



Educational Visioning Elementary Schools

Northbridge Public Schools
Northbridge, MA



August 2017
Frank Locker Educational Planning



Contents + Acknowledgements

CONTENTS

Ch 1 Contents + Acknowledgements

Ch 2 Executive Summary

Educational Vision
Facility Concepts

Ch 3 Educational Vision

Vision Components
Guiding Principles
School Transformation + Development Map
Most Important Concepts for the Future
Learning Modalities
Innovative Educational Deliveries
School Structure

Ch 4 Facility Concepts

Places for Learning
Defined Spaces
Future Furniture
Overall School Organization Diagram

Ch 5 Appendices

5.1 Workshop 1 Notes
5.2 Workshop 2 Notes
5.3 Workshop 3 Notes
5.4 21st Century Schools Presentation
5.5 Places for Learning Presentation
5.6 Future Furniture Presentation
5.7 School Transformation + Development Map
5.8 Safety + Security Presentation



ACKNOWLEDGEMENTS

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INTRODUCTION

This Educational Vision reflects the work of a Visioning Team; approximately 30 teachers, administrators, students, parents, community, and school committee members, plus the architects and owner's project manager. Created in three days of intense facilitated workshops it is intended to guide the long-term development of both education and facilities for the future elementary schools.

EDUCATIONAL VISION

Guiding Principles

The *Guiding Principles* presented here were created to express the values, beliefs, and concepts developed by the educator and community Visioning Teams which examined educational trends, best practices, and issues affecting the delivery of 21st century education. These *Guiding Principles* present the essence of that inquiry. They are not policy but they address the overarching themes identified by participants. They may serve as a foundation for the future schools. As such, they are intended to form the basis of future educational delivery and facilities planning. Staff professional development is crucial to the successful implementation of the educational concepts outlined here.

OVERARCHING PRINCIPLES

- This future-oriented Educational Vision incorporates a number of innovative best and next educational practices already in operation in classrooms in the Northbridge elementary schools. Extend those practices
- Create a common understanding of this Educational Vision among administrators, faculty, parents, and students to continue shifting the educational model from one that is fairly traditional to one that is more transformed
- Prepare students for success in the 21st century, an emerging world of global competition, uncertain employment prospects, infinite access to information, and rapid change in technology



Executive Summary



Ch 2 Executive Summary

- Teach 21st century skills at the same time as traditional content
- Build relationships with students, families, and communities through school structure and programs
- Aspire beyond the Common Core and beyond the Massachusetts Department of Elementary and Secondary Education (DESE) guidelines to do what is best for student learning, and to instill a life-long sense of wonder and purpose. Create independent, life-long learners
- Establish a program of staff Professional Development to support the educational deliveries outlined here

The full Guiding Principles are expressed in full in Ch 3, Educational Vision.

Learning Modalities

The Community Visioning Team members identified these as the most effective ways for students to learn:

- Small Group Work/Student Collaboration
- Project-Based Learning
- Interdisciplinary Learning
- Social/Emotional Learning
- Teacher Teams/ Synchronous Collaboration
- Integrate Arts in Core

School Structure

INTERNAL ORGANIZATION

- Ideally teachers would be paired, working in adjacent, linked classrooms, sometimes teaching alone, other times swapping specialties and at other times teaching simultaneously
- Lower Grades:
 - Choice of looping, traditional, or multi-grade
 - Multi-age classroom groupings
- Upper Grades:
 - Thematic Vertical
 - Multi-grade
 - Looping

- Teachers “teaming,” sharing students but separately teaching curriculum specialties

These most favored organizational structures call for the nature of school and role of teachers to be significantly changed.

SCHOOL STRUCTURE

The Visioning Team identified developmental ages of students and projected the most appropriate grade groupings to best serve them.

Participants identified preferred grade groupings and enrollment size to best serve the elementary years. All four Table Teams endorsed the 1030 student, PK-5 school option.

This strong sanction considers these issues:

- There is great concern for the number of transitions a student has to make in a PK-12 career
- Longer durations in a building build stronger relationships between teachers and students, and between teachers and families
- The larger building is recognized as offering greater operational efficiencies and less annual cost
- The full continuity of elementary grades in the PK-5 building will offer greater curriculum delivery continuity and consistency
 - Including Special Education services
- Simplified transportation
- Brings facility and program delivery equity to all Northbridge Public Schools students

See Educational Vision Ch 3 for details.

FACILITY CONCEPTS

Places for Learning

The Visioning Team reviewed 13 exemplar schools from the USA, the United Kingdom, and Australia. for the future teaching and learning at Northbridge elementary schools.

Essential characteristics of desired core learning spaces are:

- Learning spaces arranged as Small Learning Communities
- Classrooms are components of “suites of spaces,” supported by other spaces immediately adjacent
- Circulation to be used for learning
- Classrooms are to be flexible, interconnected, and supported by auxiliary spaces including Extended Learning/ Collaboration/ Breakout/ Commons spaces
- Interdisciplinary possibilities
- Open, shared presentation areas, appropriate for student presentations and ad-hoc meetings
- Variety of furnishings, offering students and teachers more choices in supporting learning
- Possibility of student groups working in multiple places under the guidance of their teacher
- Teacher collaboration supported by the facilities, through double sized Classrooms, connections between Classrooms and strategic placement of related functions
- Teacher Planning Centers to support teacher collaboration and sense of community

For a full description of the most appropriate and least appropriate exemplars, with illustrations, see Ch 4 Facility Concepts.

Overall School Organization Diagram

Workshop participants developed a concept diagram for a PK-5 school for 1030 students, as that was the most preferred grade grouping and school enrollment size.

It featured the following essential characteristics:

OVERALL

- Possibly create separate entries for PK-2 and 3-5 portions of the school
- Possibly ease access and express the importance of community use of the building through a separate entry to a public zone
- Create distinct zones for Grades PK-2 and 3-5
- Pre-K to be related to K-2 but distinct
- Create reasonable passage from one to the other to support:

- Teacher collaboration in shared Teacher Planning Centers
- Movement of specialist educators who might be serving all grades

SECURE ZONE

Easily accessible from Both PK-2 and 3-5

- Music
- Art
- English as a Second Language spaces
- Media Center/ Learning Commons
- Special Education substantially separate spaces

Separate in each

- Small Learning Communities
 - Core learning spaces
 - Breakout/Collaboration/Extended Learning Areas
 - Maker spaces
 - Teacher Collaboration Centers
 - Presentation Space
- Administration Office
- Guidance Office
- Special Education inclusion spaces
- Toilets
 - In Classrooms in lower grades
 - In Small Learning Communities in upper grades
- Outdoor learning spaces

COMMUNITY USE ZONE

- Gatekeeper/security office as entry to Secure Zones
- Cafeteria/Commons/Food Courts:
 - Multiple food source stations
 - Flow through
 - Stage
- Gymnasiums
- Stage in Cafeteria(s)

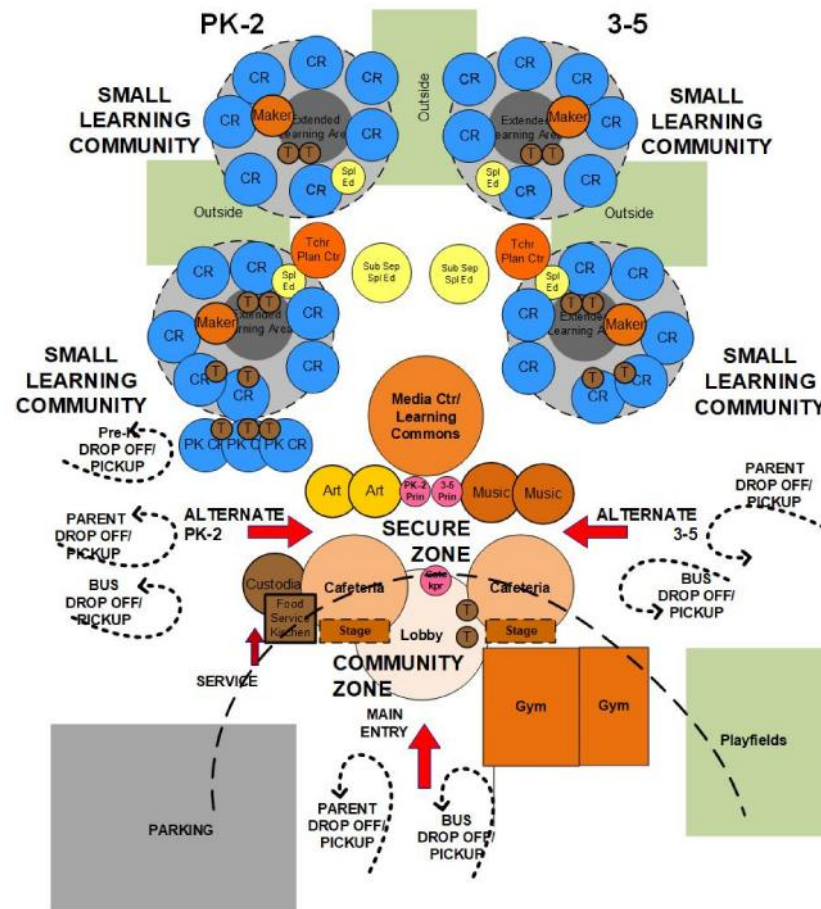
EXTERIOR FUNCTIONS

- Parking

Ch 2 Executive Summary

- Visitors/Community
- Faculty and staff
- Drop off/pick up
 - Bus drop off/pick up separate from parent drop off/pick up
 - Separate for Pre-Kindergarten
 - Alternate: separate for Grades K-2 and Grades 3-5
- Playfields accessible from Gym

The overall diagram is shown here:



NORTHBRIDGE PK-5 SCHOOL
 Relationship concept.
 Not all spaces shown.
 Number of Classrooms not determined.



Educational Vision

INTRODUCTION

This Educational Vision reflects the work of a Visioning Team; approximately 30 teachers, administrators, students, parents, community, and school committee members, plus the architects and owner's project manager. Created in three days of intense facilitated workshops it is intended to guide the long-term development of both education and facilities for the future elementary schools.

Much of the work was conducted by Table Teams, small groupings of six participants each. They brainstormed, debated, and attempted to reach consensus on most of the defining issues. Each Table Team had educators, students, parents, and community members evenly distributed to the greatest extent possible.

VISION COMPONENTS

The Educational Vision for the Northbridge elementary schools is described here through several components:

- **Guiding Principles** establish broad parameters for educational delivery, school structure, and facilities
- **School Transformation + Development Map** (ST+DM © 2017 Frank Locker Inc) relates educational delivery and facilities to national practices, both today and projected into the future
- **Most Important Concepts for the Future** identifies the best and next practices most important for future teaching and learning
- **Learning Modalities** identifies the most effective and appropriate ways for teachers to reach students with curriculum delivery
- **Innovative Educational Deliveries** focuses on the appropriateness of adopting new and challenging educational practices
- **School Structure** defines preferred approaches to the overall relationships of people and programs, including grade groupings and school enrollment size

GUIDING PRINCIPLES

The *Guiding Principles* presented here were created to express the values, beliefs, and concepts developed by the educator and community Visioning Teams which examined educational trends, best practices, and issues affecting the delivery of 21st century education. These *Guiding Principles* present the essence of that inquiry. They are not policy but they address the overarching themes identified by participants. They may serve as a foundation for the future schools. As such, they are intended to form the basis of future educational delivery and facilities planning. Staff professional development is crucial to the successful implementation of the educational concepts outlined here.

The *Guiding Principles* are:

Overarching Principles

- This future-oriented Educational Vision incorporates a number of innovative best and next educational practices already in operation in classrooms in the Northbridge elementary schools. Extend those practices
- Create a common understanding of this Educational Vision among administrators, faculty, parents, and students to continue shifting the educational model from one that is fairly traditional to one that is more transformed
- Prepare students for success in the 21st century, an emerging world of global competition, uncertain employment prospects, infinite access to information, and rapid change in technology
- Teach 21st century skills at the same time as traditional content
- Build relationships with students, families, and communities through school structure and programs
- Aspire beyond the Common Core and beyond the Massachusetts Department of Elementary and Secondary Education (DESE) guidelines to do what is best for student learning, and to instill a life-long sense of wonder and purpose. Create independent, life-long learners
- Establish a program of staff Professional Development to support the educational deliveries outlined here

Educational Delivery

Educational Delivery addresses overarching themes required to provide a 21st century high-performing educational experience for all elementary students.

INSTRUCTIONAL MODELS

- Develop a social/emotional learning initiative
- Employ project-based learning on a regular basis
- Group students in small learning teams to differentiate instruction and foster communication, collaboration, and improved social skills, and foster differentiated instruction
- Organize teachers in teaching teams
 - Explore multi-grade instruction
 - Teachers “teaming,” sharing students but separately teaching curriculum specialties, particularly in the upper grades
- Explore thematic learning, allowing student/parent choice of interest area, with the complete curriculum wrapped around that interest
- Create a school and community culture that values flexibility for change
- Position students to learn 21st century skills, especially the “four C’s”, collaboration, communication, creativity, and critical thinking, while simultaneously meeting standard curriculum goals
- Pilot innovative deliveries such as making things to learn for planned future large scale implementation

TECHNOLOGY INTEGRATION

Our world is dependent on technology implementation in all aspects of life. Students must be provided with the technological skills and knowledge which will enable them to function successfully in a global context. Technology should include:

- Recognize computer technology can be more effective than a teacher in recognizing individual students’ learning patterns and style preferences; utilize computers as part of a strategic initiative to personalize learning
- Wireless capability in all spaces in future school building(s)
- Deploy mobile devices in lieu of desktop devices



- Create places and learning goals for students to learn using new technology, including documentation of oral presentations, and the production of videos, story boards, and apps

Technology must not be viewed as a curriculum add-on, but, rather as an effective tool to be utilized in meaningful instruction that is relevant and rigorous.

Educational Structure

Educational Structure establishes the organizational patterns necessary to group students and teachers in the most effective ways.

ORGANIZATION

- Advocate for the PK-5, 1030 student school Option, as it will offer more effective, efficient operations, increased curriculum articulation, and stronger relationships among both teachers and students
- Position educators to better know their students through the size and strategic placement of learning spaces

RELATIONSHIPS

- Organize school as Small Learning Communities to support formation of relationships
- Support teachers who wish to loop with their students
- Foster student collaboration to build social and communication skills, and the ability to work with others
- Create opportunities for students to grow socially and emotionally while working with others in classroom assignments

CURRICULUM

- Build 21st century skills while meeting traditional curriculum goals
- Create regular opportunities for students to improve their oral communication skills

SCHEDULES

- Create common planning time for all teachers

- Institute strategic scheduling changes to empower the concepts outlined in this Vision. The school schedules must provide for flexibility and collaboration

Facility Implications

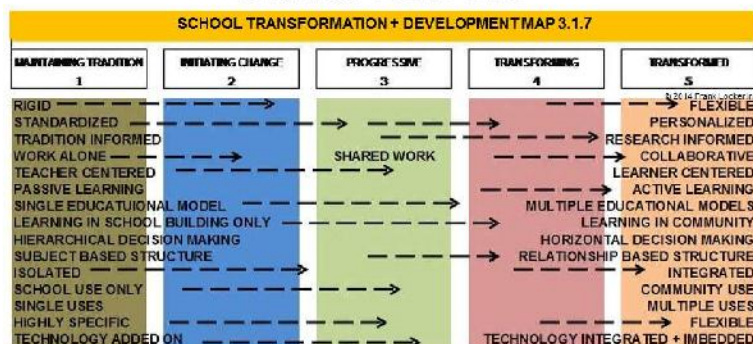
- The preferred planning Option is the 1030 student PK-5 school
- Design facilities to be flexible, able to support multiple learning modalities, teaching styles, and program change over time
- Empower the possibility of multi-grade learning through connections between Classrooms
- Develop Small Learning Communities, learning spaces arranged in clusters
- Select furniture that supports collaboration, different learning modalities, and is substantiated by brain research
- Create Teacher Planning Centers to foster collaboration, interdisciplinary teaching, and greater knowing of students by teachers
- Create building plans that offer security and safety despite constant visitors, many of whom will be active participants in student learning
- Create spaces that support more “hands-on” learning, including STEM and STEAM labs and Maker Spaces
- Integrate outdoor learning and recreation spaces in the building designs
- Create presentation spaces to honor and encourage frequent student and expert visitor presentations
- Minimize circulation spaces that do not also offer opportunities for learning, such as Breakout/ Collaboration small group spaces

SCHOOL TRANSFORMATION + DEVELOPMENT MAP

Workshop participants, working in three-person Micro Teams, used the School Transformation + Development Map to evaluate the elementary schools' current educational delivery and facilities, and to project the desired future for both.

The ST+DM expresses the evolutionary shift in education in great detail, chronicling educational practices and facility design. Schools today are in different points of evolution, and many schools expect to be in different points of evolution in the long-term future. The ST+DM characterizes schools and facilities on a 1 through 5 basis, with 1 as the most traditional category, and 5 as the most transformed.

SCHOOL TRANSFORMATION + DEVELOPMENT MAP



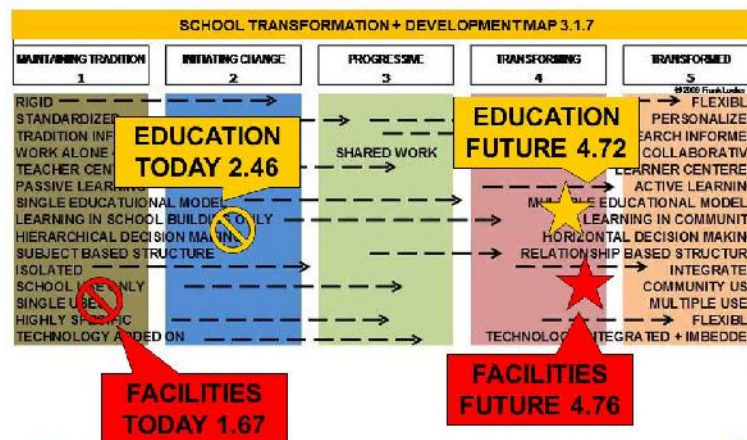
Workshop participants worked in Micro Teams to review the multiple educational practices and facilities concepts in the School Transformation + Development Map. They scored their schools in the following categories:

- Educational Delivery Today
- Facilities Today
- Future Educational Delivery
- Future Facilities

This average score gives a general understanding of current and desired future practices and facilities. The average overall score of all Micro Teams was:

SCHOOL TRANSFORMATION + DEVELOPMENT MAP

Overall average



The overall scoring of all Micro Teams was relatively close for Education and Facilities, both Now and the Future, indicating a high degree of consensus among workshop participants.

The most important lessons from the ST+DM for the immediate future come from the difference between today's situation and the desired future. Overall, the Visioning Team desires significant changes for education, 2-1/4 columns out of five. Desired facilities changes are even greater, three columns.

For education this means that a program of staff professional development needs to be implemented, starting soon. For facilities, it means that facilities will not look like traditional school. In both cases dialogue with the community needs to be engaged in order to share and receive comment and guidance on the exciting concepts proposed for the future schools.



MOST IMPORTANT CONCEPTS FOR THE FUTURE

Visioning Team members were asked to identify the most important issues for education and facilities in future Northbridge elementary schools.

The results are outlined here, in order of importance based on frequency of citing:

EDUCATION

- Emotional Intelligence
- Project Based Learning
- STEM/ STEAM programs

In Table Team discussions they added:

- Creating Innovators
- Multiple Intelligences

FACILITIES

- Flexible, Varied, Brain-Based Furniture
- Small Learning Communities
- Empower Student Collaboration

Note that these concepts, collectively, call for a major shift in both educational deliveries and the facilities that support them. Curriculum requirements and standards will remain, but the nature of teacher roles and student activities will change.

LEARNING MODALITIES

Visioning Team members considered 21 learning modalities, ranging from traditional lecturing and direct teaching to independent study, and ranked them in order of appropriateness.

The most commonly cited most effective modalities, in order of importance, are:

- Small Group Work/Student Collaboration
- Project-Based Learning

- Interdisciplinary Learning
- Social/Emotional Learning
- Teacher Teams/ Synchronous Collaboration
- Integrate Arts in Core

The most commonly cited as least effective modalities were:

- Lecture
- Internships
- Desktop technology

INNOVATIVE EDUCATIONAL DELIVERIES

Participants in the Educators Workshop explored three innovative educational practices and assessed their viability for adoption at the elementary schools. Their thoughts were:

- Project Based Learning:
 - Enthusiastically supported by the one Table Team that explored it
 - On the 10 point Engagement Scale, Project Based Learning was ranked 11
- Making Things to Learn:
 - Supported with enthusiasm by both Table Teams that explored it
 - On the 10 point Engagement Scale, Making Things was ranked 10 by both teams
- Mastery Learning/Adaptive Learning:
 - Cautious interest by the one Table Team that explored it

SCHOOL STRUCTURE

Internal Organization

Visioning Team members reflected on model school organizational structures, and determined these to be the most and least appropriate structures for the elementary years:



Most appropriate:

- Ideally teachers would be paired, working in adjacent, linked classrooms, sometimes teaching alone, other times swapping specialties and at other times teaching simultaneously
- Lower Grades:
 - Choice of looping, traditional, or multi-grade
 - Multi-age classroom groupings
- Upper Grades:
 - Thematic Vertical
 - Multi-grade
 - Looping
 - Teachers “teaming,” sharing students but separately teaching curriculum specialties

Least appropriate:

- Synchronous teacher teaming, sharing students in real time

These most favored organizational structures call for the nature of school and role of teachers to be significantly changed.

All preferred organizations would have teachers team teaching in various ways.

Continued dialogues among educators need to start district-wide as soon as possible, extending to parents and students, to explore, share, and deploy these concepts.

School Structure

Visioning participants identified these as the developmental breaks in the PK-12 spectrum.

- PK K 1 2/3 4 5/6 7 8/9 10 11 12
- PK K/1 2/3 4 5/6 7 8/9 10 11 12
- PK/K 1/2 3/4 5/6 7 8/9 10 11 12
- PK/K 1 2/3 4 5:6 7 8:9 10 11 12

Participants identified preferred grade groupings and enrollment size to best serve the elementary years. All four Table Teams endorsed the 1030 student, PK-5 school option.

This strong sanction considers these issues:

- There is great concern for the number of transitions a student has to make in a PK-12 career
- Longer durations in a building build stronger relationships between teachers and students, and between teachers and families
- The larger building is recognized as offering greater operational efficiencies and less annual cost
- The full continuity of elementary grades in the PK-5 building will offer greater curriculum delivery continuity and consistency
 - Including Special Education services
- Simplified transportation
- Brings facility and program delivery equity to all Northbridge Public Schools students



Facility Concepts

INTRODUCTION

The Visioning Team developed concepts for Northbridge's elementary schools' future facilities. The concepts are defined through:

- **Key Words**, expressing key characteristics of future education and facilities
- **Places for Learning**, detailed descriptions of the learning environments
- **Defined Spaces**, expressing desired characteristics of the most important non-classroom spaces
- **Future Furniture** showing favored furniture selections
- **Community + Family**, outlining concepts for greater service to families and the community
- **Overall School Organization Diagram**, shows essential program space relationships for a co-located high/middle school

PLACES FOR LEARNING

The Visioning Team reviewed thirteen exemplar schools from the USA, the United Kingdom, and Australia. Working in Table Teams they ranked the schools for appropriateness for the future teaching and learning at Northbridge elementary schools.

MOST APPROPRIATE

Several exemplars were highly favored, selected by multiple Table Teams as most appropriate. They were:

- Forest Avenue K-2 Center (cited by 3 of 3 Table Teams)
- New Albany Grade 1-8 School (cited by 2 of 3 Table Teams)

LEAST APPROPRIATE

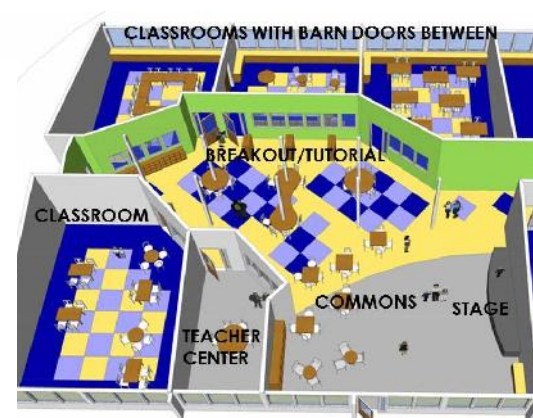
One exemplar was deemed Least Appropriate. Significantly this choice represented the most traditional educational deliveries, and is most similar to the current elementary schools.

Minges Brook Elementary School, the most traditional of the choices, was cited by all 3 Table Teams as Least Appropriate.

ESSENTIAL CHARACTERISTICS

Most of the schools cited as most appropriate shared these characteristics:

- Learning spaces arranged as Small Learning Communities
- Classrooms are components of “suites of spaces,” supported by other spaces immediately adjacent
- Circulation to be used for learning
- Classrooms are to be flexible, interconnected, and supported by auxiliary spaces including Extended Learning/ Collaboration/ Breakout/ Commons spaces
- Interdisciplinary possibilities
- Open, shared presentation areas, appropriate for student presentations and ad-hoc meetings
- Variety of furnishings, offering students and teachers more choices in supporting learning
- Possibility of student groups working in multiple places under the guidance of their teacher
- Teacher collaboration supported by the facilities, through double sized Classrooms, connections between Classrooms and strategic placement of related functions
- Teacher Planning Centers to support teacher collaboration and sense of community



Cited for:

- Community feel
- Teacher planning
- Platform for presentations and performances
- Flexibility of size/configuration of classrooms
- Access to commons/presentation space
- Shared access to resource “rich” spaces
- PK/K individual bathrooms; 1-5 group bathrooms
- Gender neutral bathrooms in SLC
- Equity of access to outdoor space
- SLC: teacher collaboration/planning space
- Universal/ADA playgrounds “inclusive”
- Transparency of/through spaces
- Location of playgrounds to core and classrooms relating to scheduling
- Variety of use of space
- Like teacher center
- Like suite idea: 100 kids, 4-5 teachers
- Successful outcomes, proven

Most Appropriate Planning Concepts

Here are representative photos, descriptions, and Table Team comments for the most commonly cited exemplar schools.

FOREST AVENUE K-2 CENTER

Cited by 3 of 3 Table Teams

Featuring:

- Classrooms arranged around a shared Breakout/Commons/Tutorial/project space
- Stage in this space
- Barn door connections between classrooms
- Teacher Planning Center
- Glass between rooms gives teachers overview and control no matter where students are learning

NEW ALBANY GRADE 1-8 SCHOOL

Cited by 2 of 3 Table Teams

Featuring:

- Large number of Classrooms (12) arranged in Small Learning Communities (SLCs)
- Classrooms arranged around a Breakout/Commons space
- Classrooms are not identical

Ch 4 Facility Concepts

- Varieties of folding walls between some of them
- Many have garage doors to the Breakout/Commons space
- Classroom positioning is not identical
 - Some are central and highly connected to the Breakout/Commons space
 - Others are at the edges, less connected
- Teacher Planning Center located in a strategic position at the center of each SLC
- Small, low Stage located in a paramount position in each SLC
- Conference/Small Group Room located between the Stage and Teacher Planning Center



Table Team comments:

- Community feel
- Individual classrooms with some folding walls
- Multiple learning environments
- Flexibility of size/configuration of classrooms
- Access to commons/presentation space
- Shared access to resource “rich” spaces
- PK/K individual bathrooms; 1-5 group bathrooms
- Gender neutral bathrooms in SLC
- Equity of access to outdoor space
- SLC: teacher collaboration/planning space
- Universal/ADA playgrounds “inclusive”
- Transparency of/through spaces
- Location of playgrounds to core and classrooms relating to scheduling

Least Appropriate Planning Concept

MINGES BROOK ELEMENTARY SCHOOL

Cited by 3 of 3 Table Teams

Featuring:

- Challenging separations between learning spaces
- Isolated Classrooms
- No central focus



- Classroom libraries usually personally funded, replaced by satellite library

Table Team comments included:

- Too traditional
- Too stark
- Where are the resources?
- What we have now
- Why no collaboration/teacher alcove
- Why no visibility to rooms
- Why administration not at front entry for security
- Not a lot of opportunity for collaboration
- Self-contained with no sharing

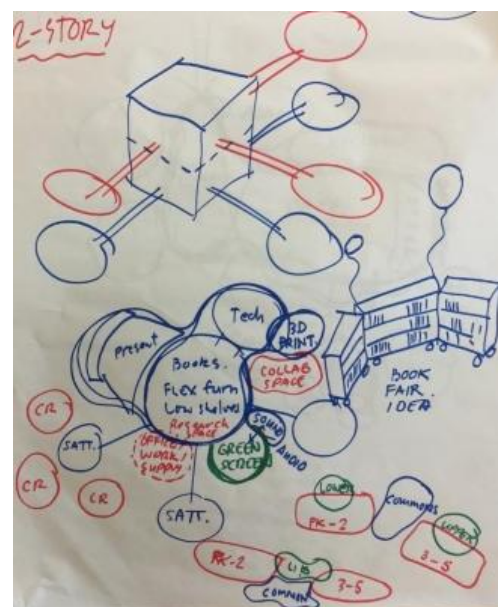
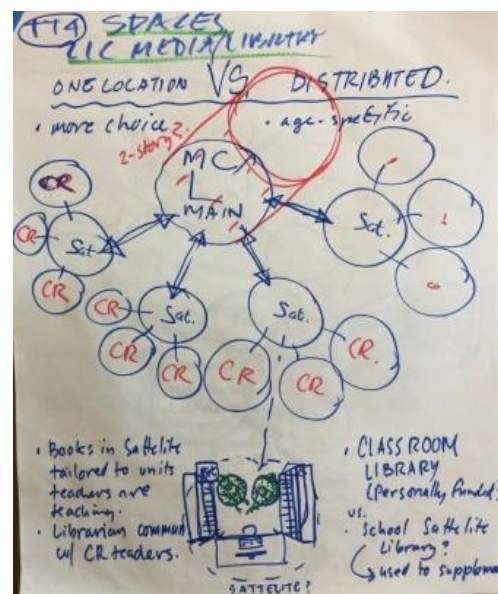
DEFINED SPACES

Essential non-classroom spaces were given consideration by the Table Teams. The outlines below represent the most salient concepts.

21st CENTURY MEDIA CENTER/ LEARNING COMMONS Table Team 1

The concept included:

- If one location: more choice
- If distributed, age-specific
 - Books in satellite tailored to units teachers are teaching
 - Librarian communicates with classroom teachers



#21, Instruction Modules



#23, Varied Types of Student Controlled Furniture



#25, Flexible Movable Desks



COMMUNITY + FAMILY

Workshop participants feel these facility strategies will greatly enhance parent and community connection to and use of the school::

INTENT

- Senior/adult learning
- Multi-generational mentoring
- Parent education and support
- Parent resources
- Pre-K parent/child play opportunities
- Recreational use
- Third party organizations

SPACE NEEDS

- Multi-use space
 - Technology
 - Seating: formal/informal
 - Varying group size
- Classroom with short term child care
- Behavioral health sciences
- Inviting, close to entry
- Support group meeting space
- Art exhibits
- Accessible
- Adult bathrooms

OVERALL SCHOOL ORGANIZATION DIAGRAM

Workshop participants guided Frank Locker in drawing an overall relationship planning diagram for the proposed 1030 student PK-5 elementary school Option, as that was the most favored planning option. Major functions were drawn as bubbles, in relative size, and in relative positioning. The concept featured the following essential characteristics:

OVERALL

- Possibly create separate entries for PK-2 and 3-5 portions of the school
- Possibly ease access and express the importance of community use of the building through a separate entry to a public zone
- Create distinct zones for Grades PK-2 and 3-5
- Pre-K to be related to K-2 but distinct
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- Create reasonable passage from one to the other to support:
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SECURE ZONE

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Separate in each

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- Toilets
 - In Classrooms in lower grades
 - In Small Learning Communities in upper grades
- Outdoor learning spaces

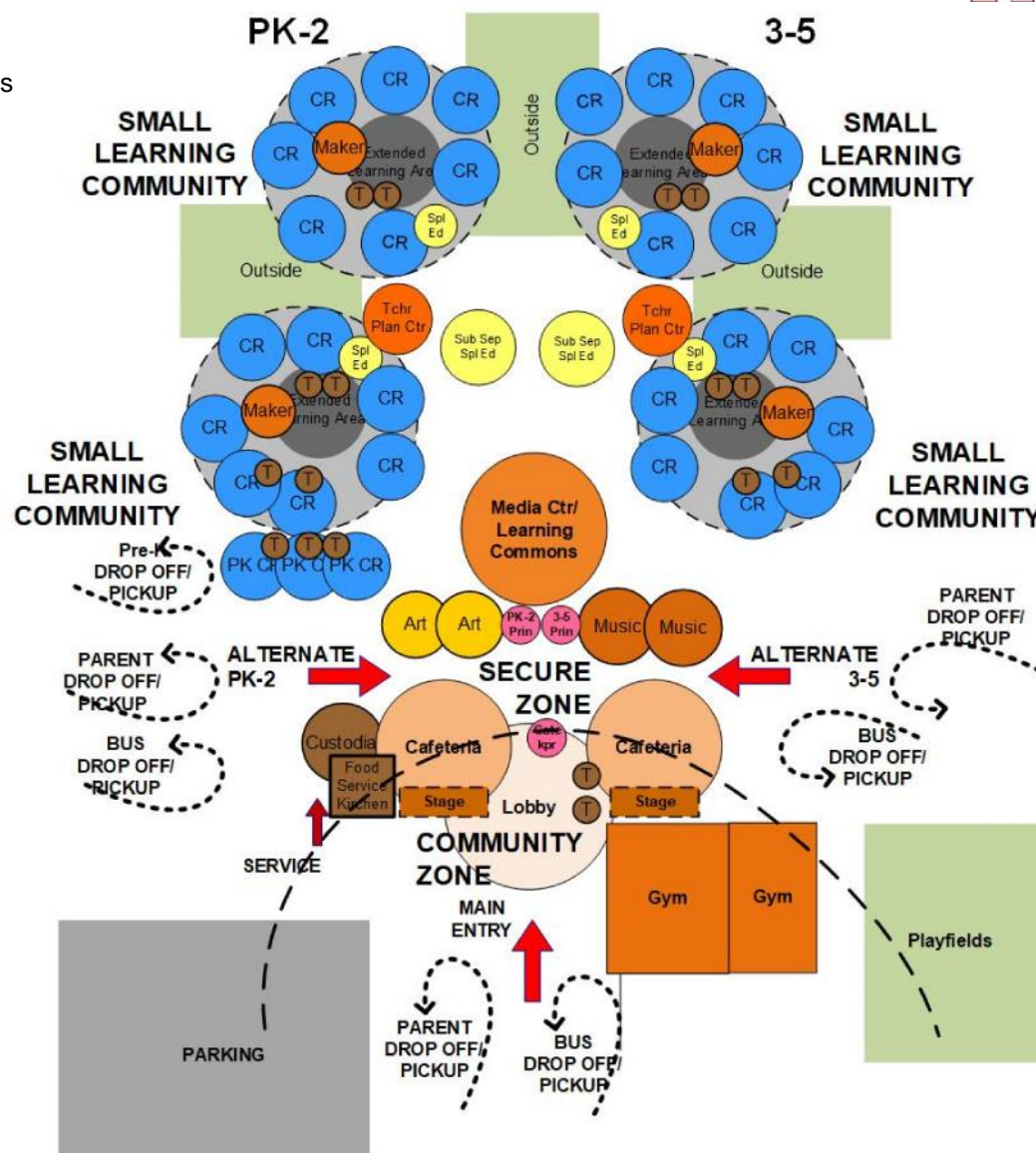
COMMUNITY USE ZONE

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- Drop off/pick up
 - Bus drop off/pick up separate from parent drop off/pick up
 - Separate for Pre-Kindergarten
 - Alternate: separate for Grades K-2 and Grades 3-5
- Playfields accessible from Gym

The overall diagram is shown here:




NORTHBRIDGE PK-5 SCHOOL

Relationship concept.


Not all spaces shown.

Number of Classrooms not determined.



21st Century Schools

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The History of School

100 YEARS AGO



75 YEARS AGO



50 YEARS AGO



TODAY



The History of School

100 YEARS AGO



The History of School



TODAY



The History of School



TODAY



The Future of Work

THOMAS FREY, GOOGLE FUTURIST

2030

1. Augmented Reality Architects
2. Alternative Currency Bankers
3. Seed Capitalists
7. Urban Agriculturalists
12. 3D Printing Engineers
13. 3D Food-Printer Engineers
17. Wind Turbine Repair Techs
19. Smart Dust Programmers
26. Elevated Tube Transport Engineers
32. College and University Dismantlers

As a rule of thumb, 60% of the jobs 10 years from now haven't been invented yet



The Future of Work

THOMAS FREY, GOOGLE FUTURIST

2030 and beyond.

35. Tree-Jackers
37. Extinction Revivalists
44. Time Brokers – Time Bank Traders
54. Amnesia Specialists



(By the time our students are 40 years old, they will have had nine jobs)



The Future of School



21st Century Learning: Future of Schools

TODAY TODAY



TODAY TODAY



21st Century Learning

2

20th CENTURY

TEACHER CENTERED

- Focus on teaching efficiency
- Producing workers for an industrial age
- Content knowledge
- "Broadcast" teaching
- Students work alone

• Content is abstracted

- Teacher is holder of knowledge
- Teacher works alone
- Subjects taught separately

• Mostly direct instruction + papers

21st CENTURY

STUDENT CENTERED

- Focus on learning effectiveness
- Producing citizens for a post-industrial age
- Relationships + skills
- Personalized learning
- Collaborative learning

• Content is relevant

- Teacher is a guide
- Teacher collaboration + teams
- Integrated/interdisciplinary learning
- Problem-based/project-based learning



Measures of Success?

HOW DO WE KNOW WE ARE DOING THE RIGHT THING?

- Standardized testing
- Course failure rates
- Attendance rates
- Graduation rates
- Student behavior
- Parent involvement
- College/post-secondary admission
- College/post-secondary graduation
- Others?

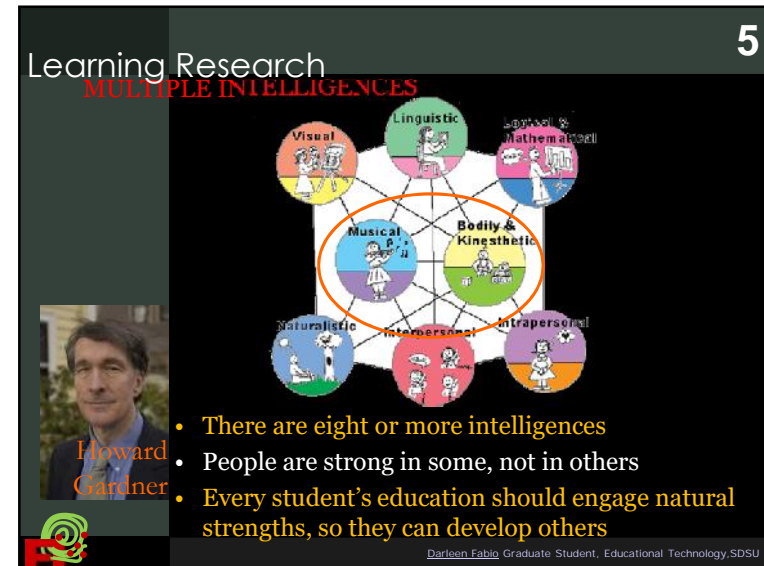
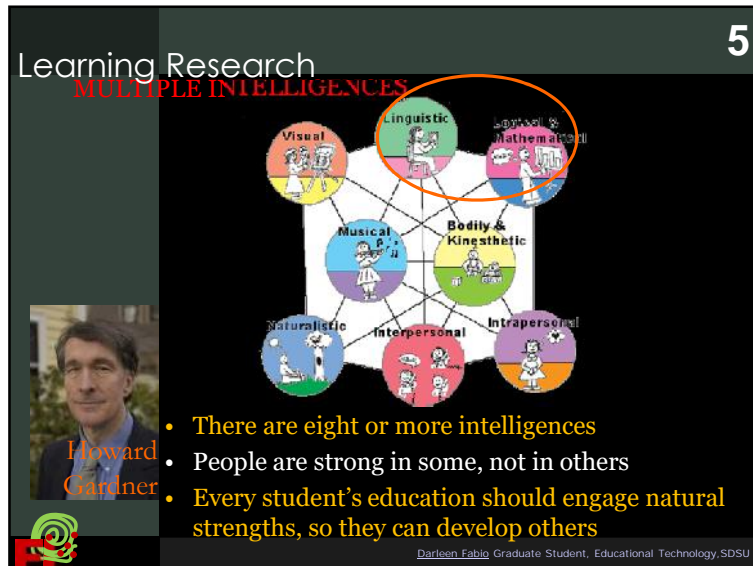
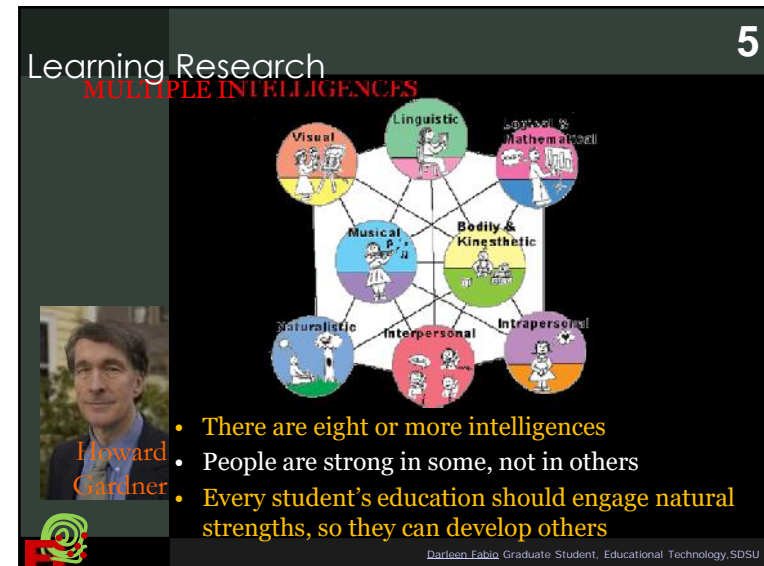
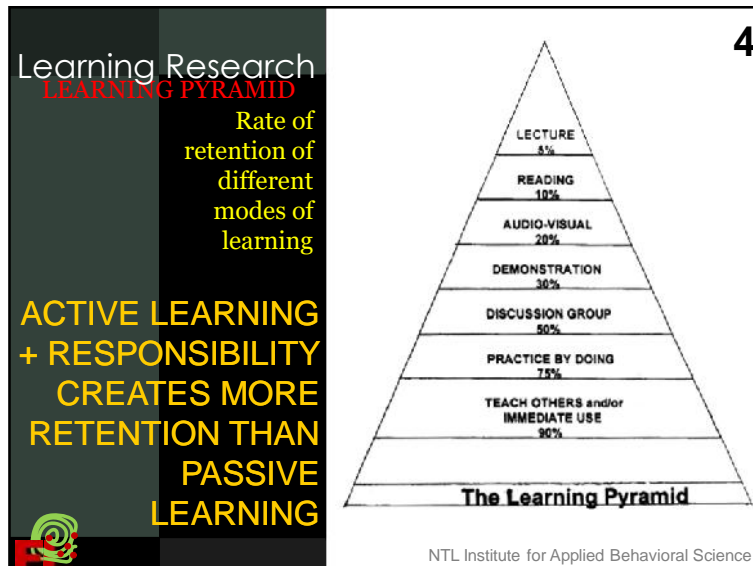


Measures of Success?

HOW DO WE KNOW WE ARE DOING THE RIGHT THING?

What do students want to talk about at the dinner table every night?



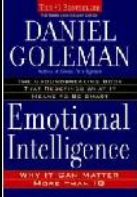


Emotional Intelligences


SUCCESS IN LIFE

6

Daniel Goleman
Emotional Intelligence



“85% of success is based on your EQ, not your IQ”



Relationships


7

MAGIC OF 150
Dunbar's Number

The theoretical cognitive limit to the number of people with whom one can maintain stable social relationships. These are relationships in which an individual knows who each person is, and how each person relates to every other person.

150 is really 100 to 225


GOOGLE THE
“MAGIC OF 150”



Defining 21st Century Learning

BLENDED LEARNING; FLIP THE CLASSROOM



8

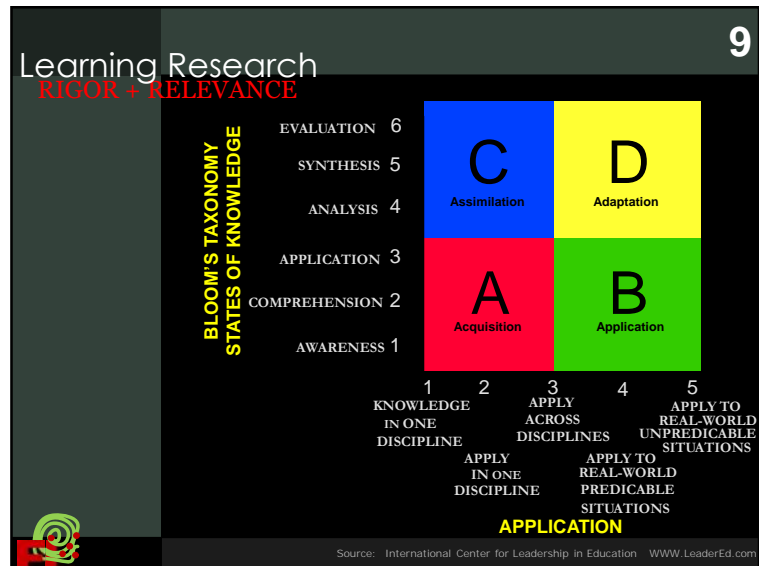


Defining 21st Century Learning

BLENDED LEARNING; FLIP THE CLASSROOM

8





Learning Research **9**
RIGOR + RELEVANCE
Elementary School

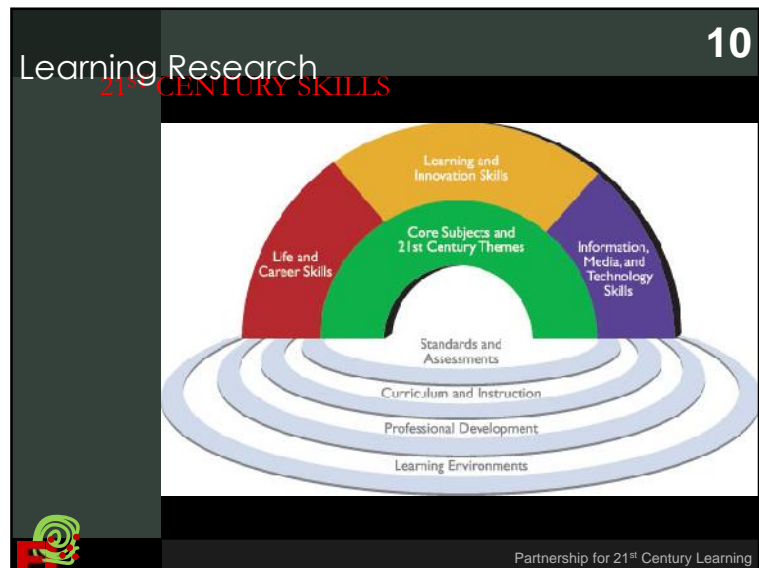
A
Acquisition

D
Adaptation

- Put words together in sentence format
- Memorize multiplication tables
- Demonstrate phases of the moon
- Memorize names, locations, and capital cities of U.S. states

- Publish a brochure
- Collect data on an event and compare it to expected results, such as the number of faulty parts manufactured
- Design a candy dispenser that works without gravity
- Research a location in the U.S. and explain why it is a good place to live

International Center for Leadership in Education WWW.LeaderEd.com



Partnership for 21st Century Learning **10**
THE FOUR 'Cs'


- Creativity + innovation
- Critical thinking + problem solving
- Communication
- Collaboration

Partnership for 21st Century Learning

21st Century Learning
INNOVATION

11

Tony Wagner
Creating Innovators




“When a student can learn everything they need to know from the internet, the curriculum is no longer important.
The school experience is.”

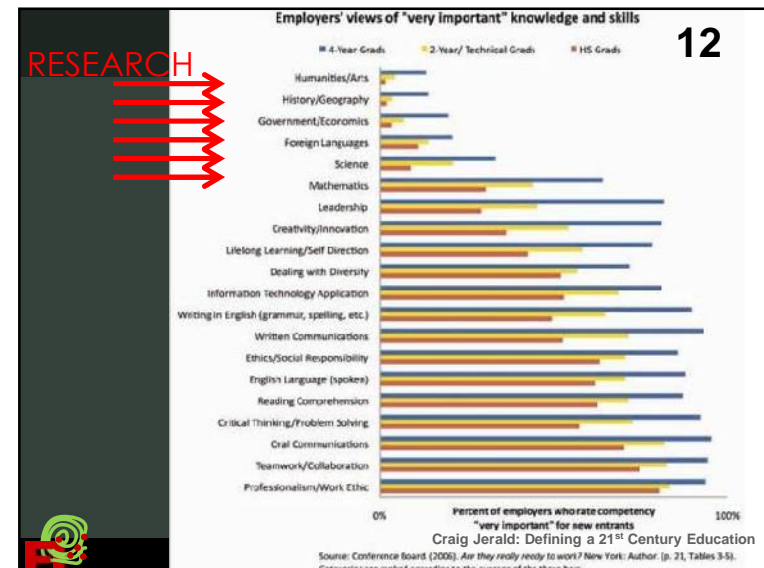
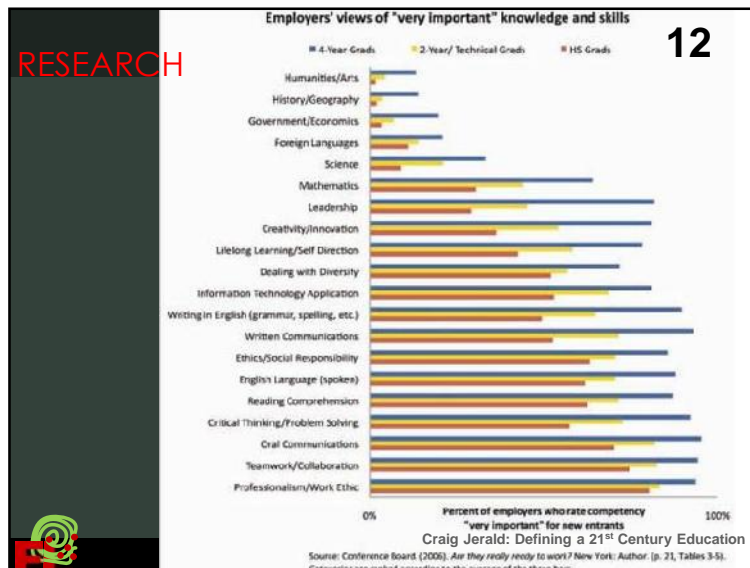
21st Century Learning
INNOVATION

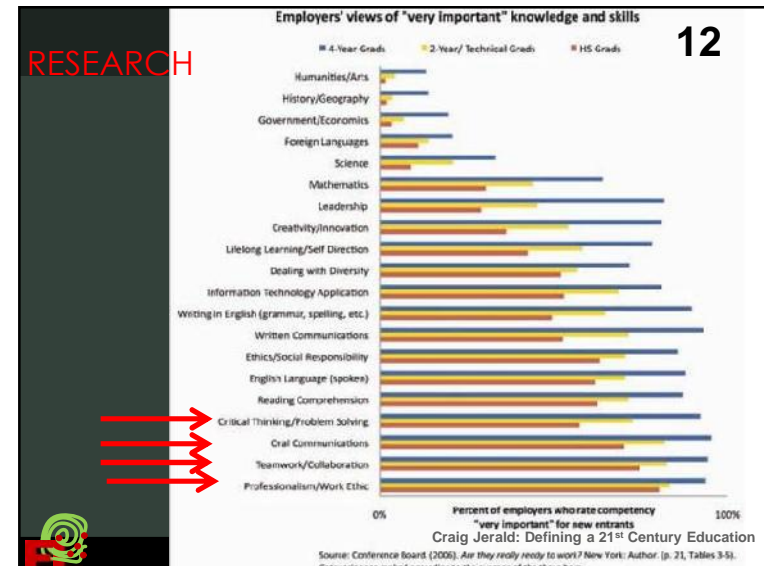
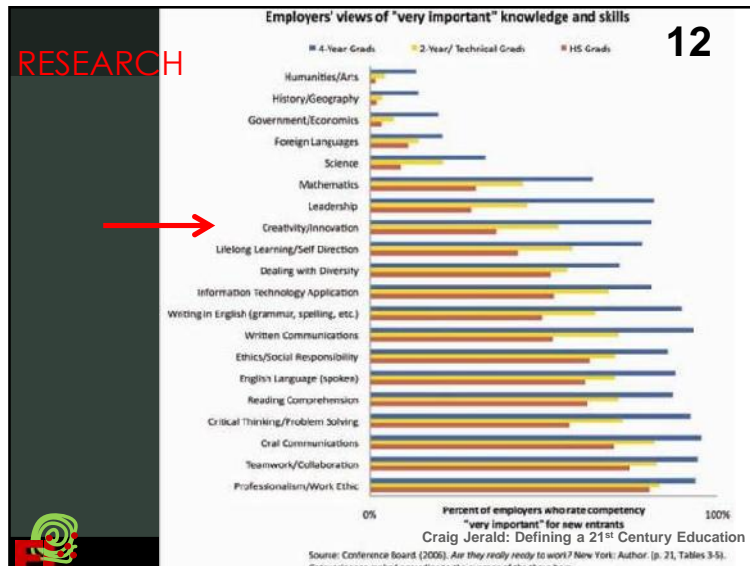
11

Tony Wagner
Creating Innovators



“What you know is not important.
What you do is.”





Learning Research

PROJECT BASED LEARNING

15

There is ample evidence that PBL is an effective method for teaching students complex processes and procedures such as planning, communicating, problem solving, and decision making.

There is some evidence that PBL, in comparison to other instructional methods, has value for enhancing the quality of students' learning in subject matter areas, leading to the tentative claim that learning higher-level cognitive skills via PBL is associated with increased capability on the part of students for applying that learning in novel, problem solving contexts.

Young Investigators
THE PROJECT APPROACH
IN THE EARLY YEARS
Judy Haver's Melin and Lillian Katz

A REVIEW OF RESEARCH ON PROJECT-BASED LEARNING John W. Thomas, Ph. D, 2000

Africa Discovery

MANCHESTER, MA, MEMORIAL SCHOOL

15

21st Century Skills in Action: Manchester Memorial School, Gr. 6

A social studies unit on Africa was used to teach global awareness, technology skills, music and art at this Manchester-Essex school. Each student chose an African country to study in depth, did their research online, created their final projects using Powerpoint and presented them using SMART Boards. While this project was ongoing, students discussed and constructed African masks in art class, and learned about and practiced African drumming in Music class. More on this program: <http://www.doe.mass.edu/edtech/practices/manchester/intro.htm>.

21st century skills used in this project: global awareness, creativity, technology, collaboration, communication, problem solving

Massachusetts Dept Education 21st Century Skills Task Force

16

Integrated Arts
INTEGRATED ARTS ELEMENTARY SCHOOL,
BURLINGTON, VT

Core learning goes up when arts are integrated in core classrooms, especially for English language learners



"Give me a classroom big enough to dance in."



Frank Locker Educational Planning

17a

STEM + STEAM
STEM/SCIENCE-TECHNOLOGY-ENGINEERING-MATH
ADD THE ARTS AND GET STEAM






STEM Program, Newton North High School






Hanover High School, Hanover, MA
 Frank Locker Educational Planning

17a




Elementary STEM
ENVIRONMENTAL SCIENCES/SUSTAINABLE LIVING

Environmental sciences schools have higher levels of parental contact than typical schools...

...And great math scores

Theodore Judah ES, Sacramento, CA

Barnes Sustainable Living ES, Burlington, VT
 Frank Locker Educational Planning


17a

Elementary STEM
Add the Arts and get STEAM
STEM + STEAM: ENGINEERING CLASSROOM




High Tech Elementary, San Remo, CA

Design Thinking
Making Things to Learn 17b

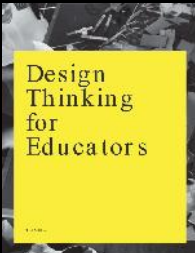


Agency by Design

DESIGN & THINKING
THE MOVIE


Project Zero
Harvard
Graduate
School of
Education

Harvard
Graduate
School of
Design



Design
Thinking
for
Educators




Ideo




Design Thinking
Making Things to Learn 17b
BRIGHTWORKS SCHOOL, SAN FRANCISCO, CA



Design Thinking
Making Things to Learn 17b
BRIGHTWORKS SCHOOL, SAN FRANCISCO, CA



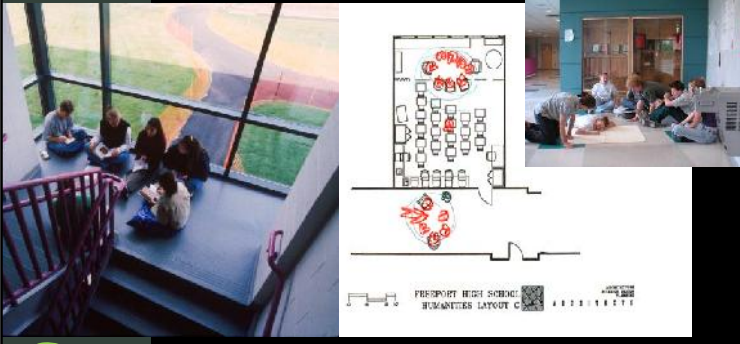
End of Part 1



21st Century Schools

NEW CLASSROOM CONCEPTS

- What is and where is a classroom?




PERDUE HIGH SCHOOL
REDESIGN LAYOUT ©

20th Century Schools

CORRIDORS + CLASSROOMS

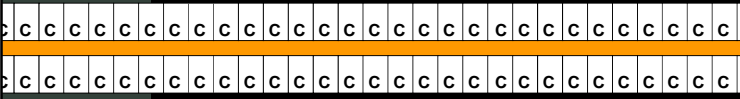
18



20th Century Schools

CORRIDORS + CLASSROOMS

18

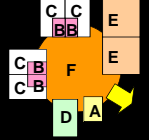


DISJOINTED CURRICULUM
DELIVERED BY INDIVIDUAL
TEACHERS IN ISOLATED
SETTINGS

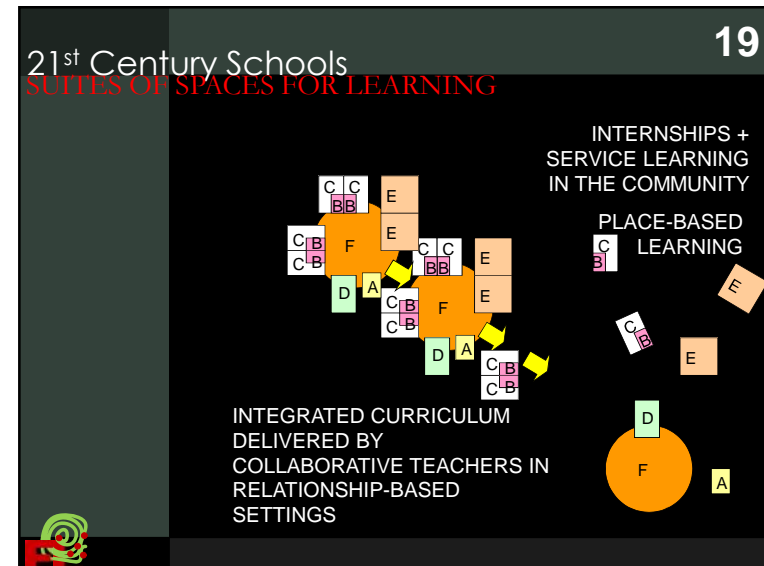
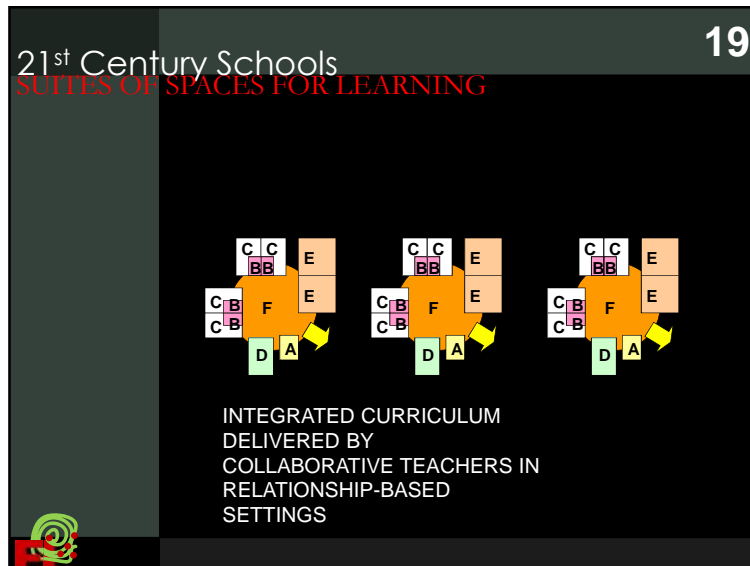
21st Century Schools

SUITES OF SPACES FOR LEARNING

19



INTEGRATED CURRICULUM
DELIVERED BY
COLLABORATIVE TEACHERS IN
A RELATIONSHIP-BASED
SETTING



Collaboration, Breakout, Extended Learning Areas

West Woods Upper Elementary

FARMINGTON, CT

20

West Woods Upper Elementary School - Farmington, Connecticut
Upper Level Plan

Key

- Common Classrooms
- Open/Shared Classrooms
- Classrooms
- Schoolwide Library
- Small Group/Project Space
- Classroom/Classroom

JCJ Architects

21st Century Learning Spaces

LEARNING IS A SOCIAL ACTIVITY

20

Moody Nolan Architects

21st Century Learning Spaces

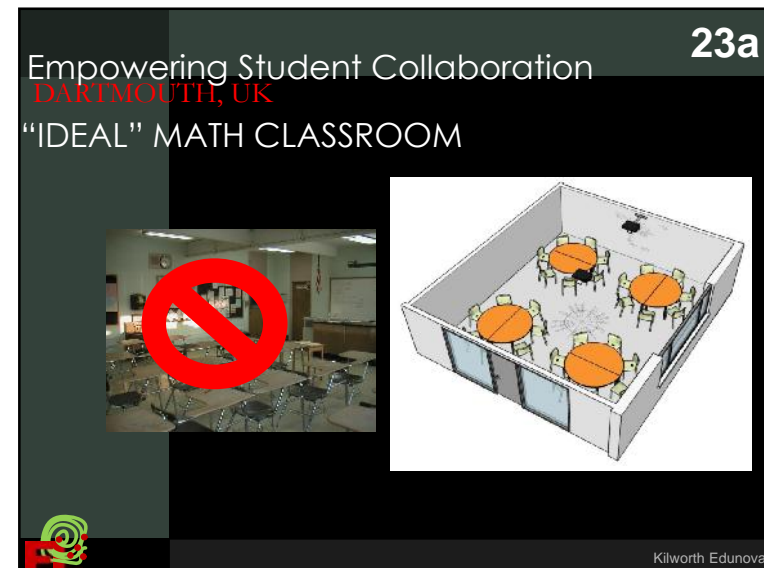
MAKE LEARNING VISIBLE

20

Moody Nolan Architects

20th + 21st Century Furniture


21



Studios Not Classrooms

23b

VS Furniture




The image shows a 3D architectural rendering of a studio space on the left, featuring various workstations, tables, and chairs. To the right are two photographs: the top one shows a group of students working at long tables in a large, open studio; the bottom one shows a display case labeled 'WIRELESS INNOVATION LAB' containing electronic components.

High Tech High, David Stephen, Designer

Making Learning Visible

24




The image contains two photographs of a learning space. The left photo shows a display area with a rainbow flag and various student projects and artwork. The right photo shows students working at tables in a large, open space with high ceilings and large windows.

High Tech High, David Stephen, Designer

Making Learning Visible

24



The image contains four photographs of a learning space. The top-left photo shows a long, open area with various workstations and colorful lighting. The top-right photo shows a hallway with large windows and a display case. The bottom-left photo shows a display area with a rainbow flag and student projects. The bottom-right photo shows a large, open space with high ceilings and large windows.

High Tech Elementary, San Marcos, CA

High Tech Elementary, Chula Vista, CA

Teacher Planning Centers Grade 1-8 School NEW ALBANY, OH

25



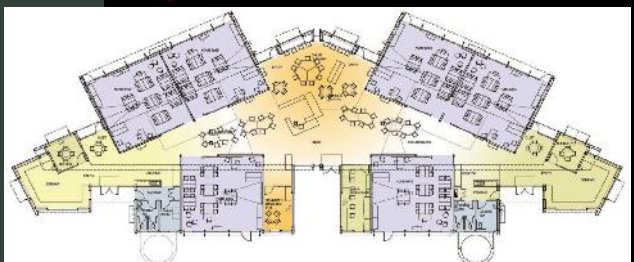

The image contains three photographs of a teacher planning center. The left photo shows a door with a sign that reads '124 Teacher Collaboration'. The middle photo shows a room with a large table and chairs, surrounded by bookshelves. The right photo shows a room with a large table and chairs, surrounded by bookshelves.

Moody Nolan Architects

End of the Library as We Know it Today

VICTORIA, AUSTRALIA DEPT EDUCATION

26

End of the Library as We Know it Today

CONCORD, NH ELEMENTARY SCHOOLS

26




HMFH Architects

End of the Library as We Know it Today

West Muskingum Elementary School

ZANESVILLE, OH

26



TEACHER'S STORAGE
STUDENT RESTROOMS
SMALL GROUP ROOMS
TEACHER WORK ROOMS
LEARNING STUDIOS
SCIENCE/PROJECT LEARNING STUDIO
"Flexible" LEARNING STUDIO
"Plug-in bar"
Science/Project Learning Studio
"Family" Area & "Library" Area
Problem Solving
Schedule/Innovation Board


Teacher Planning Centers



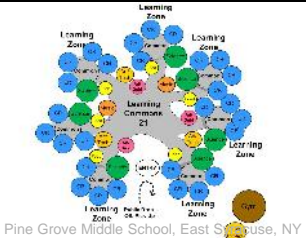

Frank Nair Interiors: Frank Locker Educational Planner/Fanning/Howey Associates Architects

End of the Cafeteria as We Know it Today


27




Summit Elementary School, Casper, WY



Pine Grove Middle School, East Syracuse, NY



Scituate Middle School, Scituate, MA



Frank Locker Educational Planning

End of the Library as We Know it Today
Blue Point School
SCARBOROUGH, ME

28

K-2 MULTI-AGE CLASSROOMS




"How can we teach children collaboration if every adult they see in the building is working alone?"



PDT Architects

Forest Avenue School K-2 Center
MIDDLETOWN, RI

29







Frank Locker/Fielding Nair International Educational Planners Litman Architects

Forest Avenue School K-2 Center
MIDDLETOWN, RI, USA

29

Teacher Teams, Multi-Age, Flexible Student Groups

Frank Locker/Fielding Nair International Educational Planners Litman Architects

Forest Avenue School K-2 Center
MIDDLETOWN, RI, USA


29

Teacher Teams, Multi-Age, Flexible Student Groups



ENTRY FROM SCHOOL

TO R.S.S. + PICKUP



Frank Locker/Fielding Nair International Educational Planners Litman Architects

Forest Avenue School K-2 Center
MIDDLETOWN, RI, USA

29

Teacher Teams, Multi-Age, Flexible Student Groups

4 Core Teachers + 2 Spl Ed Teachers + Specialists with 85 Students

Frank Locker/Fielding Nair International Educational Planners Litman Architects

Forest Avenue School K-2 Center
MIDDLETOWN, RI, USA

29

Nair International Educational Planners Litman Architects

Forest Avenue School K-2 Center
MIDDLETOWN, RI, USA

29

Frank Locker/Fielding Nair International Educational Planners Litman Architects

The End of the Classroom as We Know it Today
Wooranna Park Primary School
MELBOURNE, AUSTRALIA

30

- Year 5 + 6
- 110 Students
- Teacher Teams
- Activity Zones
- Project-Based Learning

BEFORE AFTER

- High Poverty
- Test Scores at 36% - 73% vs 12% Expected per Student Family Occupation


Mary Featherston Designer

The End of the Classroom as We Know it Today **30**
Wooranna Park Primary School
MELBOURNE, AUSTRALIA



Mary Featherston Designer

The End of the Classroom as We Know it Today **30**
Jose Asuncion Primary School, Bogota
CAPITAL DISTRICT SCHOOLS



Jose Asuncion Primary School, Judith Gue, Principall

The End of the Classroom as We Know it Today **30**
Center for Innovative Studies
MILAN, MI

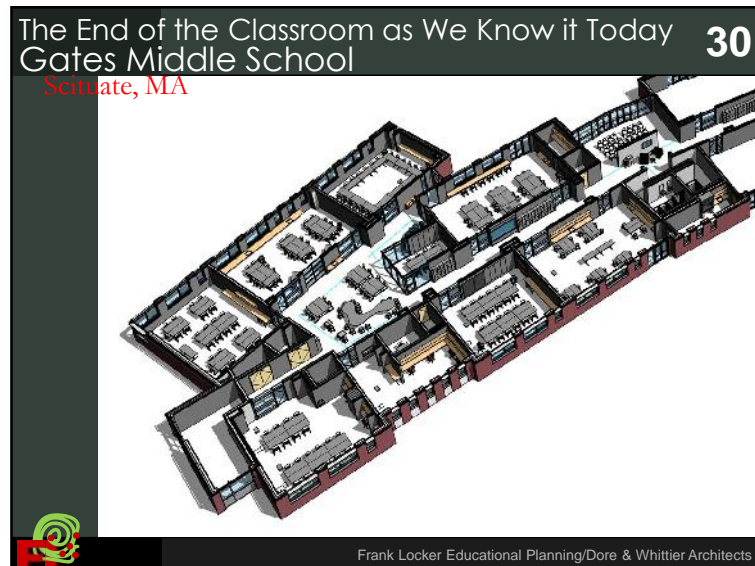


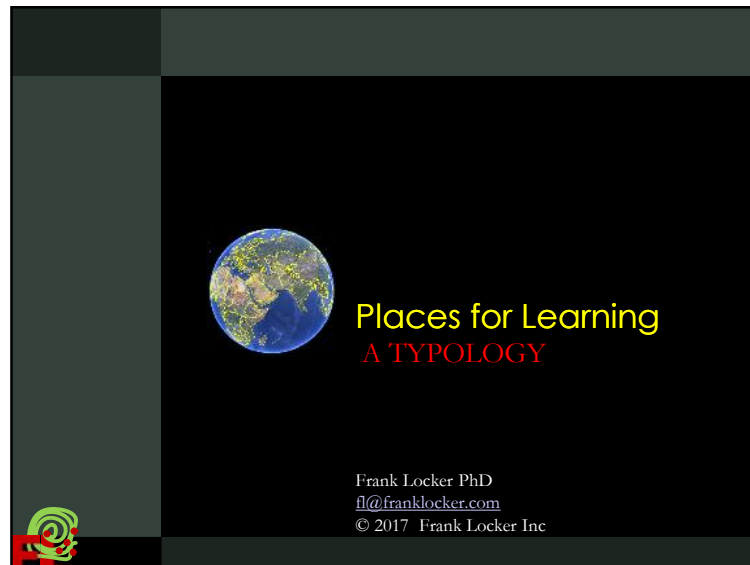
The End of the Classroom as We Know it Today
Fanning/Howey Associates Architects

The End of the Classroom as We Know it Today **30**
Center for Innovative Studies
MILAN, MI



The End of the Classroom as We Know it Today
Fanning/Howey Associates Architects





Places for Learning- A Typology

ORGANIZATION

From:

Most traditional

Teachers work alone

Students learn in class

Isolated subjects

Teach + test learning

Schedule controls time

To:

Most innovative

Teachers work together

Personalized learning

Integrated curriculum

Project-based learning

Students + teachers
control time

Places for Learning- A Typology

YOUR ASSIGNMENT

IDENTIFY YOUR GRADE LEVEL FOCUS, IF ANY:

RANK

- Work with your table team mates. Identify:
 - The 3 most appropriate exemplars.
 - Why? What qualities did you admire?
 - The 1 least appropriate.
 - Why? What qualities did you dislike?

Mingos Brook Elementary School

BATTLE CREEK, MI

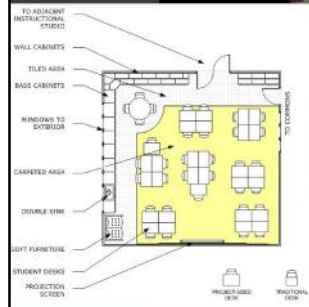
A

- Separate Classrooms
- Teachers work alone
- Few adjacent support spaces
- No visibility between spaces



STUDIO SPACE
Grand Rapids Public Schools
MIDDLE SCHOOLS

B

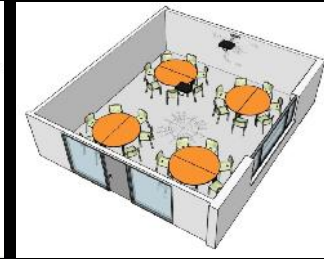
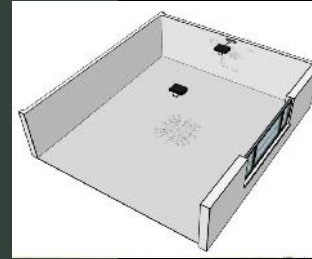


Frank Locker/DeJONG Inc

"IDEAL" MATH CLASSROOM

DARTMOUTH, UK

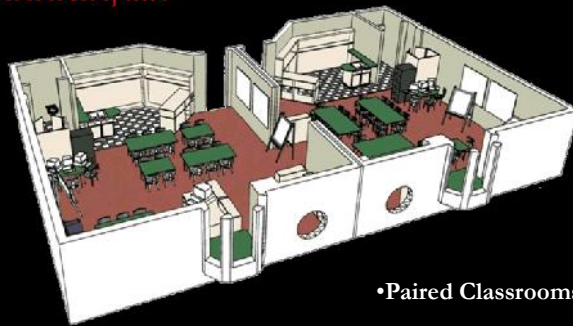
C



Kilworth Edunova

Blue Point Primary School
SCARBOROUGH, ME

D



- Paired Classrooms
- Barn doors
- Arranged along Corridor
- Toilets in rooms

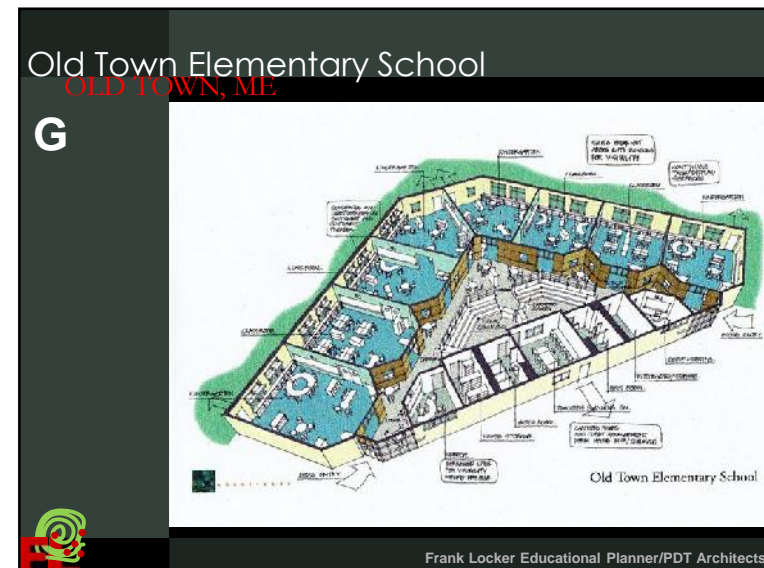
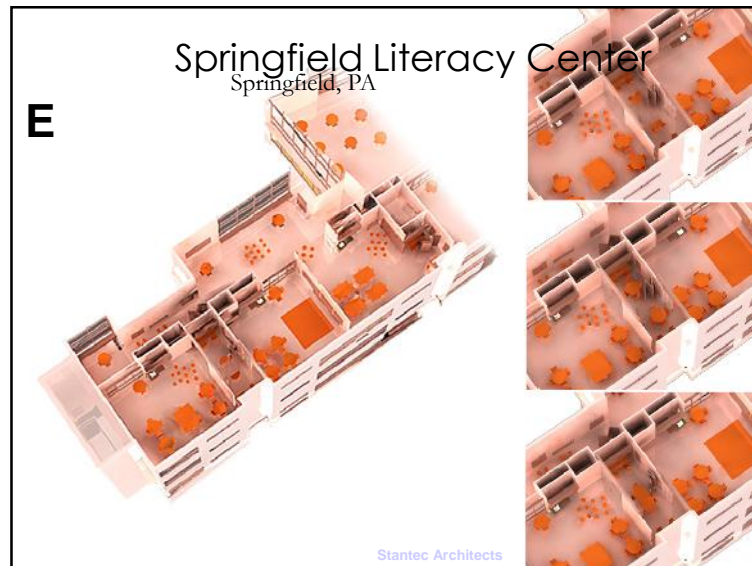
Blue Point Primary School PDT Architects

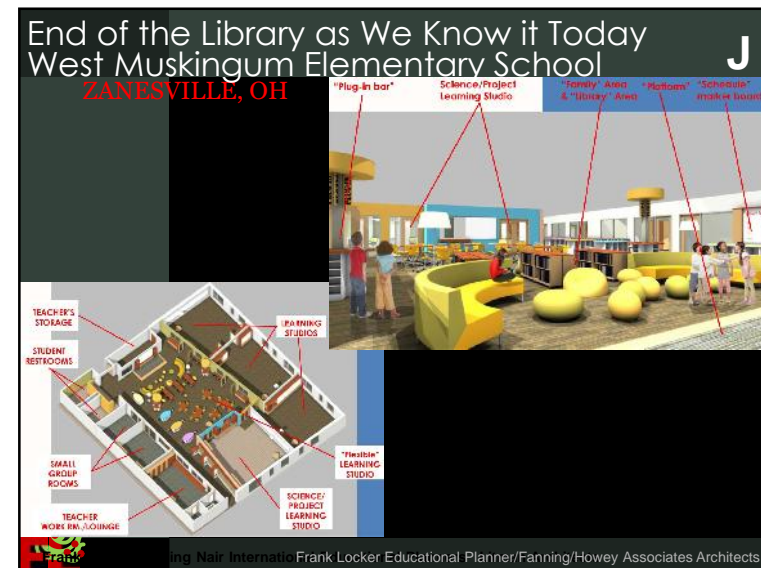
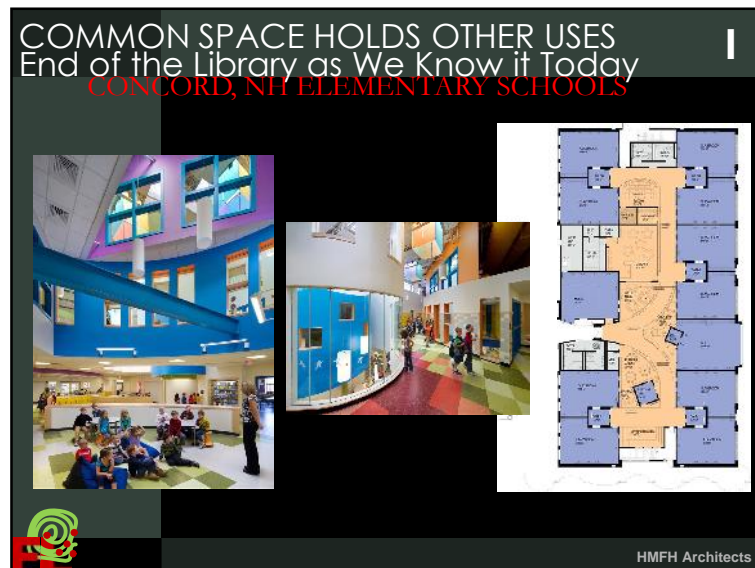
INTERSTITIAL + BREAKOUT SPACES
Springfield Literacy Center
SPRINGFIELD, PA

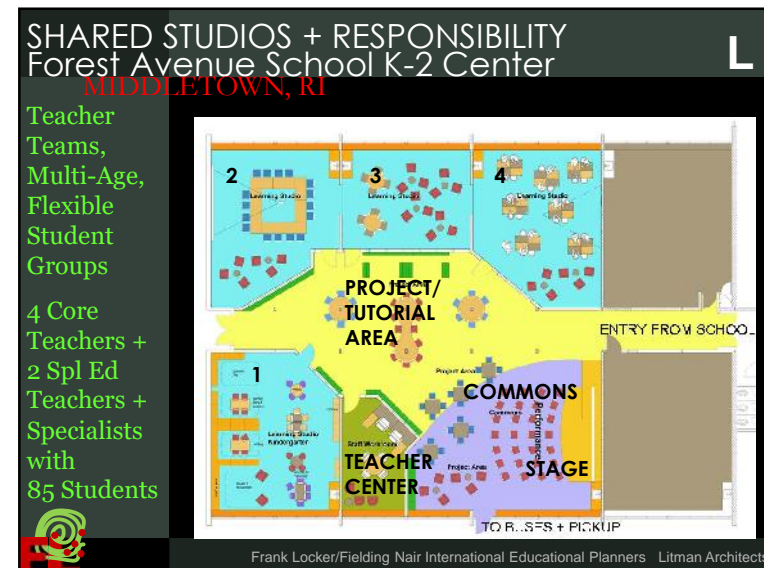
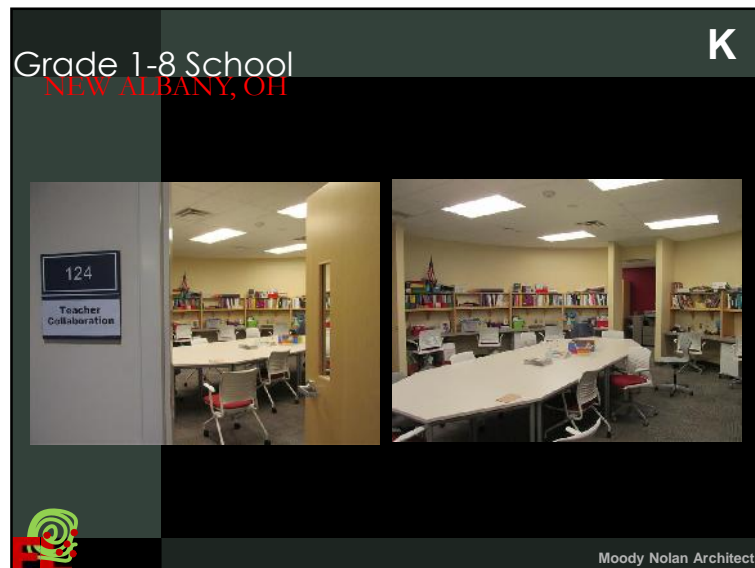
E

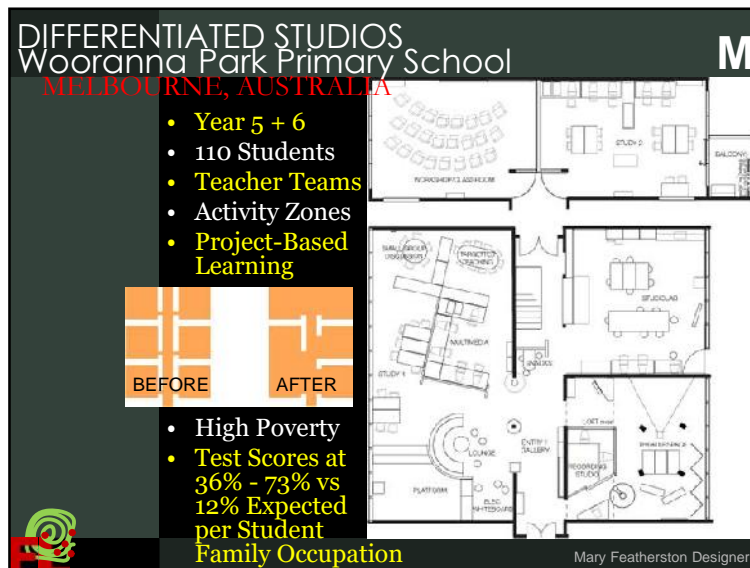


Stantec Architects







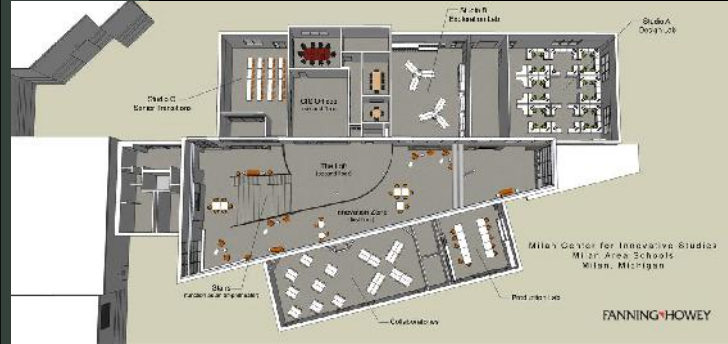


THE END OF THE CLASSROOM AS WE KNOW IT TODAY
Milan HS Center for Innovative Studies

MILAN MI

M

Project-Based Learning



Fanning Howey Associates Architects

THE END OF THE CLASSROOM AS WE KNOW IT TODAY
Milan HS Center for Innovative Studies

MILAN MI

M

Project-Based Learning



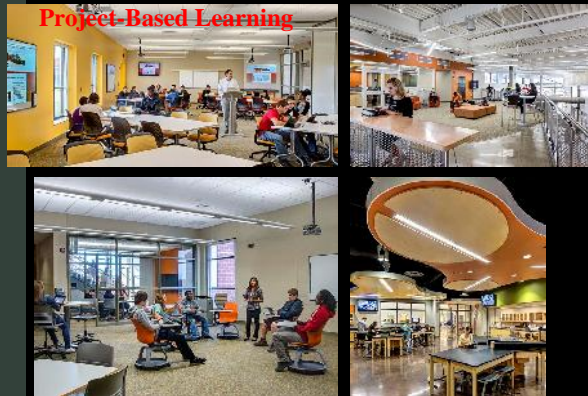
Fanning Howey Associates Architects

THE END OF THE CLASSROOM AS WE KNOW IT TODAY
Milan HS Center for Innovative Studies

MILAN MI

M

Project-Based Learning



Fanning Howey Associates Architects

Future Furniture

Frank Locker Educational Planning  1

Classrooms

GIMNASIO LOS CAOBOS, BOGOTA, COLOMBIA: BEFORE
High School
Before we renovated:




Frank Locker Educational Planning  2

(formerly known as) Classrooms

GIMNASIO LOS CAOBOS, BOGOTA, COLOMBIA: AFTER
High School
VS chairs and student desks made locally using aluminum extrusions



Frank Locker Educational Planning  3

Classrooms

TRADITIONAL MODEL, PERFECT FOR LECTURE + DIRECT INSTRUCTION

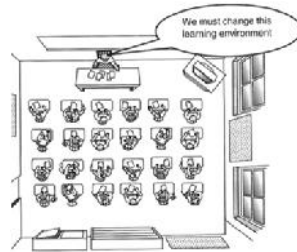


Frank Locker Educational Planning  4

Classrooms

SCHOOL FURNITURE: STUDENT CENTERED LEARNING – STEP 1

A Series of Steps for Reconfiguring the Classroom to Reflect Student Empowerment:
From Teacher to Student Centered



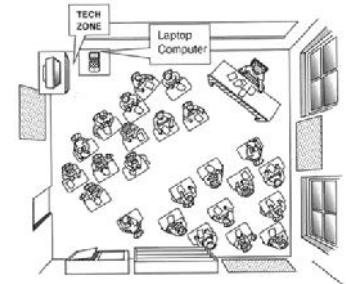
Step 1: Recognize that the typical classroom configuration and the mode of teacher-centered learning are unsatisfactory for twenty-first-century student-centered learning.

Frank Locker Educational Planning  5

Classrooms

SCHOOL FURNITURE: STUDENT CENTERED LEARNING – STEP 2

A Series of Steps for Reconfiguring the Classroom to Reflect Student Empowerment:
From Teacher to Student Centered



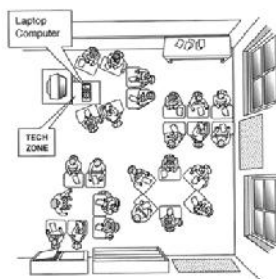
Step 2: Try something as simple as putting desks on a diagonal at a forty-five-degree angle to the walls. Align desks so they are not all facing the teacher as sole provider of information. Define a tech zone.

Frank Locker Educational Planning  6

Classrooms

SCHOOL FURNITURE: STUDENT CENTERED LEARNING – STEP 3

Small Group Facilitation



Step 3: Replace the teacher's desk with a side table, which enables the teacher to evolve into a facilitator, moving from small group to small group, with each group focused on its own problem to solve. The "power" has shifted to the student teams.

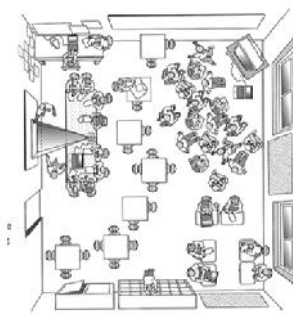


Frank Locker Educational Planning  7

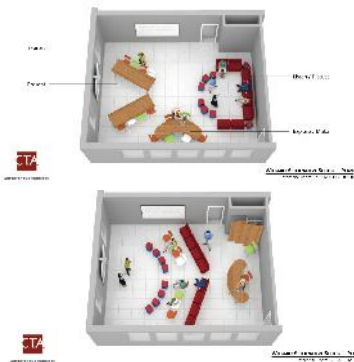
(formerly known as) Classrooms

SCHOOL FURNITURE: STUDENT CENTERED LEARNING – STEP 4

Learning Flexibility; Individual, Small/Large Group, Presentation

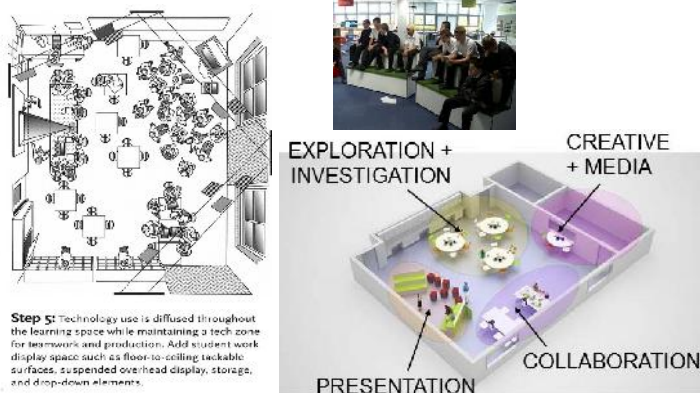


Step 4: Expand the technology zone. Provide configurations that support the entire learning process: research and experimentation, production, and presentation and reflection. Support individual, small group, and large group learning. The balance of power has shifted to the "gainfully employed" student.




Frank Locker Educational Planning  8

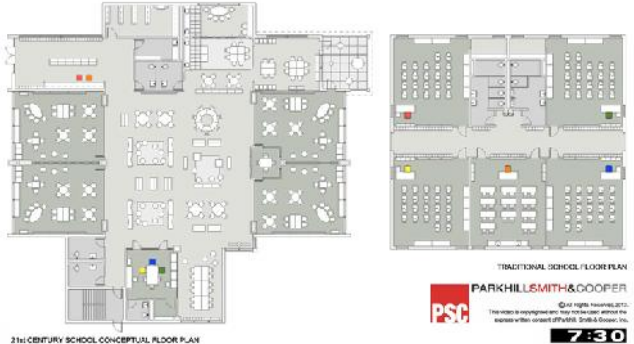
(formerly known as) Classrooms
SCHOOL FURNITURE: STUDENT CENTERED LEARNING – STEP 5
 Diffused Technology, Presentation, Display, Storage




Step 5: Technology use is diffused throughout the learning space while maintaining a tech zone for teamwork and production. Add student work display space such as floor-to-ceiling tackable surfaces, suspended overhead display, storage, and drop-down elements.

Frank Locker Educational Planning  **9**

(formerly known as) Classrooms
VIDEO: RATE THE EXPERIENCE ON THE LEFT



Frank Locker Educational Planning  **10**

(formerly known as) Classrooms
FURNITURE ON WHEELS



Frank Locker Educational Planning  **11**

(formerly known as) Classrooms
MODULAR RE-CONFIGURABLE STUDENT DESKS



Frank Locker Educational Planning  **12**

(formerly known as) Classrooms

VARIETY OF FURNITURE IN EACH ROOM
Creating multiple learning centers.

Judy Helm +
Lilian Katz

Frank Locker Educational Planning 13

(formerly known as) Classrooms

VARIETY OF FURNITURE IN EACH ROOM
Creating multiple learning centers.

VS Furniture

Frank Locker Educational Planning 14

(formerly known as) Classrooms

STEELCASE LEARNLAB:
Quick flip from direct teaching to small group discussion

<https://www.youtube.com/watch?v=CnU58hBYN1M>

<https://www.youtube.com/watch?v=tmWfNdZrlqQ>

Steelcase

Frank Locker Educational Planning 15


(formerly known as) Classrooms

ROUND TABLES: THE QUINTESSENTIAL COLLABORATION STATEMENT


Frank Locker Educational Planning 16

(formerly known as) Classrooms

STAND UP DESKS
Research shows student behavior improves when students can move while learning.



Safco AlphaBetter

Frank Locker Educational Planning  17

(formerly known as) Classrooms

FLEXIBLE FURNITURE
Steelcase Node Chair



Frank Locker Educational Planning  18

(formerly known as) Classrooms

BEAN BAG CHAIRS
Every student's wish. Every teacher's fear.



VS Furniture

Frank Locker Educational Planning  19

Breakout Spaces

COLLABORATION BOOTHS




Frank Locker Educational Planning  20

Breakout Spaces


INSTRUCTIONAL MODULES




Frank Locker Educational Planning  21

Breakout Spaces

CARPETED PLACES TO SPRAWL OUT ON THE FLOOR



Frank Locker Educational Planning  22

Breakout Spaces

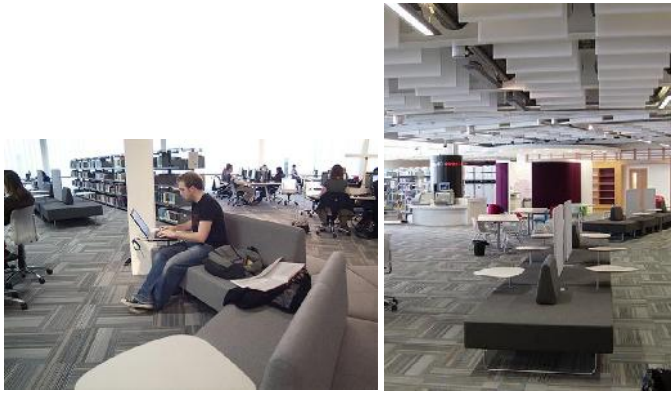
VARIED TYPES OF STUDENT CONTROLLED FURNITURE
 GRADE 1 – 8 SCHOOL, New Albany, OH
 Chairs with handles



Frank Locker Educational Planning  23

Breakout Spaces

ELECTRONIC FURNITURE



Frank Locker Educational Planning  24

Breakout Spaces

FLEXIBLE MOVABLE DESKS




Frank Locker Educational Planning  25

Breakout Spaces

PRESENTATION AREAS



Frank Locker Educational Planning  26

Breakout Spaces

INFORMAL SITTING/STUDY AREAS



Frank Locker Educational Planning  27

Breakout Spaces

GROUP DISCUSSION AREAS



Frank Locker Educational Planning  28

Maker Space

D SCHOOL, STANFORD UNIVERSITY, PALO ALTO, CA

Probably the most famous university-level school in USA for PBL and Making Things to Learn



Frank Locker Educational Planning  29

Maker Space

D SCHOOL, STANFORD UNIVERSITY, PALO ALTO, CA

Probably the most famous university-level school in USA for PBL and Making Things to Learn



Frank Locker Educational Planning  30

Maker Space

D SCHOOL, STANFORD UNIVERSITY, PALO ALTO, CA

Probably the most famous university-level school in USA for PBL and Making Things to Learn



Frank Locker Educational Planning  31

SCHOOL TRANSFORMATION + DEVELOPMENT MAP 3.1.7																										
Name(s) _____				School (District) _____																						
MAINTAINING TRADITION				INITIATING CHANGE				PROGRESSIVE				TRANSFORMING				TRANSFORMED				Col 1 = 1 point Col 2 = 2 points Col 3 = 3 points Col 4 = 4 points Col 5 = 5 points Average point value for multi-column issues						
1				2				3				4				5										
INCLUDES PRACTICES BELOW				INCLUDES PRACTICES BELOW				INCLUDES PRACTICES BELOW				INCLUDES PRACTICES BELOW				INCLUDES PRACTICES BELOW						TOTALS				
EDUCATIONAL DELIVERY				N	F	EDUCATIONAL DELIVERY				N	F	EDUCATIONAL DELIVERY				N	F	EDUCATIONAL DELIVERY				N	F	NOW	FUTURE	
ALL GRADES INSTRUCTION						ALL GRADES INSTRUCTION						ALL GRADES INSTRUCTION						ALL GRADES INSTRUCTION								
1	LEARNING THEME	No focused learning theme/expression					Themes to designate internal sub-schools w/ little impact on instruction						Thematic curricular component w/i school					Choice thematic, magnet school								
2	EXHIBITIONS	Student work is rarely actively expressed outside Classroom					Student work occasionally expressed in Corridors etc					Students present work in regular exhibitions					Exhibitions recorded for portfolios + resource									
3	DIFFERENCES	Little or no recognition of learning differences among students except "tracking"					As Column 1, but multiple intelligences/learning styles recognized					Multiple intelligences + learning styles honored thru differentiated instruction; no tracking						Mult int+ learning styles used as a basis of student social learning								
4	PERSONAL LEARNING	"Broadcast" teaching: same to all students in the classroom					Occasional differentiated instruction in assignments, assessments					Differentiated instruction as basic approach						Personalized learning plans; student initiated projects								
5	COLLABORATION	Students learn alone					Occasional 2 person teams					Occasional larger teams					Students regularly work in larger teams									
6	TEACHER TEAMS	Self contained classroom teaching exclusively					Common planning to coordinate curriculum/know students					Teachers swap classes for sharing instruction but do not teach together					Teachers occasionally integrate curriculum by teaching together in same place + same time					Teachers regularly teach synchronously in coordinated teams				
7	OWNERSHIP	Most teachers have "own" classrooms; others on carts					Teachers share "own" Classrooms with specialist teachers					Small groups of teachers share small # of Classrooms based on schedule						Teachers control suite of spaces with corollary teachers								
8	AWARENESS	Students know very little about activities in neighboring classrooms					Students aware of other Classrooms through occasional sharing					Learning spans several classrooms and related spaces						Learning takes place in coordinated manner in variety of shared spaces								
9	TECHNOLOGY	Virtually no computer use					Computers seen as sophisticated writing/math tools					Computers also used for learning programs +/-or web research					Computers are common in learning					Learning programs, web, virtual access are inseparable from learning				
10	DISPLAY	Best student work is displayed on bulletin boards					All student work on bulletin boards, but trumped by sports in Lobbies						Each student's work is presented + critiqued					Building is rich with 2D + 3D display of student projects								
11	DELIVERY	Almost exclusive direct instruction					Predominantly direct instruction w/ some discussion					Direct instruction with regular group discussion					Direct instruction, group discussion, + some problem solving					Project-based learning, discussions, + "just-in-time" direct instruction				
12	INTEGRATION	Core instruction subject based; not all "exploratories" taught					Exploratories (Art, Music, PE, Family) taught separate from non-integrated core					Exploratory coordination with core learning mostly in extracurricular					Occasional integration of core learning +/-or exploratories					Regular integrated learning includes core + exploratories				
13	LEARNING LOCATION	Learning exclusively in Classrooms, Labs					Learning exclusively in Classrooms with some field trips						Occasional internships/service learning for some students					Regular internships/service learning are integral to learning								
14	WHO TEACHES	Teacher does the teaching					Teacher with aides do teaching					Students also teach in paired groups/study teams					Students teach each other in project based environment					Students regularly teach others; outside "experts" for projects				
15	MAKING LEARNING VISIBLE	No attempt to make learning visible; hidden behind corridor walls					Learning visible through occasional (mostly arts) entertainment/events					Celebratory events focusing on learning					Learning visible through authentic evaluations, educational "trophies"					Learning highly visible through all aspects of school life				
		CURRICULUM/ ASSESSMENT					CURRICULUM/ ASSESSMENT					CURRICULUM/ ASSESSMENT					CURRICULUM/ ASSESSMENT					CURRICULUM/ ASSESSMENT				
16	ASSESSMENTS	Students poorly informed about standards for tests, papers, worksheets					Students informed about standards for tests, papers, worksheets					Students know rubrics for exhibitions, performances, displays + exams					Authentic teaching and learning: teach the "whole" child; 21st Cent Skills					Outside "experts" + students also assess with rubrics				

SCHOOL TRANSFORMATION + DEVELOPMENT MAP 3.1.7																										
Name(s) _____										School (District) _____																
MAINTAINING TRADITION					INITIATING CHANGE					PROGRESSIVE					TRANSFORMING					TRANSFORMED						
1					2					3					4					5						
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17	CURRIC FLEX	Delivery method and curriculum is rigid and uniform			Teachers have high discretion over delivery in Classrm w/ little oversight			Teachers team to review assessment data			Teachers team to review data, create units + lessons, + evaluate success			Teachers share data as part of regular school improvement												
18	SOCIAL/ EMOTIONL	Focus on academic learning exclusively			Guidance counselor responsible for any social-emotional learning disconnected from Classroom							Social/emotional learning a regular part of curriculum			Advisor-advisee + wellness courses for all students											
19	21st CENT SKILLS	No recognition of 21st Century Skills			Some skills acknowledged but taught as separate content area, like advisor-advisee							Skills integrated in curriculum in random manner subject to teacher initiative			Full integration of skills in all aspects of curriculum											
20	CURRIC- ULUM	Teaching objectives determined by items to be tested			Curriculum objectives traditional and/or standards driven			Curriculum mostly standards-based with occasional inquiry + social skills; 21st Cent Skills							Objectives: inquiry based, social skills, project learning, critical thinking											
21	KNOW- LEDGE	Curriculum oriented to teachers teaching known answers			Occasional indeterminate answer assignments												Issues that have no single answers; problem solving is the focus									
22	TEXT BOOKS	"Textbook is the curriculum", few or no connections among subjects/disciplines, sequential			Textbooks supplemented with original materials			Variety of curricular approaches, largely teacher determined			Variety of curricular approaches, largely district determined			Textbooks used only as data resource support local delivery decisions												
23	PACE + VEHICLES	District/state determine what all students learn + what learning vehicles will be			Teacher determines what all students learn + what learning vehicles will be			Teacher teams determine what students learn + what learning vehicles will be			Students have some determination in learning vehicles			Students determine own personalized learning plan within a rubric												
24	GRADING	Individual teacher responsible for determining policy + grades			School determines policy; teachers determine student grades			Grades established by team of teachers at exhibitions							Grades established by teachers, peers, outside experts + student self assessment											
25	FRE- QUENCY	Occasional testing seen as record keeping			Lag time between testing + feedback			Feedback on tests is quick + formative							Students receive frequent, immediate feedback on interventions (RTI)											
LEADERSHIP					LEADERSHIP					LEADERSHIP					LEADERSHIP											
26	DISTRIBU- TION	Central Admin + Guidance at front door			Central Guidance but distributed Admin (VP/AP at learning areas)												Admin + Guid at learning areas									
27	SCHEDUL- ING	Room scheduling done by Central Administration			Central room scheduling but occasional teacher discretion							Room scheduling done by Distributed Administration			Room scheduling done by affected teachers											
PROFESSIONAL DEVELOPMENT					PROFESSIONAL DEVELOPMENT					PROFESSIONAL DEVELOPMENT					PROFESSIONAL DEVELOPMENT											
28	PROF DEVELOP- MENT	Central admin & state reqmts determine school wide prof. development, uncoordinated			Coordinated state/district PD program			Teachers lead school in prof. development with district/state guidance							Teachers actively reflect on classroom practices, direct prof development within school vision/mission											
29	COMMON PLANNING	No common planning time			Departmental planning time			Teacher team planning time							Teachers develop research projects to inform their own instruction											
RELATIONSHIP BUILDING					RELATIONSHIP BUILDING					RELATIONSHIP BUILDING					RELATIONSHIP BUILDING											
30	ADVISORS	Guidance counselors believed sufficient to advise students			Group discussions led by guidance counselors			Teachers lead occasional Advisor-Advisee programs w/ vague curriculum			Teachers lead frequent Advisor-Advisee programs w/ vague curriculum			Teachers lead frequent Advisor-Advisee programs with consistent curriculum												
31	KNOWING	Principal does not know names of all students			Students known individually by individual teachers; sharing of knowledge of students among teachers is circumstantial			Student known by teacher team focused on relationship building							Student known by teacher team focused on relationship building + personalizing learning											
CONNECTIONS					CONNECTIONS					CONNECTIONS					CONNECTIONS											
32	ADULTS	PTO lends valued support to school; community members not sought out			Parents sought as volunteers for program support							Community members sought as experts and mentors			Multi generation community members sought as experts, tutors, role models											

Col 1 = 1 point
Col 2 = 2 points
Col 3 = 3 points
Col 4 = 4 points
Col 5 = 5 points
Average point value for multi-column issues

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SCHOOL TRANSFORMATION + DEVELOPMENT MAP 3.1.7														
		Name(s) _____					School (District) _____							
		MAINTAINING TRADITION 1		INITIATING CHANGE 2		PROGRESSIVE 3		TRANSFORMING 4		TRANSFORMED 5				
		INCLUDES PRACTICES BELOW		INCLUDES PRACTICES BELOW		INCLUDES PRACTICES BELOW		INCLUDES PRACTICES BELOW		INCLUDES PRACTICES BELOW		TOTALS		
33	ARTICULA- TION	K-12 educational delivery not highly articulated		Occasional curricular connections to sending/receiving school		Occasional educational delivery + guidance connections to schools with lower or higher grade levels		K-12 educational delivery highly articulated		PK-16 educational delivery highly articulated; dual degree programs				
34	COMMUN- ITY	Community uses seen as detrimental to student safety		Evening/weekend community use of limited spaces		Community use of limited spaces		Community users during school day embraced as learning opportunity for students						
		ELEMENTARY		ELEMENTARY		ELEMENTARY		ELEMENTARY		ELEMENTARY				
35	TECHNOL- OGY	No computer use		Computer keyboarding		Students regularly make electronic presentations		Students show teachers use of technology		Regularly virtual learning				
36	GROUPING	Students grouped by age/year level		Students grouped by age/year level; regrouped for RTIs		Age/year groupings, RTIs; teachers loop with students		Multi grade instruction for developmental reasons						
37	EXPLRA- TORY	No/few exploratory programs		Phys Ed, Music are exploratory		Art added as exploratory		Science added as exploratory program		All courses are exploratory				
		MIDDLE YEARS		MIDDLE YEARS		MIDDLE YEARS		MIDDLE YEARS		MIDDLE YEARS				
38	TRACKING	Students are ability tracked		Students ability tracked w/ G+T		Students ability tracked w/G+T + learnng ctrs		Students heterogeneously grouped		All students on personal learning plans				
39	SCHOOL CONCEPT	Junior High format even though may be called "Middle School"		Middle School without consistent Houses		School subdivided into houses sized for creating relationships		Perhaps K-8 for developmental + family reasons						
		HIGH SCHOOL		HIGH SCHOOL		HIGH SCHOOL		HIGH SCHOOL		HIGH SCHOOL				
40	TRACKING	Students are ability tracked		Students ability tracked w/ G+T		Students ability tracked w/G+T + learnng ctrs		Students heterogeneously grouped		All students on personal learning plans				
41	SCHOOL ORGANIZATN	Departmental organizational structure + facility plan		Departmental w/ special program (Senior Project)		Mixed school organization: i.e. departmental w/9th grade house		Small learning communities: virtual departments to maintain curriculum standards						
42	ELECTIVES	Limited or no elective courses		Goal: wide range of unrelated electives		Thematic learning; career clusters; magnet schools								
43	INTERDISC- IPLINARY	Content areas are not intentionally linked		Occasional teacher driven interdisciplinary links		Core content areas linked: Science-Math, English-Soc Studies		Core content areas and exploratory areas linked						
44	APPLIED LEARNING	No applied learning in school		Tech Ed, Vocational, Career-Tech present but unrelated to core academics		Academics related to Career-Tech programs		Academics imbedded in Career-Tech						
45	CLASS SIZE	Class size based on equity; teaching alone; available # students		Variety in class sized based also on exclusiveness of subject area		Variety in class size based on team teaching		Variety in class sizes based on project teams						
46	TIME TABLE	45 to 60 minute class period		Block schedule, 90 minute class periods		Mega-blocks within schedule		No uniform schedule; determined by teachers (students)						
EDUCATIONAL DELIVERY AVERAGE OVERALL SCORE														

Col 1 = 1 point
Col 2 = 2 points
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Average point value for multi-column issues

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FACILITIES					N	F	FACILITIES					N	F	FACILITIES					N	F	FACILITIES					N	F	NOW	FUTURE
ALL GRADES							ALL GRADES							ALL GRADES							ALL GRADES								
OVERALL PLANNING							OVERALL PLANNING							OVERALL PLANNING							OVERALL PLANNING								
1	SIZE/ CAPACITY	Circumstantial overall building size/capacity					School size set for administrative/operational efficiency; no small schools within					Efficient school size/capacity, non-autonomous schools within school					Efficient school size/capacity, semi-autonomous schools within school					Intentional building size/capacity to foster relationships; autonomous small schools/teacher teams within							
2	FUTURE PROOF	Spaces/furniture inappropriate for current educational methods: wrong sizes, locations, services, equipment					Spaces/furniture rigid: conceived to serve one concept of current educational models					Spaces/furniture allow several current educational deliveries with difficulty					Spaces/furniture allow several current educational deliveries with ease					Spaces/furniture flexible/agile to anticipate future educational trends							
3	COLLABOR-ATION	Facility makes it almost impossible for teachers to collaborate					Facility supports occasional/non-synchronous teacher collaboration					Facility supports regular/non-synchronous teacher collaboration					Facility supports regular/synchronous teacher collaboration					Facility supports teacher collaboration + control of schedule + space							
4	VISIBLE LEARNING	No attempt to make learning visible					Bulletin boards in corridors					Bulletin boards, display cases for academics					Bulletin boards, display cases, windows to classrooms, video monitors					Learning highly visible through transparency, display, activities							
5	FLEXIBIL-ITY	Spaces rigid in design; no flexibility					Flexibility only in some folding partitions; never used					Flexibility in folding partitions; often used					Many spaces are flexible for multiple uses					Spaces flexible w/ minimal effort; agile for reuse w/o physical change							
6	SOCIAL SETTING	Circulation conceived in minimal terms of moving people: Corridors + lobbies only					Functional circulation with notable public expression at Lobbies					Circulation centers on social gathering space(s) as focus of school					Central gathering space(s) + "hang out" spaces					Central social gathering space(s), "hang out" spaces + student centric social/work spaces							
7	EXPRES- SION	No intentional building expression					School colors are primary school signature					Special effort made at Main Entry; school colors prevail					School signature expressed in occasional places					School signature widely expressed throughout building							
8	SCHOOL ORGANI- ZATION	Plan based on single idea traditional of school organization: departmental, grade level, etc					Traditional planning but allows mixed grade levels					Flexible/agile school plan allows several school organizations; 9th grade house							Relationship-based plan to best support Column 5 educational delivery										
9	INTERDISC- IPLINARY	Building plan: highly separate, unrelated functional areas; does not facilitate public access to community uses					Building plan: highly separate, unrelated functional areas; zoned for public access to community spaces					Building plan strategically relates functional areas; zoned for public access to community spaces					Building plan links different program areas to facilitate interdisciplinary learning within core; zoned public uses					Building plan links program areas for interdisciplinary learning among core + specials; zoned public uses							
10	MOVEMENT	Student movement expected to be across entire building; hall passes					Student movement controlled by teachers; hall passes					Building guides student movement within non-autonomous subzones					Building guides student movement within intentional focused subzones					Small school or movement only within relationship zones; hall passes are passe							
11	AUTONOMY	Self-contained school but missing some functional spaces					Self contained school with all appropriate functions					Intended as self-contained but relies occasionally on nearby institutions for program use							Intentionally not self-contained: relies heavily on neighboring institutions										
12	COMMUNITY	No spaces for community use					Gym, Café, Auditorium occasional community use					Community access well planned + zoned					Community uses co-habitate building: Elderly Center, Clinic, Public Lib					Public + private community spaces used regularly by students							
13	MIXED USE	Single use school building					School shares site with other public uses: Library, Recreation					School shares site with business/residential					School shares site synergistically with business/residential					School planned to partly convert to other uses when enrollments drop							
14	LEADERSHIP	Admin + Guid central but hard to find					Central Admin + Guid at front door					Central Admin; distributed Guidance spaces							Distributed Guid + Admin										
15	PARENTS/ VOLUNTRS	No spaces oriented to parents					Parents access Library or Admin					Parent Room					Volunteer Room					Parent Room + Volunteer Room							

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Col 5 = 5 points
Average point value for multi-column issues

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		SPECIFIC SPACES			SPECIFIC SPACES			SPECIFIC SPACES			SPECIFIC SPACES			SPECIFIC SPACES						
16	TRANSPAR- ENCY	No windows to corridors			View panels at doors			Windows to Commons spaces, other Classrooms allow teachers to observe students working separately/independently			Abundant windows connecting all spaces, including Teacher + Admin									
17	GROUPING	Building conceived as unrelated Classrooms along Corridors			Classrooms related to others of similar use			Separate Classrooms arranged with others of different use to support interdisciplinary, multi age/grade learning			Building conceived as suites of flexible learning spaces									
18	SMALL GROUPS	No small learning spaces			Few small group learning spaces irregularly located									Variety of small learning spaces closely related to core spaces + Med Ctr						
19	ARTS	No Visual/Perf Arts spaces			Inadequate Visual/Perf Arts spaces			Spaces adequate, related to other "specials" but not related to core spaces			Adequate arts spaces located to integrate w/ core learning									
20	SPECIAL ED	Separate Spl Ed spaces			Spl Ed in ad hoc spaces converted from other uses, too big/too small			Spl Ed "pull out" model; Resource Rooms + Self Contained			Inclusion model; minimal exclusive Spl Ed spaces									
21	PE/ ATHLETICS	Inadequate space for Phys Ed			Gym for Phys Ed/Intramurals/Athletics			Multipurpose Gym designed with good acoustics for assembly use			Gym/Pe/Athletics facilities used by community									
22	TECH ED	No Tech Ed or "hands on" applied learning spaces			Tech Ed spaces, unrelated to core spaces						Tech Ed spaces easy access from core spaces			Tech Ed spaces integrated with core curriculum + spaces						
23	WET LABS	Highly specific labs: Science Labs designed for different sub sciences			Multi-purpose Science Labs; other disciplines separate									Labs are all flexible Wet Labs: Science=Art=Home/Fam=Tech Ed						
24	CLASS- ROOM SIZES	Irregular Classroom sizes seen as inequitable			Uniform Classroom size: equitable						Classroom sizes vary to match size of student groups			Variety of learning spaces supporting teachers collaborating with varied groups						
25	DRY LABS	Insufficient Computer Labs			Sufficient Computer Labs			Computer/Dry Labs flexible for future conversion to other uses			Laptop computers; no Labs needed									
26	MEDIA CTR	Media Ctr contains print media only			Media Ctr contains print + electronic media			Media Ctr demand reduced by classrooms contain electronic media			Media Ctr rethought as collaborative work/meeting/information place			Media Ctr partly virtual, distributed in several locations						
27	ASSEMBLY	Assembly needs not served by facilities			Assembly needs served poorly: in Gym or Café; no Stage			Cafetorium with adequate Stage			Auditorium sized for occasional peak use			Auditorium stage sized for teaching & learning, seating as few as possible						
28	TEACHER PLANNING	No common teacher spaces except Lounge or Dining			Conf Rooms for teacher use			Teacher "hotels" + Conf Rms for common planning time			Teacher Planning Ctrs with Conf + Food									
29	CONNEC- TIONS	Self contained classrooms with no connecting doors/walls			Folding walls between few classrooms, always closed			Doors/barn doors between classrooms			Variety of doors, folding walls, windows to adjacent spaces allow flexibility			Suites of flexible spaces for varied uses						

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Average point value for multi-column issues

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1			2			3			4			5				
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INCLUDES PRACTICES BELOW			INCLUDES PRACTICES BELOW			INCLUDES PRACTICES BELOW			INCLUDES PRACTICES BELOW			INCLUDES PRACTICES BELOW			TOTALS	
FOOD SERVICE			FOOD SERVICE			FOOD SERVICE			FOOD SERVICE			FOOD SERVICE				
30	FOOD CHOICES + PREP	Menu includes no fresh food, one menu choice each day			Menu includes no fresh food, multiple menu options offered, breakfast & after school meals offered			Menu includes fresh, locally grown food, multiple menu options, breakfast + after school meals offered			Menu includes fresh, locally grown food, multiple menu options prepared by staff and learners, breakfast + after school meals offered			Menu includes fresh, locally grown food, multiple menu options. Grown and prepared by staff and learners, breakfast + after school meals offered		
SUSTAINABLE DESIGN			SUSTAINABLE DESIGN			SUSTAINABLE DESIGN			SUSTAINABLE DESIGN			SUSTAINABLE DESIGN				
31	ENVIRON IMPACT	No sustainable design focus			Building design focused on energy savings			Building design incorporates energy savings, day lighting and low impact building materials			Building design minimizes impact on environment, integrates design, construction and operation of building into curriculum			Building seeks carbon neutral impact, integrates design, construction and operation of building into curriculum		
FURN + EQUIP			FURN + EQUIP			FURN + EQUIP			FURN + EQUIP			FURN + EQUIP				
32	TECH INTE-GRATION	Virtually no technology; no phones in classrooms			Basic, non-integrated technology; intercom; no classroom phones			Partial integrated technology; classroom phones			Integrated tech. including interactive bds, doc proj; controls for all to use			Integrated technology; students use PDAs, cell phones, notebooks, Kindles		
33	STUDENT FURNITURE	Single purpose connected desk/seats designed for lectures			Desks w/ movable seats, not groupable			Flexible desks + chairs, groupable			Flexible adjustable height ergonomic desks, chairs, bean bags			Students work in personal workspaces		
34	CABINETRY	Little or no cabinets/shelving in teaching spaces			Basic fixed cabinetry; not enough to serve needs			Fixed cabinetry sufficient for basic needs			Fixed cabinetry meets all storage needs			Flexible, adjustable cabinetry on wheels; groupable to change space		
35	COMPUTER RATIO	10:1 student: computer ratio			6:1 student: computer ratio			4:1 student: computer ratio; selective use of laptops			2:1 student: computer ratio; laptops on carts			1:1 student: computer ratio; laptops, PDAs, tablets for all		
FACILITIES AVERAGE OVERALL SCORE																

Col 1 = 1 point
Col 2 = 2 points
Col 3 = 3 points
Col 4 = 4 points
Col 5 = 5 points
Average point value for multi-column issues

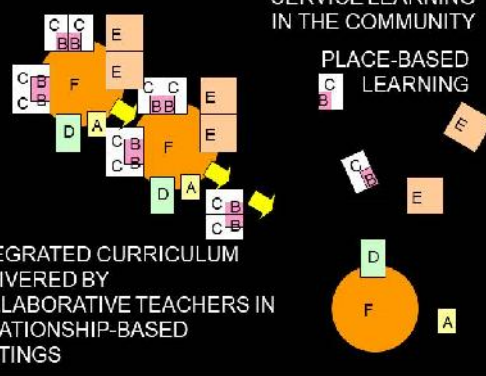


Safety + Security

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21st Century Schools

19



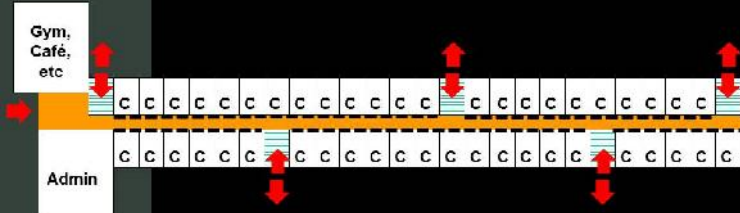
INTERNSHIPS + SERVICE LEARNING IN THE COMMUNITY

PLACE-BASED LEARNING

INTEGRATED CURRICULUM DELIVERED BY COLLABORATIVE TEACHERS IN RELATIONSHIP-BASED SETTINGS

Safety + Security in 20th Century Schools

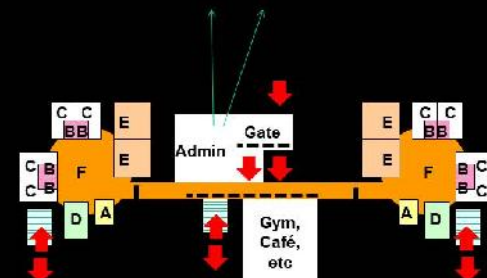
20



- NO ENTRY PROTECTION
- NO OBSERVATION OF CORRIDORS
- LOCKDOWN BY CLASSROOM
- NO ESCAPE

Safety + Security in 21st Century Schools

20



- VISTA OVER ENTRY + SITE
- CONTROLLED ENTRY: GATEKEEPER
- OBSERVATION OF CORRIDORS
- LOCKDOWN BY SUITES OF SPACES
- PLANNED ESCAPE ROUTES