THAT

THINGS NEED TO CHANGE?



DOES ANYONE DOUBT THAT NEW IDEAS ARE REQUIRED?



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IF WE DON'T FIGURE IT OUT SOMEBODY ELSE WILL GLOBAL OPPORTUNITY



TECHNOLOGY HAS CHANGED THINGS PERMANENTLY.



MASS PRODUCTIONON



**PLEASE NOTE** 



**INNOVATION** 



IS NOT SOMETHING



YOU CAN FORCE



**FORTUNATELY** 



CULTIVATE



WHAT MAKES IT GROW?



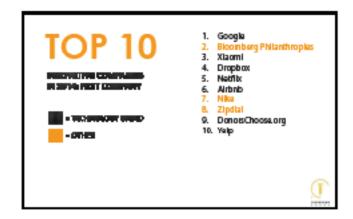
HOWEVER
DIVERSITY
ALONE IS NOT BNOUGH



INNOVATION IS NOT COLLABORATION
IS THE WAY TO GET TO THERE

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# CREATIVITY IS RISKY BUSINESS LEADS TO GREATER REWARDS





I'VE LEARNED SO MUCH FROM MY MISTAKES..., I'M THINKING OF MAKING A FEW MORE.

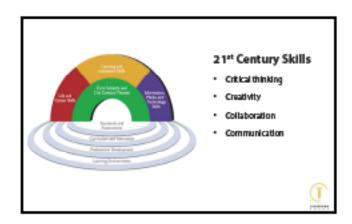


PRECONCEPTIONS: (i.e. limiting beliefs)

blentily pursonal and/or institutional ballets that might present or limit you in lading the challenges presented by these forces.



21 C. AND BEYOND



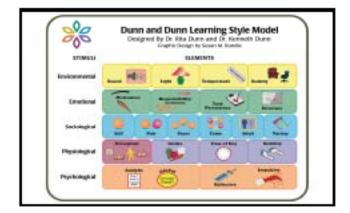
#### **Educational Trends**

- · Learning is Personal mass customization of learning
- Learning Happens Everywhere formal and informal
- Flexibility and Adaptability of both space and furniture
- Collaboration students need to see adults model working together
- Project Based Learning relevant, engaging
- Technology seamless, ubiquitous, BYOD

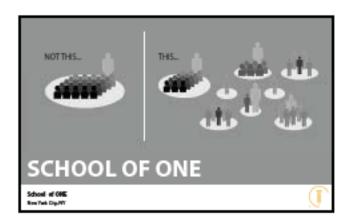


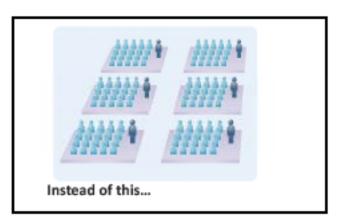
# Learning is **PERSONAL**

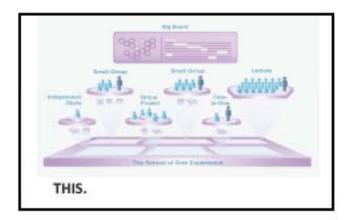
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# Learning Happens EVERYWHERE









FLEXIBILITY & ADAPTABILITY

# Workshop 1 09.15.2014

















# **COLLABORATION**







# Workshop 1 09.15.2014









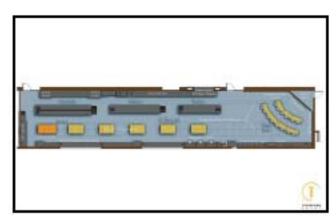






# Project Based LEARNING









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**TECHNOLOGY** 

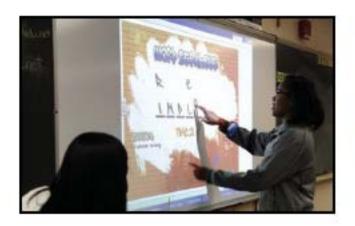
# Workshop 1 09.15.2014











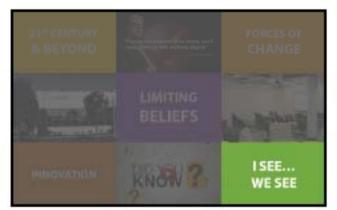


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I SEE... WE SEE Vision is the art of seeing the invisible.

- Jonathan Swift



#### PERMISSION

Public schools did not exist forever. They did not come out of the forehead of a Greek or Roman God; they were contrived by ordinary men and women... and for just this reason they can be rebuilt or reconceived, dismanded or replaced, not by another set of Gods but by plain men and women. You and I can leave school as it is, change it slightly, or turn it inside out and upside down.

Jonathan Kozol



#### I SEE...

Imagine the district is successful beyond your highest expectations, and you're giving an international team of educators a tour of the district's schools in the year 2025.

What do you see?

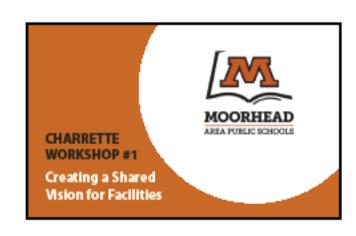


#### WE SEE...

Imagine the district is successful beyond your highest expectations, and you're giving an international team of educators a tour of the district's schools in the year 2025.

What do you see?







#### 2 DAY AGENDA

SESSION ONE...Today Creating a shared vision.

SESSION TWO...Tomorrow Developing facility principles.



### REFLECTIONS



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#### FACILITY PRINCIPLES:

OVERARCHING BELIEFS AND COMMITMENTS TO WHAT'S IMPORTANT FOR ALL MOORHEAD AREA PUBLIC SCHOOLS...



#### SHARED VISION

We envision safe, inviting, and inclusive learning environments that support a sustainable culture of excellence in 21st Century learning, while fostering meaningful and collaborative community partnerships.



#### PERSONAL BANKS

#### EXAMPLE 1:

Category - Academics

Public Schools is committed to providing facilities that support flexible instruction and programs and achievement for all learners.

#### THIS MEANS

- Facilities will anticipate changes in instructional delivery, with flexible, adaptable space
- · Facilities will provide space for staff to meet, plan and work
- Facilities will reflect and fit the physical, intellectual, social and emotional characteristics of the learners (age appropriate)



#### Mich. 17 PHILIPPIN - Brough

#### EXAMPLE 2:

Category - Community

Public Schools is committed to Fostering community within schools inclusive of all citizens within the district.

#### THIS MEANS:

- Joint use facilities will be explored and developed
- School facilities will be a source of identity, pride and quality for students, staff and neighborhoods
- Facilities will share quality instructional and gathering space with community education and community partners



#### I believe our facilities should...

Besed on the work done to date, is alvidually identify and write down on post-it notes the beliefs and coveralizates that we must address in this Facility Master Plan.

1 lides per pent-it, planes



# What are the categories your statements reflect...

Table talls Discuss your commitment/balle?
statements and think about the ortogories these
statements reliect. Be prepared to share one or
two ortogories with the whole group.



# **Categories**



Please sort your belief statements onto the

**Category Sheets** 



#### What will we commit to?

Create Draft Facility Principles
Define what these mean

Moorhead Area Public Schools is committed to... This means...



# REFLECTIONS

Next Steps...



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#### **FACILITY DESIGN STANDARDS**

DEFINE CONSISTENCY, VALUE AND QUALITY ACROSS MOORHEAD AREA PUBLIC SCHOOLS PHYSICAL FACILITIES ASTHEY ARE MAINTAINED, IMPROVED OR BUILT.







