

Leveraging university-school improvement  
hubs as equity champions:  
Workshopping approaches to building improvement  
infrastructure across the P-20 pipeline

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# Agenda

- Introducing P-12-HE pipeline equity issues
  - Engaging with equity-centered problems of practice (POPs)
  - Diving into CI protocols and tools
  - Sharing and reflecting on learning
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# Who we are: Matt



**GRAND VALLEY  
STATE UNIVERSITY**  
CHARTER SCHOOLS  
OFFICE

[www.gvsu.edu/cso](http://www.gvsu.edu/cso)



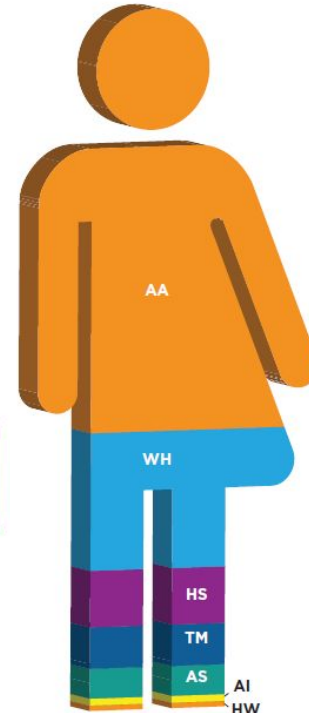
## STUDENT DEMOGRAPHIC ENROLLMENT



Total Number of  
Schools Chartered  
in 2022-2023



K-12 Total  
Enrollment  
2022-2023



AA	African American	59.50%
WH	White	20.37%
HS	Hispanic	8.22%
TM	Two or More Races	6.72%
AS	Asian	4.94%
AI	American Indian	< 1.0%
HW	Hawaiian	< 1.0%

**76%**

GVSU-authorized  
Charter Schools  
FRL Average

**52%**

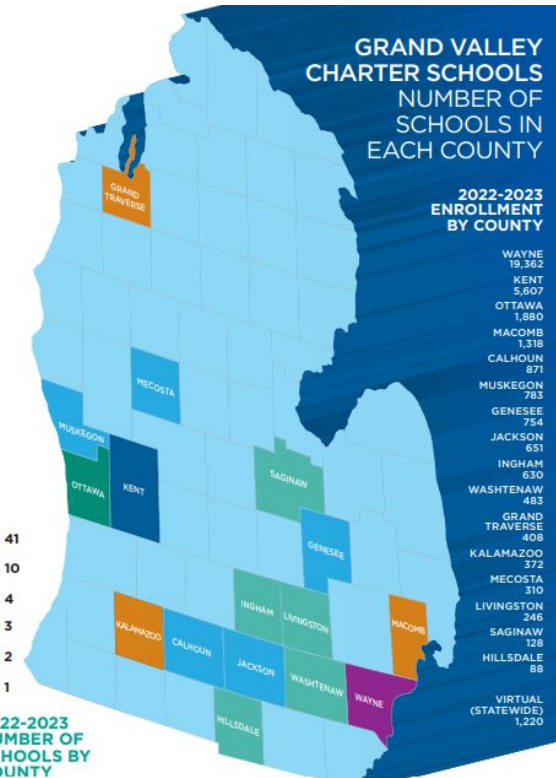
Michigan FRL  
Average

**10%**

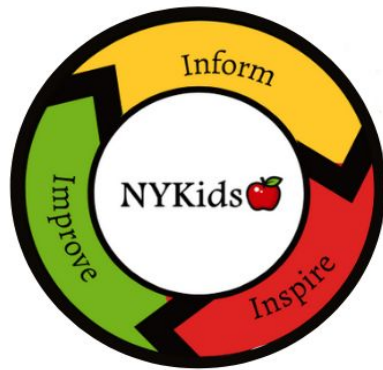
GVSU-authorized  
Charter Schools  
Special Education  
Average

**14%**

Michigan Special  
Education Average



# Who we are: Kristen



<https://ny-kids.org/>



## Direct Support for Continuous Improvement

### Announcing NYKids COMPASS Institutes - Summer 2024

*NYKids is offering evidence-based direct support for Continuous Improvement this summer!*

Learn more [here](#) and contact us at (518)-442-5171 or [nykids@albany.edu](mailto:nykids@albany.edu) to reserve your spot now!

### The COMPASS-AIM PROCESS

*A unique resource for system-wide continuous improvement*




# Improvement Science and Problems of Practice

## ***Problem of Practice:***

a persistent, and specific problem experienced by practicing professional educators, the addressing of which has the potential to result in improved understanding, experience, and outcomes.



# Equity Issues in the P-12-IHE Pipeline

 Challenges in Collaboration

 Improvement Research in Education (IRE)

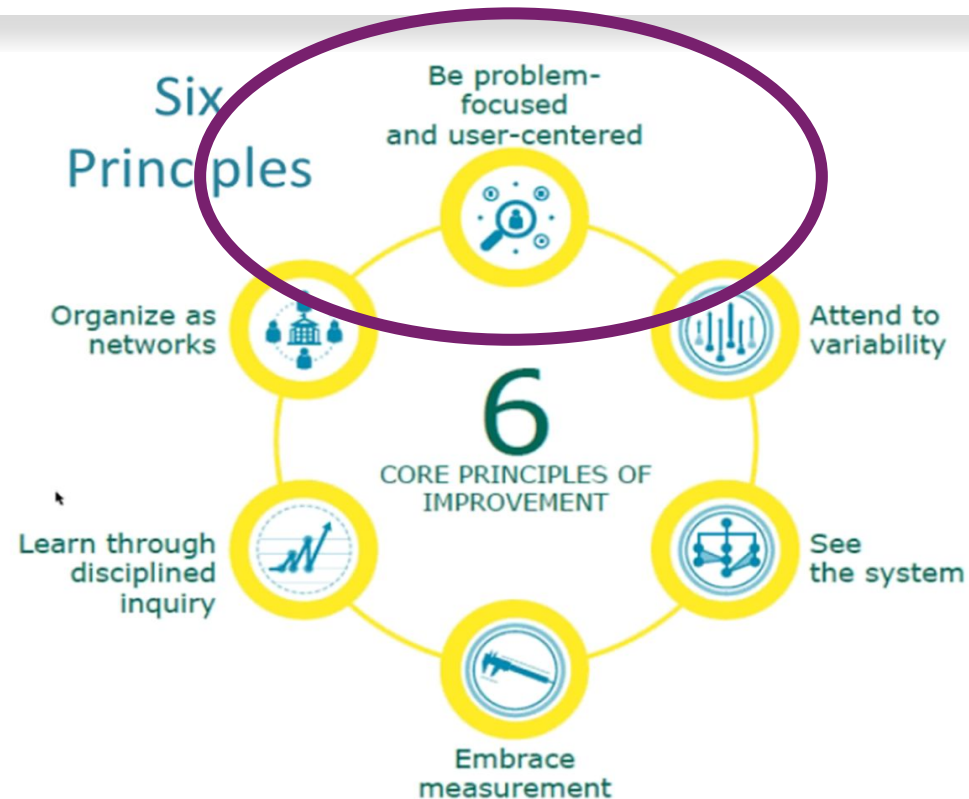
 Participatory Engagement

 Collaboration Benefits

 Power Relations and Expertise

 Equity Champions

# Diving into CI protocols and tools: Starting with user-centered design via empathy mapping



Empathy Map

THINK and FEEL

What might these stakeholders be thinking? What emotions might these stakeholders be feeling?



SEE

What did you observe?



HEAR

What did you hear?



What most reflects your beliefs + values?



What least reflects your beliefs + values?



SAY and DO

Why are some quotes and defining words these stakeholders said? What actions did you notice?







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## Using empathy mapping

Step 1: Thinking of the organization where you work (or one you are keeping in mind for this activity): write down at least one response to each of these questions:

- 1) What most reflects your beliefs and values (in X organization)?
- 2) What least reflects your beliefs and values (in X organization)?



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## Using empathy mapping

Step 2: identify at least one person with a different color post it note.

Now with your “other color” post-it note partner - engage in using the empathy map protocol:

Prompts for facilitator (taking turns with P12 or university partner leading- allow 5 minutes each)

Please tell me about how you responded to question 1

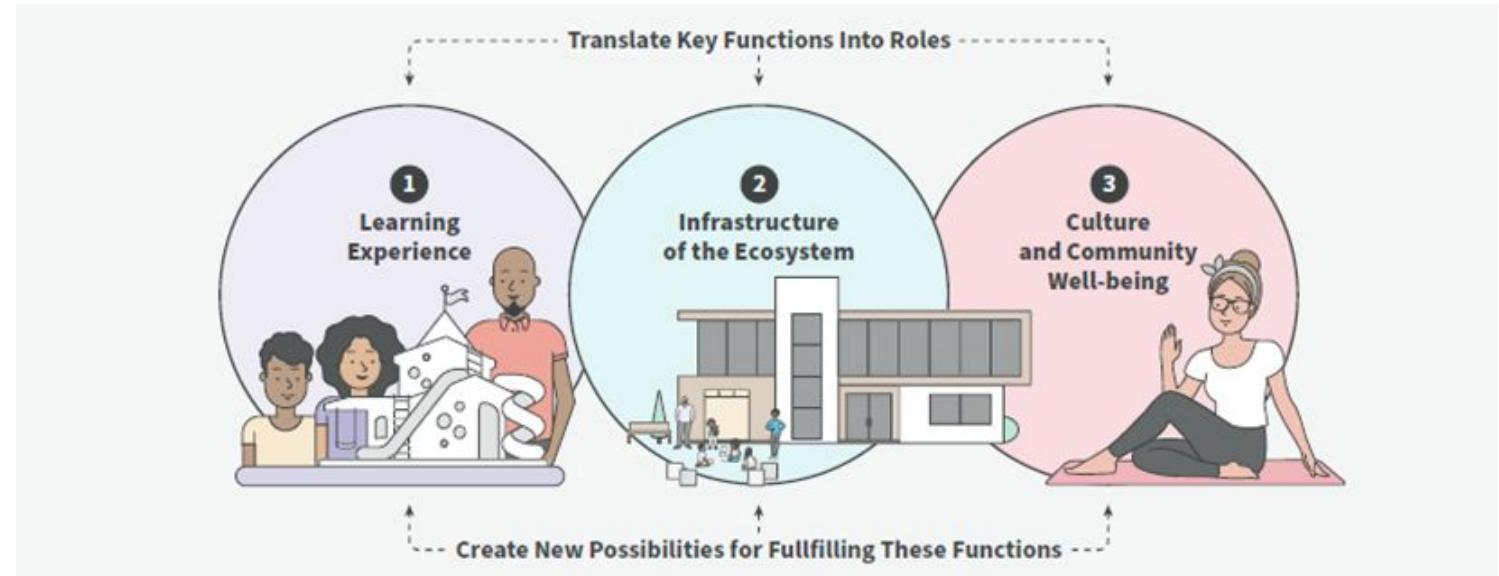
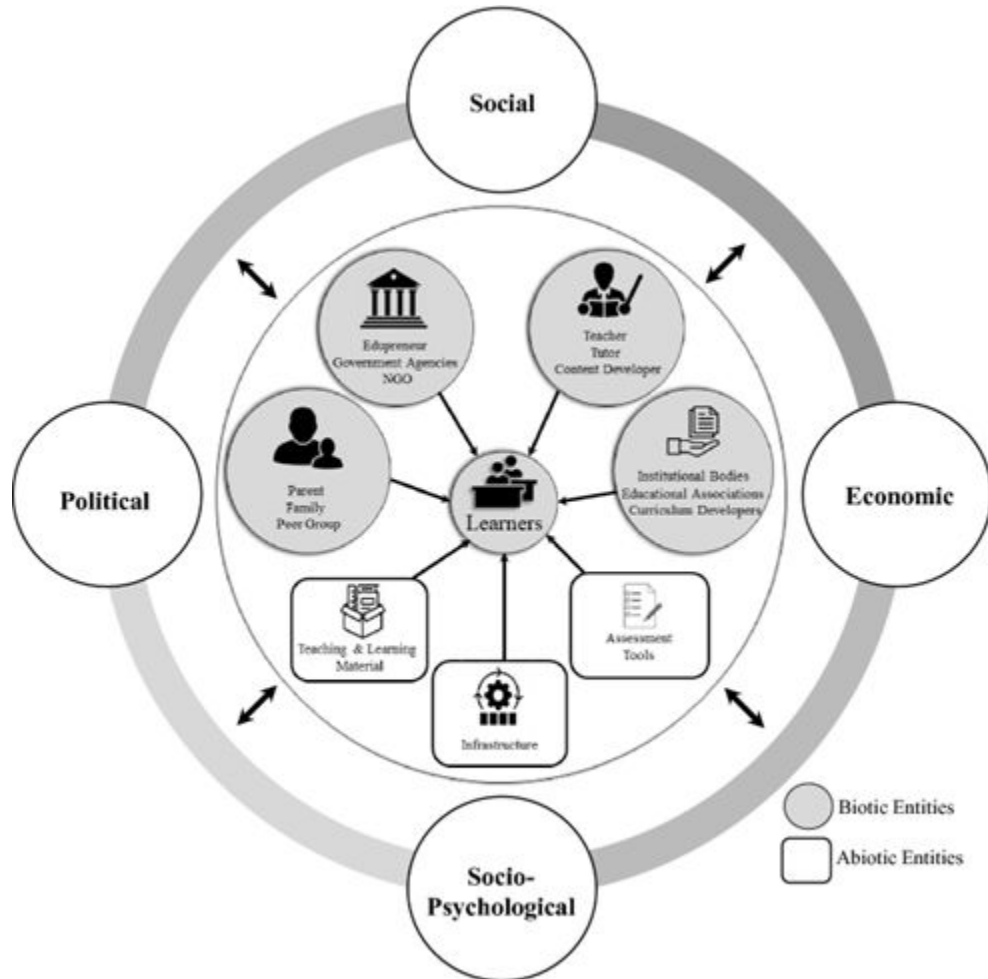
- a) Can you tell me a bit more about this?
- b) What thoughts or feelings come to mind in relation to this question?

Please share how you responded to question 2

- a) Can you tell me a bit more about this?
- b) What thoughts or feelings come to mind in relation to this question?

The facilitator uses the empathy map to record what they see and hear.

# Ecosystem Mapping



- Modern Educational Ecosystem (Bandyopadhyay, S. et al (2021))
- Domains and Key Functions of Thriving Ecosystems (Martinez Calvit, Education Reimagined (2023))



# Diving into CI protocols and tools: Ecosystem Mapping

- Ecosystem mapping involves creating a map of the interconnections between all the people, organizations, ideas, and other factors that impact your problem.
  - It can help you understand the interactions between different issues and sectors to find new opportunities for action and impact.
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# Sample Ecosystem Map: Charter School



## Ecosystem Mapping Template

Use this template to identify the people, organizations, and communities in your ecosystem and visualize how they are interconnected. Copy and paste the elements below to build your map on the right.

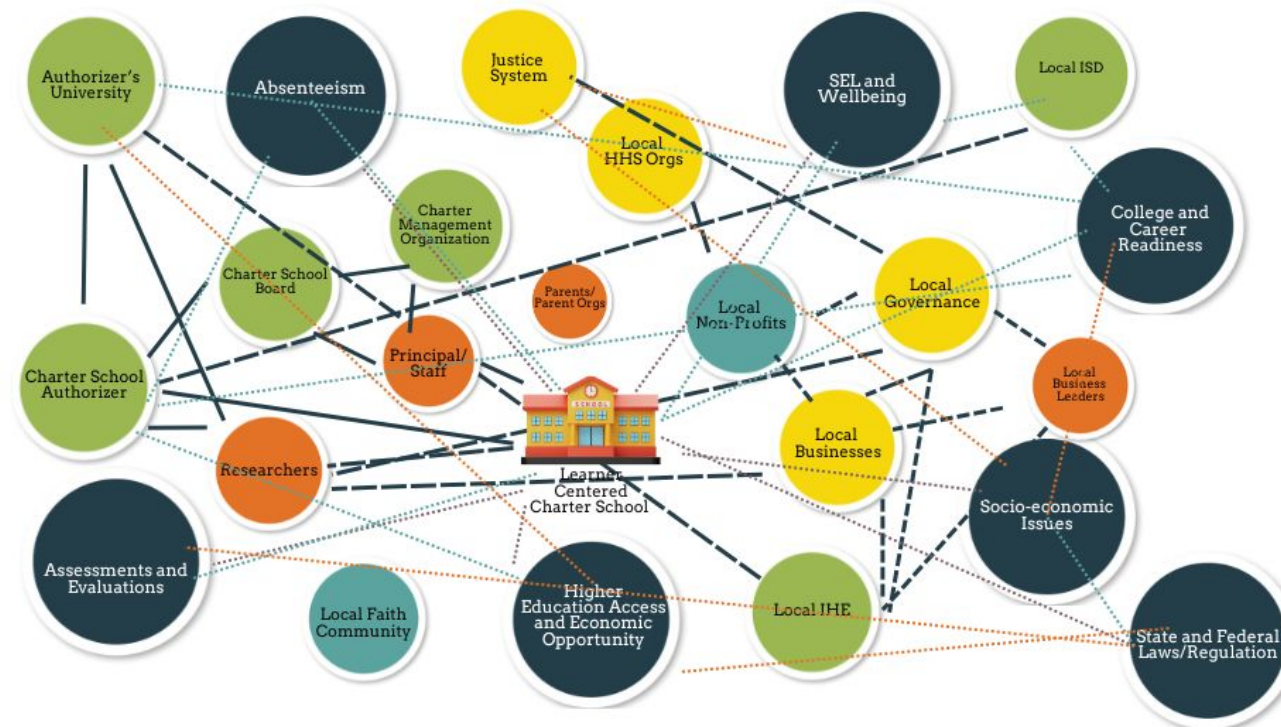
- **First, use the nodes below to identify all the stakeholders in your community related to your issue of focus.** Label each node to keep track. Use colors or node symbols to show how organizations differ by focus area, sector, or target audiences.
- **Second, draw lines or arrows between organizations to show their connections.** You can copy the template and make several versions of your map to show how they are connected differently.
- **Third, analyze your map by asking questions.** Who is connected to whom? Where are gaps or opportunities for new connections? How are shared resources, information, and data flowing?
- **Repeat the mapping process regularly.** Track how your ecosystem evolves dynamically over time.

### Ecosystem Mapping Components

Copy & paste these elements to build your map.



Ecosystem Mapping Template courtesy of Visible Network Labs



## SAMPLE Ecosystem Map:

Use this section to describe your ecosystem map and share significant takeaways from the mapping process. You can edit the Map Legend on the right with your nodes and lines.

### Sample Ecosystem Map Legend

Community Issue	Education Orgs	Public Sector Orgs	Community-based Orgs	People & Sub-populations
Community Issue	Education Orgs	Public Sector Orgs	Community-based Orgs	People & Sub-populations
<b>Group-Issue Relationship</b>				
Contributes to Issue				
Addressing the Issue				
Affected by the Issue				
<b>Group-Group Relationship</b>				
Integrating				
Cooperation				
Averse to Each Other				
No Relationship				
Coordination				
Networking				

# Ecosystem Mapping

Using the sample Ecosystem Map at your table:

- Who the people, organizations, and roles that are relevant to your community context.
  - Hint: work small to big!
- What the ideas, issues, and contexts that influence your work.
- Where are the connections, interconnections, and other associations across groups and issues.



*Scan me*



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# Lessons Learned

## Matt's Key Lessons Learned

- COVET (Communication, Openness, Vulnerability, Experience, and Trust)
- See both the forest and the trees (Human experience within systems that we live and work in)

## Kristen's Key Lessons Learned

- Root partnership work in IS principles
- Anchor research into strategic planning and measurement systems with P-12 partners
- Invite diverse array of professionals in the school/university/other organization into continuous improvement teams



# Concluding Remarks

- We argue that for transformation in schools (as described in the ICSEI call this year) to occur, problems of equity of access to HE learning need to be addressed as a system problem.
  - It is our intent to show how we, as P-20 boundary crossers and collaborators, do this in our practice and promote discussion with colleagues on how to continue to improve in this work.
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# Sharing and reflecting on learning

<https://www.menti.com/alguu7w1gmt6>





# What's next

Please keep in touch!

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Matt Missias

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