

# Personalized Learning in the Fairbanks NSBSD

School Board President: Heidi Haas

Superintendent: Dr. Karen Gaborik

# Introductions

- ▶ Heidi Haas, School Board President
- ▶ Karen Gaborik, Superintendent
- ▶ Who is with us today?

# Today's Objectives

- ▶ Why Personalized Learning?
- ▶ What Is Personalized Learning?
- ▶ Fairbanks Implementation
- ▶ Results / Next Steps
- ▶ Creating a Culture to Support Personalized Learning

# Why Does Education Need to Change?

- ▶ What Is School For?

- ▶ <https://www.youtube.com/watch?v=PsLRgEYf9E>

- ▶ Table Talk: In your community what should school be for?

- ▶ Share Out

# Why Should We Individualize Our Approach to Teaching and Learning?

## ▶ End of Average --Todd Rose

- ▶ Why Individuality is Key to the Future

- ▶ [https://www.youtube.com/watch?v=-34ASwa\\_Ztk](https://www.youtube.com/watch?v=-34ASwa_Ztk)

## ▶ Table Talk: I am **Alexander**, a 6<sup>th</sup> grader. (Very smart, but not engaged.)

- ▶ What works for me at school? (I feel great at school when...)
- ▶ What is challenging for me at school? (I struggle at school because...)

## ▶ Share Out: What does Alexander need at school?

# Equity

## Equality



## Equity



# Karen's WHY for Personalized Learning

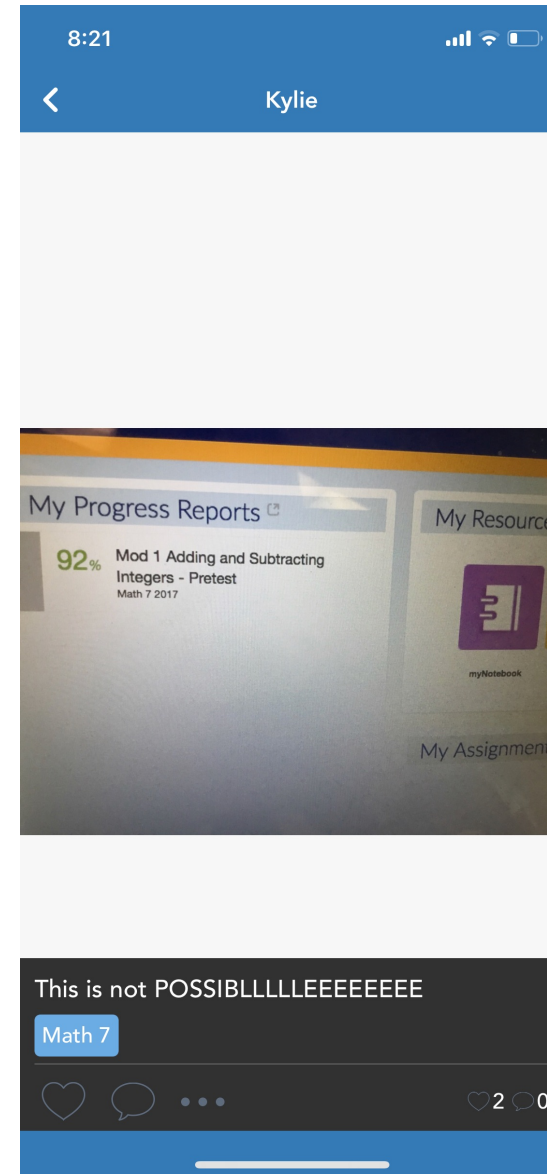
- ▶ To empower teachers to meet the needs of every single learner in their classroom so that all students will be successful learnings.
- ▶ Equity: Student success in Fairbanks should not depend on....
  - ▶ Who you are
  - ▶ What life circumstances you bring into the door with you
  - ▶ Your zip code
  - ▶ The teacher you were assigned
  - ▶ The curriculum adopted by the district
- ▶ Proficiency for Every Student

# Heidi's WHY for Personalized Learning

- Kids grow their confidence as they find their own success rather than constantly being compared to other kids.  
***They get to focus on their own learning.*** Their successes come more quickly because they can focus on themselves and not necessarily on what the person next to them is doing.



## A photograph showing two students working on laptops in a classroom. One student, wearing a light blue hoodie and glasses, is seated at a round table, looking at a laptop screen. A red card with the number '43' is on the table. Another student, wearing a green and blue patterned hoodie, is sitting on the floor, also working on a laptop. A colorful box is next to the student on the floor. In the background, other students are seated at tables, and a teacher is standing near a white storage unit.



# Brody's Math Experience



# The Fairbanks WHY for Personalized Learning

- To ensure each student achieves their highest potential, we create a student-centered environment that engages, inspires and empowers all learners based on their unique needs and strengths.



## PERSONALIZED LEARNING

---

Fairbanks North Star Borough  
SCHOOL DISTRICT

# What Is Personalized Learning?

- ▶ Tailoring learning for each student's strengths, needs and interests—including enabling student voice and choice in what, how, when and where they learn—to provide flexibility and supports to ensure mastery of the highest possible standards. --*iNACOL*
- ▶ Personalized learning includes blended learning, competency-based learning, culturally responsive teaching, project-based learning, and a focus on incorporating student choice and agency into instructional designs. -*Education Elements*
- ▶ Giving students what they need when they need it so they can be successful learners. --*Fairbanks NSB School District*



# How Do We Define Student Success?

- ▶ Self-sufficiency?
- ▶ Cultural Competence?
- ▶ Assessment Results?
- ▶ College Entrance Exams (ACT, SAT)?
- ▶ Grades / Grade Point Average?
- ▶ Graduation Rate?
- ▶ Dropout Rate?
- ▶ Attendance Rates?
- ▶ Postsecondary training and education?
- ▶ Employment after high school?
- ▶ What else?
  - ▶ Yes, all that and more.....

# Redefining Ready

- ▶ Students are MORE than a SCORE.

- ▶ College Ready
- ▶ Career Ready
- ▶ Life Ready

- ▶ Redefining Ready

- ▶ <https://www.redefiningready.org/>

# What Does Personalized Learning Look Like?

- ▶ To give every student in every classroom in every school what they need when they need it is a HUGE job!
- ▶ We cannot do this in our current systems and structures.
- ▶ How do we change our models so we can?
- ▶ It begins in the classroom.

# Four x Four of Personalized Learning

Education Elements

- ▶ You do not need technology to personalize. You do need technology to personalized learning at scale.
  - ▶ The key is how to extend the personalized approach to all students of all abilities.
- ▶ PL redefines the role of the teacher. Effective teachers are more critical than ever.
  - ▶ Fairbanks: Danielson Framework
  - ▶ The transition from the traditional classroom to a PL model is a huge shift for some teachers.



# Four x Four of Personalized Learning

Education Elements

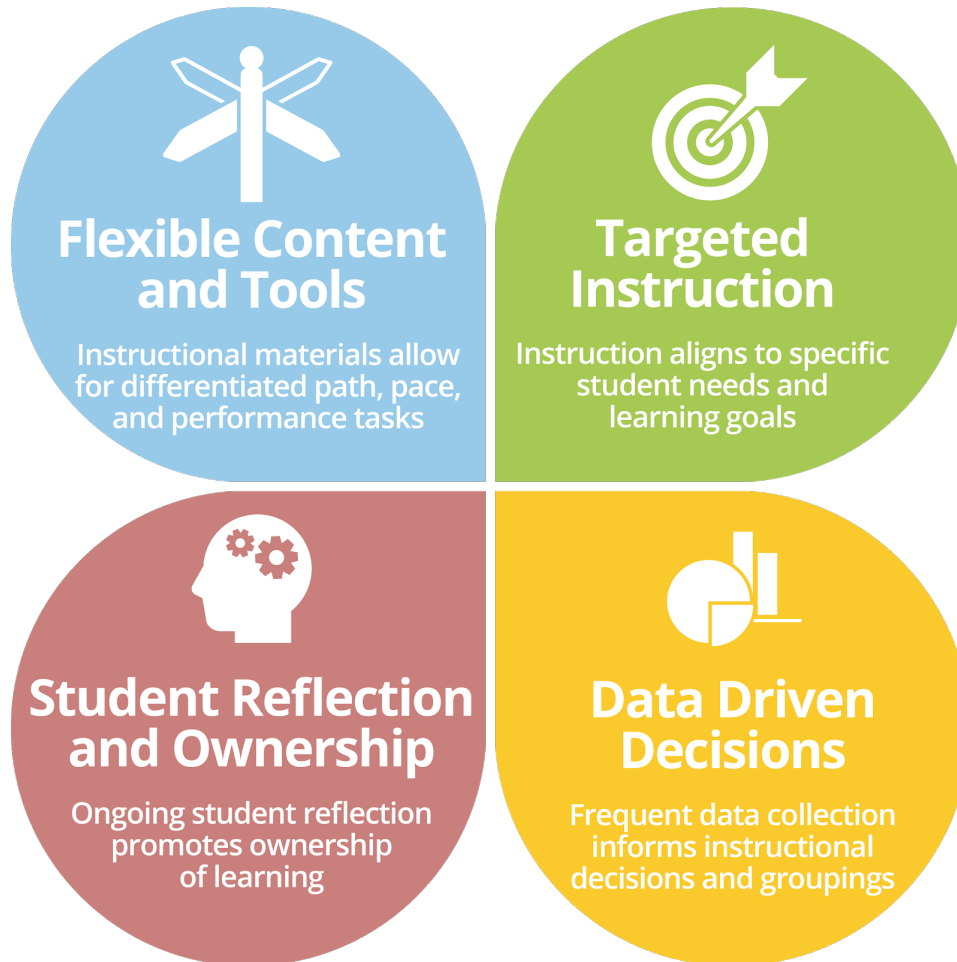
- ▶ Strong leadership is critical for a strong personalized learning environment.
  - ▶ *The task of the leader is to get his people from where they are to where they have not been.*  
-Henry A. Kisenger
  - ▶ Personalized Learning: Fairbanks #1 Goal
  - ▶ School Board: Vision and Allocation of Resources
  - ▶ Superintendent: Systemic Process, Professional Development, Communication, Change Process, Surviving the Pushback
- ▶ There is no single right way to personalize learning.
  - ▶ Embrace Design Thinking
  - ▶ Create a safe environment to TRY and to iterate—teachers, schools, district
  - ▶ Fail forward quickly

# What Does It Look Like?

- ▶ *“I’ve missed more than 9000 shots in my career. I’ve lost almost 300 games. 26 times I’ve been trusted to take the game winning shot and missed. I’ve failed over and over and over again in my life. And that is why I succeed.”*  
-Michael Jordan

- ▶ Video: What is Personalized Learning?
  - ▶ <https://www.youtube.com/watch?v=hfpmhmPira4>

# Core Four Continuum of Personalized Learning



# Personalized Learning Classroom

- ▶ Personalized Learning Models for Elementary Schools
- ▶ Personalized Learning Models for Secondary Schools
- ▶ Interactive Classroom Design in Thinglink
  - ▶ <https://www.thinglink.com/scene/693910703962062850>

# Our Experience with Personalized Learning

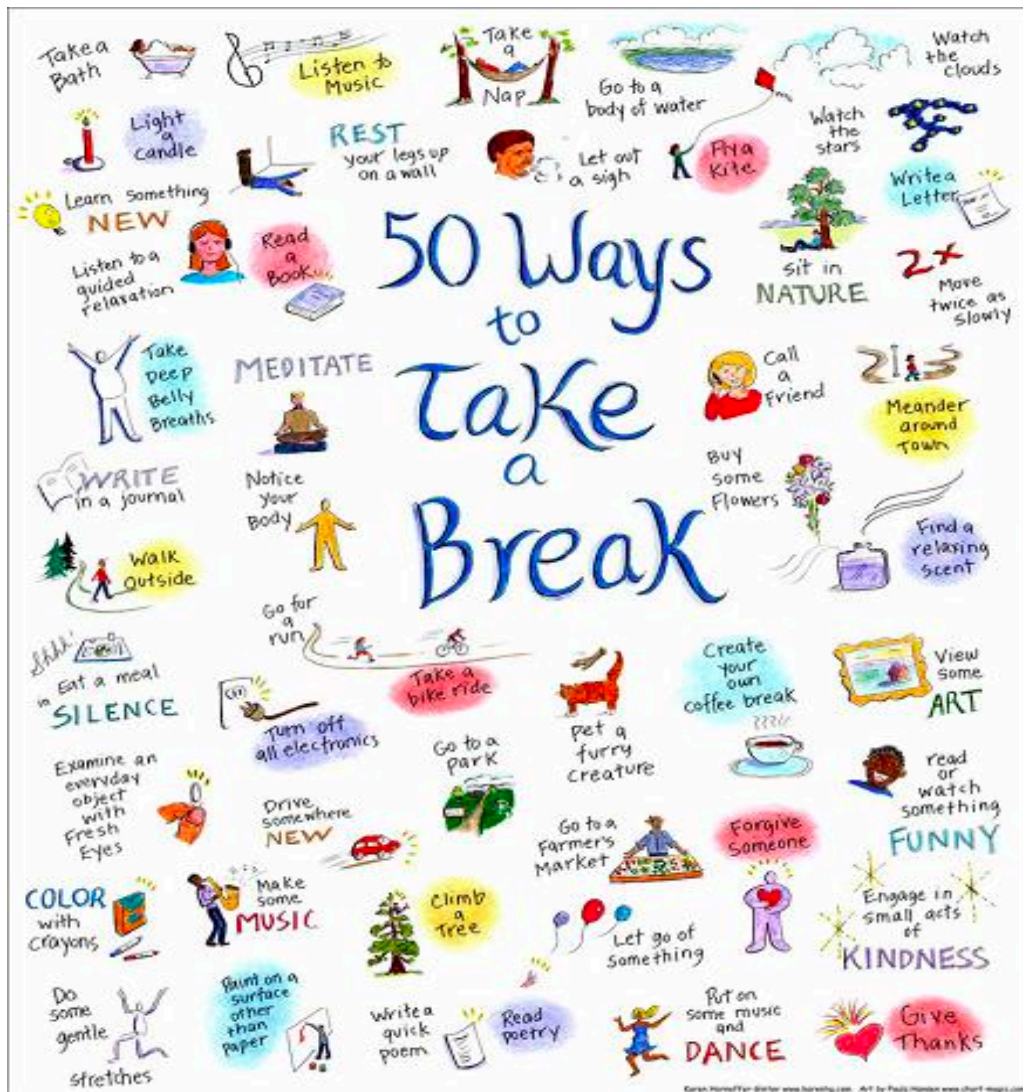
## ► President Haas

- Mom
- School Board Member

## ► Superintendent Gaborik

- Learning Walks
- Stories from Parents

# Take a 15-Minute Break!!!



# Fairbanks Implementation

- ▶ It all began in 2015 with the Strategic Plan...
- ▶ School Board Goals
  - ▶ Personalized Learning
  - ▶ Effective Communication
  - ▶ Parent and Community Engagement
  - ▶ Organizational Excellence
  - ▶ Technology Integration

# Education Elements

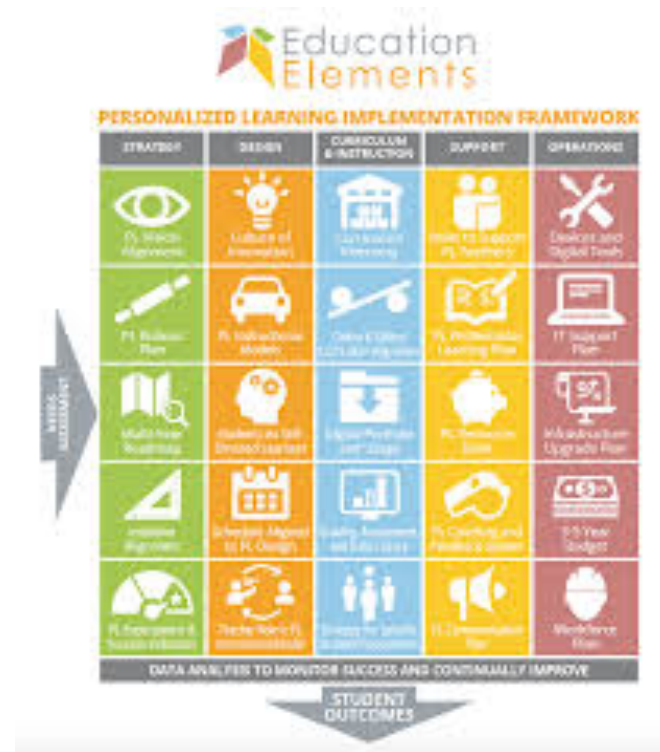
## ▶ Districtwide Engagement

- ▶ Project Team
- ▶ District PL Council
- ▶ School PL Teams

## ▶ Project Road Map



# Personalized Learning Implementation Framework



# Results

## ► The Four Promises of Personalized Learning

--*Education Elements*

- More efficient and effective learning
- More time for teachers to focus on each student
- More student-centered and engaging
- More prepared for college, career and citizenship

# Results

## ► NWEA MAP (2 years)

- Reading: 45.3 to 49.8
- Math: 44.5 to 49.9

## ► PEAKS (2 years)

- English/Language Arts: +4%
- Math: +1%

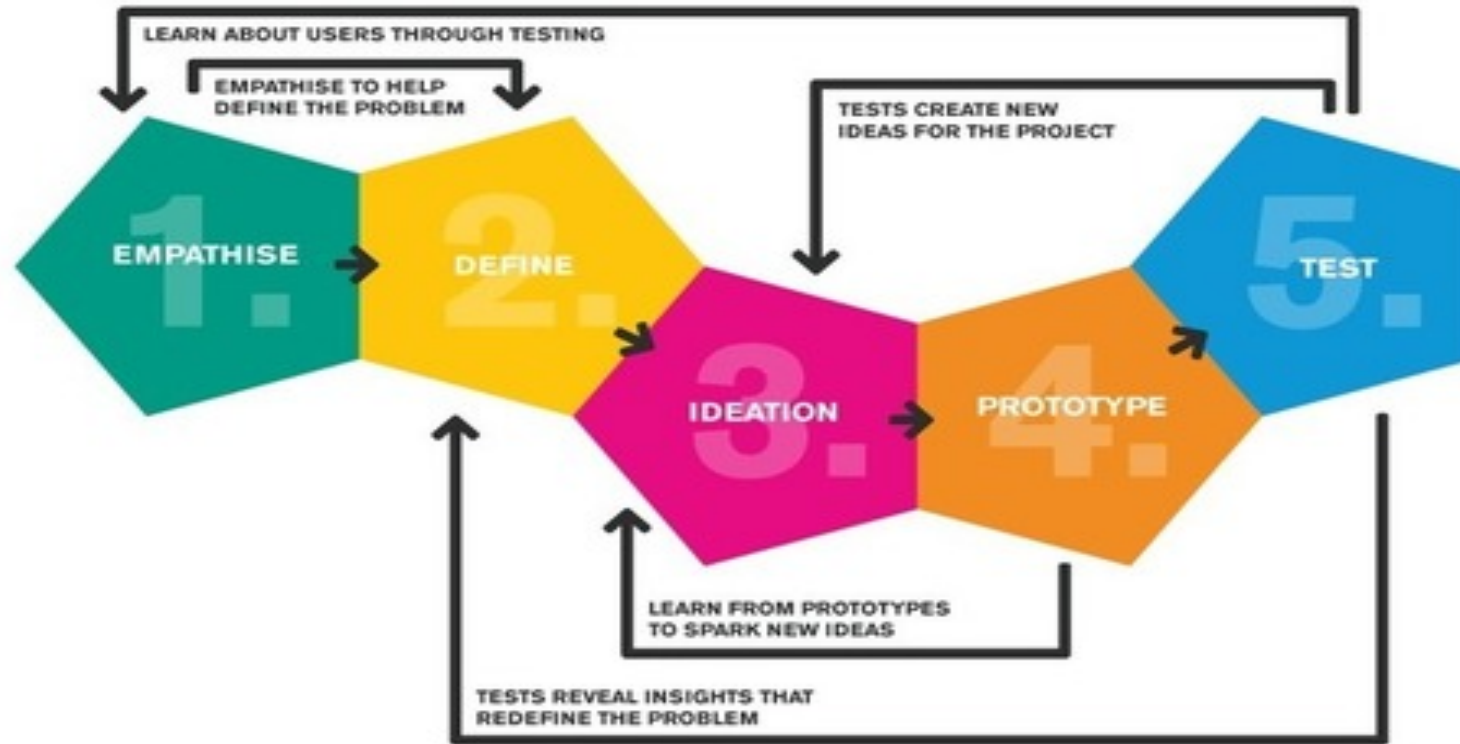
## ► Onpoint

- Internal evaluation

# Brick and Mortar Transformation

- ▶ **Full Day Kindergarten—**
  - ▶ 2018-19 is the first time in the history of Fairbanks that all elementary schools offer full-day kindergarten
- ▶ **K-8 Schools**
  - ▶ 3 new options this year
- ▶ **K-12 Magnet**
  - ▶ In the research phase
- ▶ **Competency-Based Education**
  - ▶ A systems model in which (1) teaching and learning are designed to ensure students are becoming proficient by advancing on demonstrated mastery and (2) schools are organized to provide timely and differentiated support to ensure equity.

# Culture of Innovation



Human-centered Design Thinking

# Creating and Supporting a Culture of Innovation

- ▶ What is Design Thinking: <https://www.youtube.com/watch?v=a7sEoEvT8l8>
- ▶ LAUNCH <https://www.youtube.com/watch?v=LhQWrHQwYTk>
- ▶ Design thinking in 1<sup>st</sup> Grade <https://www.youtube.com/watch?v=hvqST2ggvA0>

# Remember Alexander?

- ▶ **Table Talk:** What are next steps your district can take to help Alexander be a successful learner?
- ▶ **Closing:** Takeaways.
- ▶ **Thank You!!!**