

0:00 Here are the kinds of things you wanna know about. So L&D culture, right? My company's culture is gonna be different than somebody else's company's L&D culture.

0:10 And that's something we're building out some materials on TPLD but they will be in the future. So to kind of expand on Sarah's talk, you want to find out about a specific place and then compare it essentially.

0:24 So think about the questions like think about your workplace, think about the culture, figure out what you think the culture of your school is and how you've determined what the learning culture is.

0:35 And by the learning culture, I'm talking more about the PD culture, not the learning culture for students. Think about the learning culture for staff.

0:43 Many schools are not the world's best model of the learning culture for staff. And if you shifted that mindset, I think this comparison activity will be even more valuable than thinking about it in your classroom.

0:55 You control the learning culture in your classroom, as Sarah said many times in your talk. But you don't control the learning culture at your school probably or in your district.

1:03 So think about the learning culture that you don't control the learning culture in your school or in your district. Related to teacher training, PD development, training on software is there mandatory, well I'm sure there is mandatory training that you need to do at the beginning of the year.

1:21 Mandatory testing, training, safety training, all of those things. But also just what is the learning culture of like do you have PLCs?

1:30 Do the PLCs drive learning for other teachers? Do you feel like there is our opportunities, there is time and space to learn as an individual.

1:39 Do most teachers learn an upskill for their own job, not just for leaving the classroom? All of that kind of contributes to the learning culture and the learning culture of a school is very much something that administration should care about.

1:56 But often it isn't necessarily the most robust that it could be if we compare it to kind of modern day learning culture goals, right?

2:06 I think that's something that teachers are expressing in mass when I see them on social media. So I would say look and think about your learning culture as it relates to staff and then talk to somebody and see what the challenges are in schools.

2:21 Cuz there are challenges but they're gonna be different versus what the challenges are in corporate. And one thing that can help with this that Heidi mentioned in her talk that I'll get into a little bit more when we get to her language talk maybe is looking at the school improvement plan.

2:36 Because I guarantee you, well I don't guarantee you cuz you could work at a private school or something. Look at like your local public school school improvement plan, which probably is posted online or a district school improvement plan that might be posted online.

2:50 If you can find it or just Google it and you'll find some examples if you don't have one, but you should have one if you're a public school and your school improvement plan is Essentially like the goals your school has made to hit their KPIs and OKRs, your key progress indicators and your OKRs, which are for the most part going to be your test scores.

3:14 Unmask that like determine how your school is ranked. Like is it a school, is a B school is C school, is it a D or F school?

3:21 Are you in trouble? How are you doing? You know, at meeting those federal guidelines for ESSA (the Every Student Success Act); those kinds of things are in the school improvement plan and if your school hasn't met something for ESSA, it's even more intense in there.

3:38 But that basically those are the goals and I guarantee you that there are staff goals in there along with the student goals because it's a best practice.

3:47 If it isn't, then they didn't do it right. As far as my Masters is concerned, because it's a best practice emphasized again and again in educational leadership courses that staff are the main resource of education and that in order to get better outcomes from your students, you have to improve your staff.

4:05 So that should be a key tenant in education. But I don't think teachers often feel that it is because of teacher observation often doesn't feel like it's driving teacher improvement.

4:15 That's a long story. But basically that's kind of like a homework piece that you can do with this Venn diagram.

4:24 What is the culture of your school? Okay, what questions would you need to ask to see what the learning culture is like for somebody in another industry?

4:30 And I recommend for this not speaking to an instructional designer only you could talk to an instructional designer at one of those events if you go to the networking.

4:39 But I actually recommend like maybe if you have a friend in a, who's another industry, you have somebody who's a coffee chat in an adjacent industry maybe like in the industry you're interested in being an instructional designer for, not that you have to pick one, but if you're like, hmm, I'm really interested in tech let me see if I can find a product manager in tech that would talk to me or an SDR in EdTech that would talk to me or a project manager in tech that would talk to me.

5:08 Like, or like in healthcare, let me see if I can find a nurse care manager who works for a healthcare company who would talk to me or a hospital who would talk to me.

5:17 Because then you can ask them about the learning culture of their workplace and I think that would be enlightening as well, how they feel as an employee.

5:27 But you have to ask the right questions. So you have to kind of streamline what your questions are to the information you want based on what you're finding about your work culture and work culture and organizational culture contributes to learning culture.

5:42 Every company has a learning culture like Sarah said. Every school has a learning culture but is it contributing to the performance of the staff?

5:51 That's our big question, right? And how is it contributing and how is working in that learning culture different? One of the main challenges school staff have, there might be administrators who schools have a bad learning culture and it's not because that administrator doesn't know any better.

6:07 It's not because that administrator is a bad person. You might have a very good principal and life like and love your principal but not like the learning culture of your school or district.

6:17 And it's not even just cuz the principal doesn't have absolute power and the district is doing something. It's just a matter of is there, is there time, is there operationally the ability?

6:28 Because if you're underfunded and understaffed as many schools are, then there are additional challenges to that learning culture. And I think if you start to put it in, in sort of terms like that, you can connect it to your experiences, to the experiences people are talking about when they talk about the learning culture at the organization, thinking about the learning culture of the staff, not just of the students.

6:53 Because the students are essentially like, I know we don't like to think of them this way, but the students are essentially your widgets, they're your outcomes.

7:02 And you don't have to think of them as widgets. They could be patients like I work in healthcare and we still serve people, businesses serve customers, they serve patients, they still serve people.

7:14 I would never call students, customers or clients on my resume because they aren't customers in that sense, but they are.

7:21 That's your output, you know? And the teachers are the staff that are really, really driving that output. Teacher success drives organizational success in schools, just like employee success drives organizational success in business and it's just kind of looking at a different viewpoint.