Leading and Sustaining Change

Institutional Change for Developing Compassion Integrity 10:30-12:00 (May 1st)

by Dr. Angie Nastovska and Dave Trejo
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We are a PEOPLE OF PURPOSE, establishing a NEW PARADIGM for education. We are a caring culture that VALUES COMMUNITY, which contributes to a better society.

Love and compassion are necessities, not luxuries. Without them humanity cannot survive.

Dalai Lama
Goals for the session:

- Institutional Change for Success: Establish a Shared Understanding
- Compassion Integrity: Understand its Importance in Restorative Practices
- Organizational Structures for Success: Examine and Extrapolate
Pair-Share

1) Groups of 2-3
2) Who Are You?
3) What Are You Hoping to Get Out of the Next 90 Minutes?

Share-Out

1. My Wonderful, Fantastic Partner (Insert Name) Shared That They Are Hoping to Get _______________ Out of the Next 90 Minutes.
Organizational Mindsets for Change

ACCOUNTABILITY (limit-setting, discipline)

- TO Punitive
- WITH Restorative
- NOT Neglectful
- FOR Permissive

Adapted by Paul McCold and Ted Wachtel

YOUR GRATITUDE MAKES ME FEEL LIKE A SUPERHERO

I CAN’T WAIT FOR YOU TO HAVE MORE PROBLEMS THAT I CAN SOLVE FOR YOU
Tips & Pitfalls

❖ Expectations must apply to all members of the community
❖ Keep the emotion, lose the emotional
❖ Never say I don't care
❖ Avoid universal statements
❖ Vent horizontally not vertically
❖ Consensus demands better argument
Successful Institutional Change

- Focused on all stakeholders
- Intentional
- Backward Design
Compassion Integrity

❖ Not all integrity is created equal
❖ Basic human values
➢ Compassion
➢ Interdependence
❖ Focus on kindness
➢ Why?

Ah, kindness.
What a simple way to tell
another struggling soul
that there is love to be
found in this world.

~ A.A. Malee
Why?

What's the point of being afraid of the zombie apocalypse when you're already a zombie?

I don't want to read the comments because they'll be mean.
Free to Think, Inspired to Lead

Learner Outcomes
❖ College & Career Readiness
❖ Critical Thinking
❖ Self-Control
➢ (Intrapersonal & Interpersonal)
❖ Intellectual Curiosity
❖ Academic Engagement
❖ Purpose
❖ Growth Mindset
❖ Social Intelligence
❖ Grit
❖ Gratitude
❖ Zest
❖ Optimism
What Restorative Practices is Not
Continuum Pyramid

1. Restorative Practices
2. Continuum Pyramid
3. Formal Conference
4. Group or Circle
5. Small Impromptu Conference
6. Affective Questions
7. Affective Statements
8. Best Practices
9. Relationship
Consistent and Ongoing

- Every site director is trained
- ALL staff will be trained
- RP for parents
- Educating the Board
7 Habits +1

1. Be Proactive
2. Begin with the End in Mind
3. Put First Things First
4. Think Win-Win
5. Seek First to Understand, Then to Be Understood
6. Synergize
7. Sharpen the Saw
8. Find Your Voice
Character Lab

❖ Angela Duckworth

- Curiosity: Strengths of Mind
  - Curiosity is a strong desire to learn or know something—a search for information for its own sake.

- Gratitude: Strengths of Heart
  - Gratitude is the appreciation for the benefits we receive from others, and the desire to reciprocate.

- Grit: Strengths of Will
  - Grit is perseverance and passion for long term goals.

- Growth Mindset: Strengths of Will
  - Having a growth mindset means understanding that intelligence can be developed.

- Optimism: Strengths of Will
  - Optimism is being hopeful about future outcomes combined with the agency to shape that future.

- Purpose: Strengths of Heart
  - Having a purpose means being driven by something larger than yourself.

- Self-Control: Strengths of Heart, Strengths of Mind
  - Self-control is controlling one’s own responses so they align with short- and long-term goals.

- Social/Emotional Intelligence: Strengths of Heart
  - Social Emotional intelligence is understanding feelings and using them to inform actions.
Compassion Integrity Project (Initiative)

DQ: Who am I when no one is looking?

National and Global Influence: Collaboration with DLLF; IB, MIT & Penn State;

Hague, Netherlands, 2017 Presentation with Dr. Peter Senge

At Stanford Graduate School

Changing large systems begins by designing small, brave acts

At MIT Media and Design Lab with global team (China, Nigeria, Africa, Europe, US...
DQ: *Who am I when no one is looking?*

- Compassion Team Building;
- RP Circles to start off every PD
- Intentionality
- Begin with end in mind

[Handout]
Compassion Integrity Project
(Elementary School)

**DQ:** Who am I when no one is looking?

**Tiny House Project**
*Video by Elvis Summers (WATCH):*

- Content and skills: Measurement; climates and climate changes; economy; land formations
- SEL: character, agency, purpose, grit, social intelligence; The 7 Habits
- Restorative Practices: circles; restorative questions
- Collective Philanthropic Entrepreneur Fair for [Kiva](https://kiva.org)
- Current Activism:

**Let’s Be Better Humans Campaign**
Compassion Integrity Project (Middle School)

**DQ:** *Who am I when no one is looking?*

- Content and skills: Use Game Play to Raise Awareness of a Social Justice Issue
- SEL: character, agency, purpose, grit, social intelligence; the 7 Habits: Think win-win
- Middle School Business Fair
- Restorative Practices: Empathy in the Interest of Relationship/Awareness

**LINKS:** Project evidence [1], [2], [3]; Compassion Experience for the Community
Compassion Integrity Project (High School)

**DQ:** *Who am I when no one is looking?*

**High School:**
- UN Climate Simulation
- Global News, Social Media Activism

**MIT Climate Simulation**

**Content:** Environmental Science, Global Politics & History
**SEL:** Think Win-Win, Seek First to Understand, Purpose
**Restorative Practices:** Restore Relationships
Organizational Structures for Success

- School Director Collaborative
- Leadership Connections
- Collaboratives: Facilitator/Teacher, Learner; Parent; Central Office; Leadership Residents; Student Support (Special Ed. Team); Home Study, Office managers; PBL Team; NOVARE (LMS) Core Team
- Parent University
- Student Ambassadors

[Word cloud image]
Let's do this again:

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What is an intentional practice you can commit to championing?
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10 Leadership and Relationship Lessons  
Restorative Practices Taught Me

I recently had the good fortune of participating in a two day training  
conducted by the International Institute for Restorative Practices. As I sat  
there, it dawned on me that Restorative Practices training was not exclusive to  
school leaders or even the prison system where it originated. Restorative  
Practices training was relationship training for life. I came away with lessons  
that I will apply not only to discipline with my students or conflict resolution  
with my staff, but takeaways that will help my marriage.

Before I delve into the 10 lessons  
I took away, it is important to  
understand one key component  
of Restorative Practices. The  
Social Discipline Window is a  
conceptual rubric-like tool by  
which you can gauge how truly  
collaborative any interaction is  
with your students, staff,  
colleagues or even your spouse.  
Studying the Social Discipline  
Window will drive home what  
will seem like common sense.  
But, like Steven Achor says...