



Re-inventing Education Together

Our steps to include all people involved in
a purpose-driven school development process



What is planned

- **Check-In**
- **Presentation: Stepping stones towards co-creation**
- **3 Break-Out rooms offering 3 different perspectives**

Ellen Even • member of the leadership circle & teacher (10 years)

Armin Sieber • member of the leadership circle & teacher (22 years)

Unai Borrás • student at itw • member of the Solution League circle (1.5 years)



Check in

Suppose this presentation and exchange are helpful for you:

What would be your take away that supports your own growth and learning?

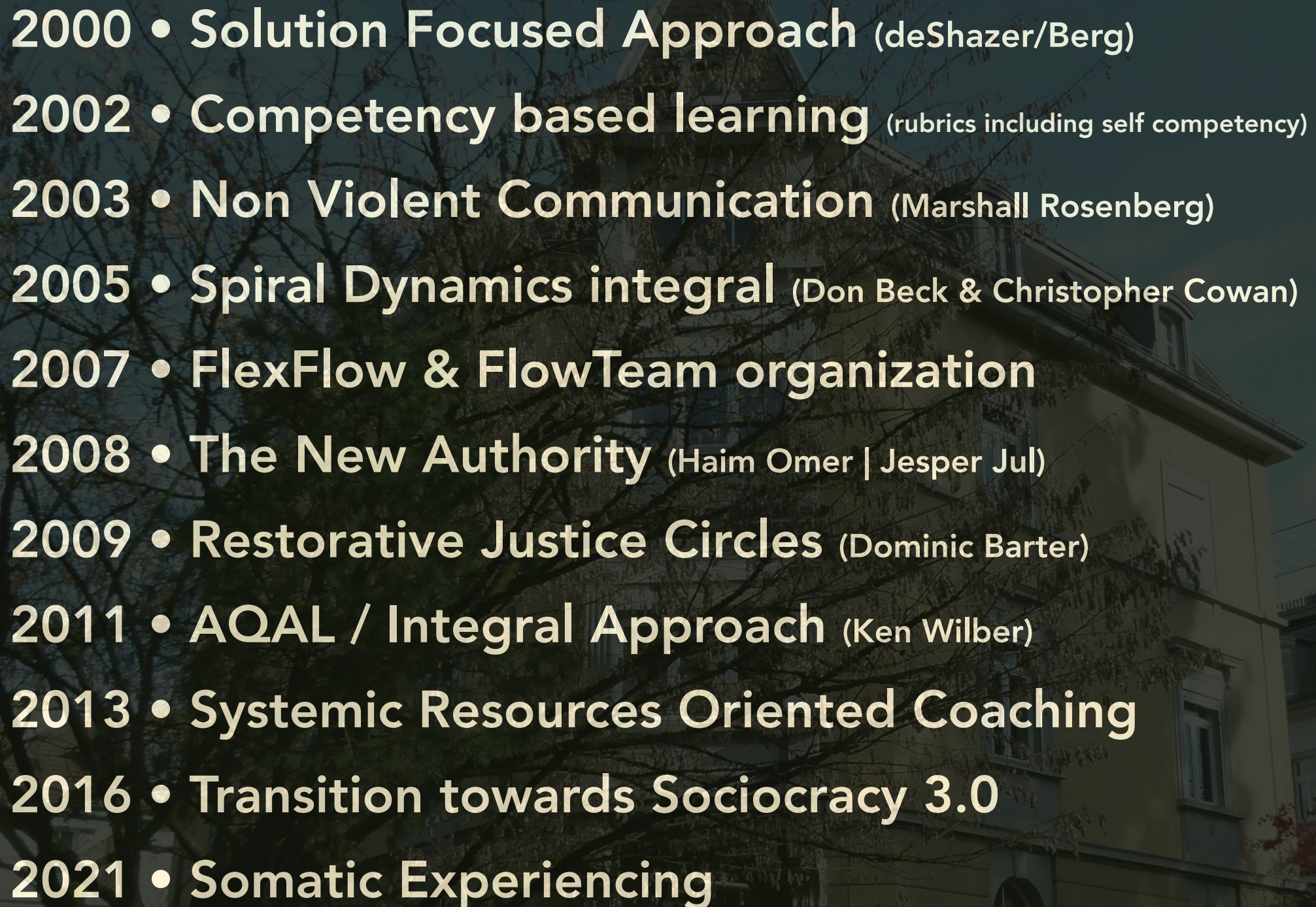


- **Founded in 1995 as a private secondary school with a special focus on arts**
- **State approved** (has to follow the public school curriculum)
- **about 32 students, ages 11 to 17** (grades 6 to 10)
- **3 mixed teams of 8 - 12 students**
- **50% financed by parents, 50% by state school boards**
(and by the teachers...)
- **21 teachers** (sharing 9 full time jobs)
- **3 assistants**

**«If we want the world to improve,
then we will need schools that
learn.»**

Peter Senge
The Fifth Discipline



- 
- 2000 • **Solution Focused Approach** (deShazer/Berg)
 - 2002 • **Competency based learning** (rubrics including self competency)
 - 2003 • **Non Violent Communication** (Marshall Rosenberg)
 - 2005 • **Spiral Dynamics integral** (Don Beck & Christopher Cowan)
 - 2007 • **FlexFlow & FlowTeam organization**
 - 2008 • **The New Authority** (Haim Omer | Jesper Jul)
 - 2009 • **Restorative Justice Circles** (Dominic Barter)
 - 2011 • **AQAL / Integral Approach** (Ken Wilber)
 - 2013 • **Systemic Resources Oriented Coaching**
 - 2016 • **Transition towards Sociocracy 3.0**
 - 2021 • **Somatic Experiencing**



In a time of rapidly increasing complexity, we seek ways to prepare young people for their future (and not for our past) while nurturing everyone's individual as well as the collective growth.

V

Volatility



U

Uncertainty



C

Complexity



A

Ambiguity



V

Vision



U

Understanding



C

Clarity



A

Adaptivity



SIMPLEXITY

enabled by adaptive crowd intelligence









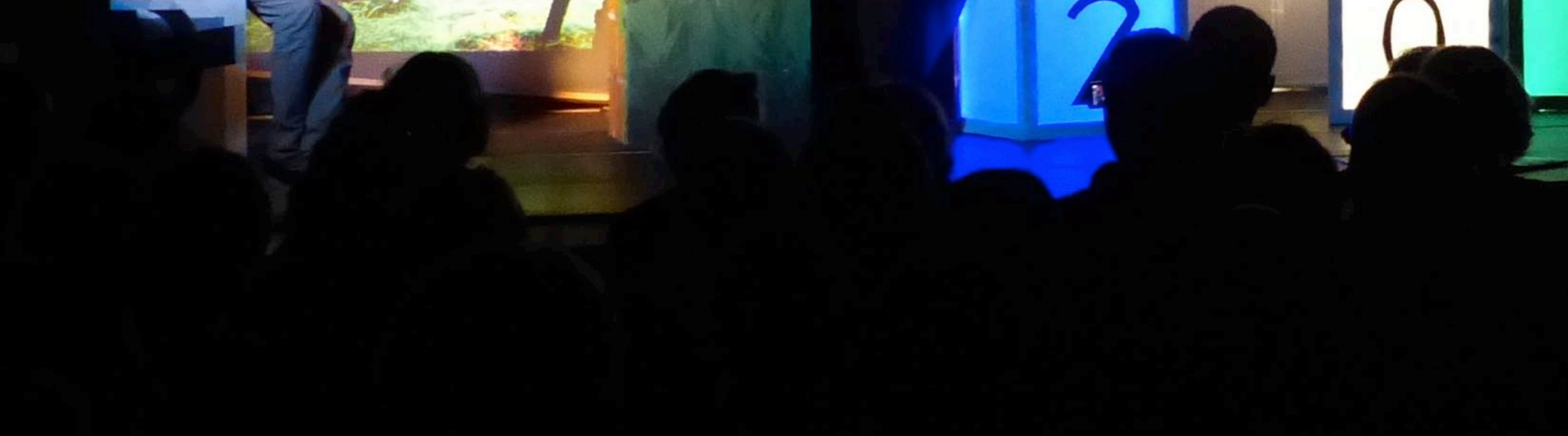
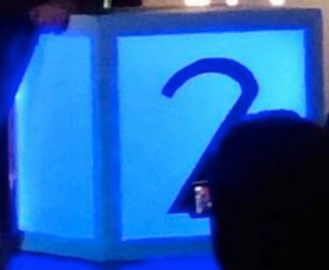














Attitudes and values are increasingly integrated into curriculum frameworks – an acknowledgement that competencies require more than knowledge and skills.



Fearlessness is the
mother of reinvention.

Arianna Huffington

“ quote fancy



«

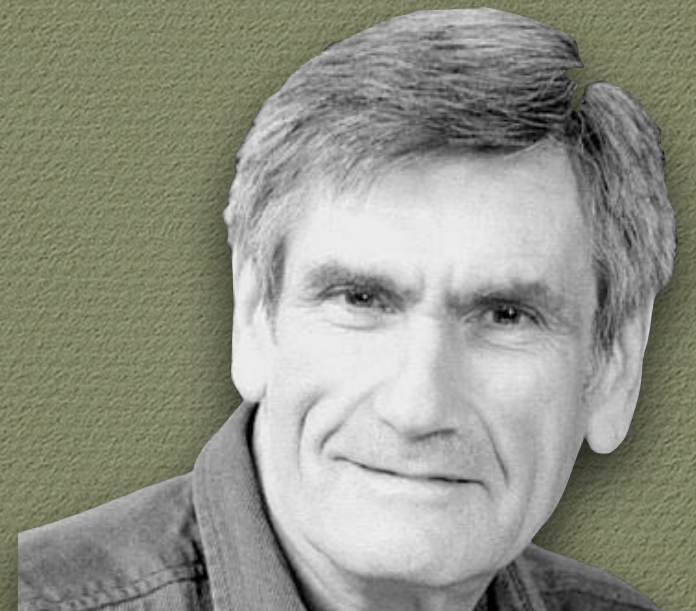
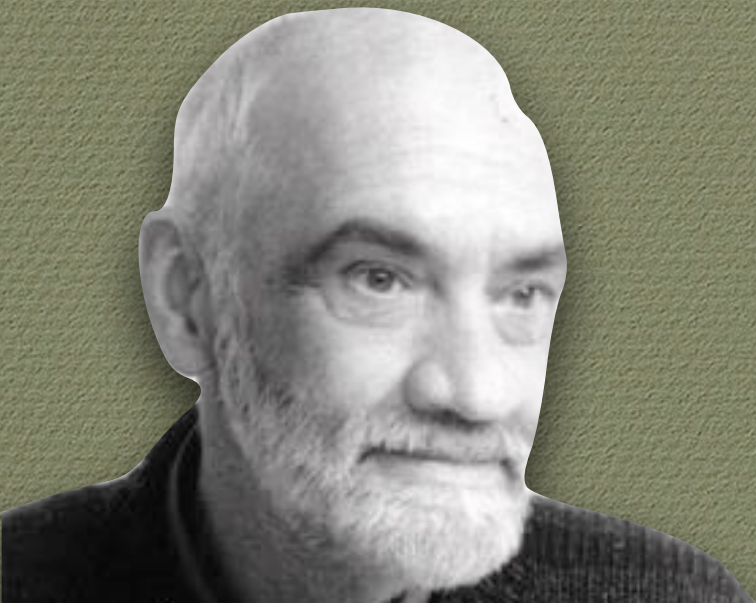
You have never done anything wrong

-
You will never do anything wrong

-
At most, you will decide differently
in the future because of what you
are experiencing right now.

Marshall Rosenberg

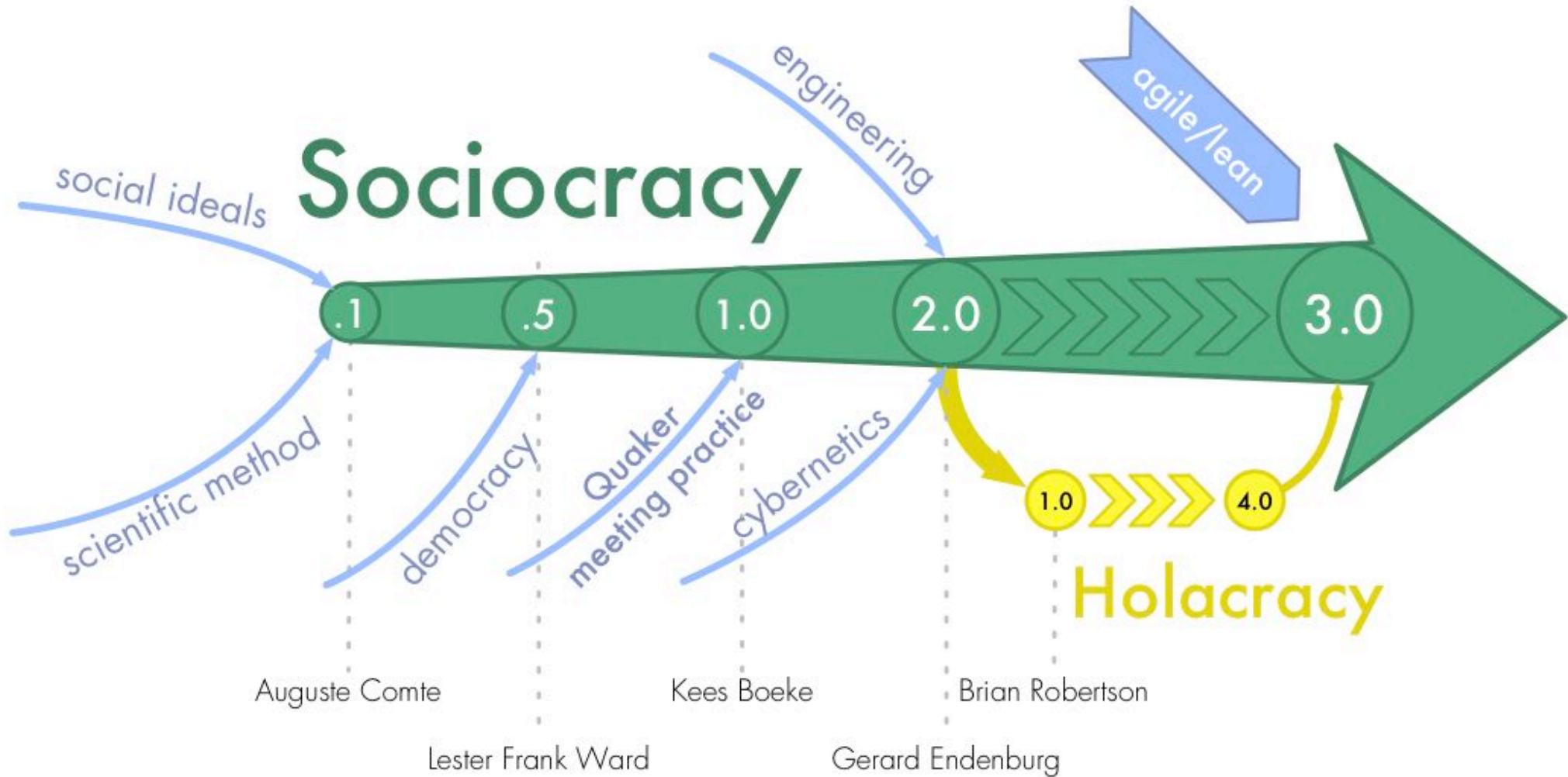
« There is no criticism or blame -
there are only more or less
helpful messages about unmet
needs. »





Sociocracy 3.0

Effective Collaboration At Any Scale

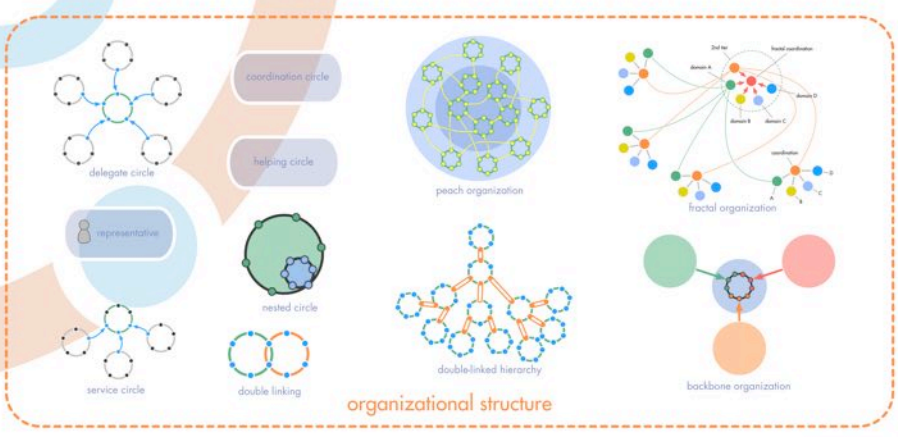
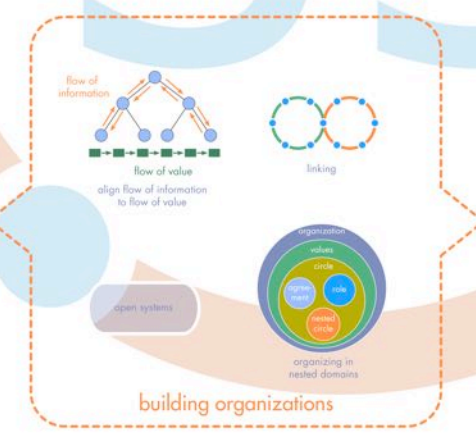
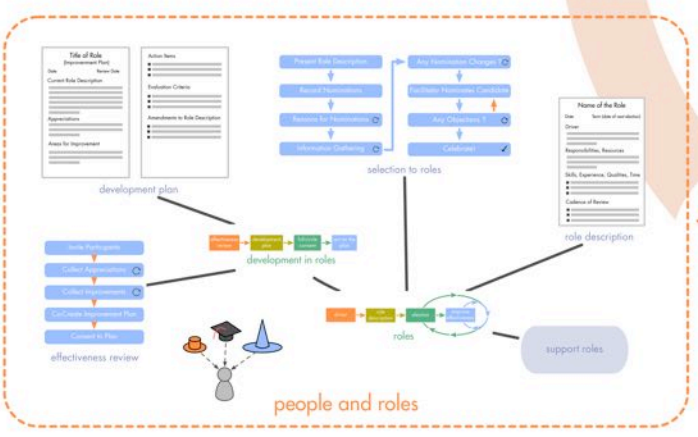
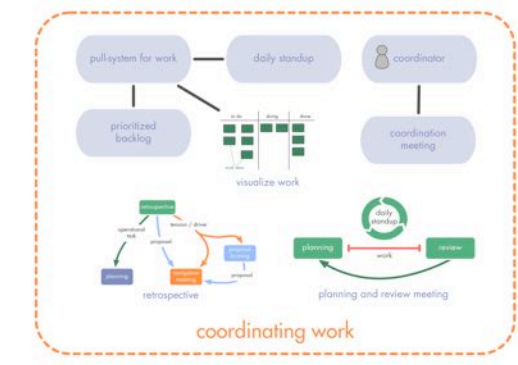
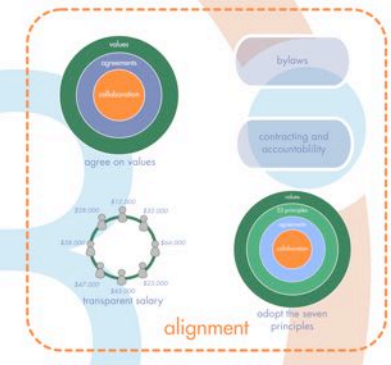
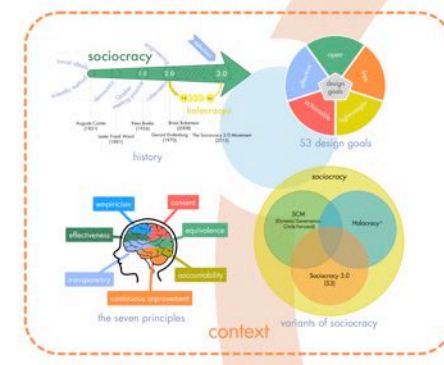
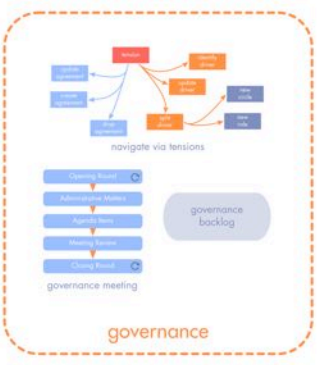
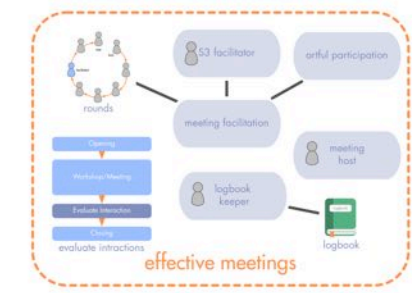
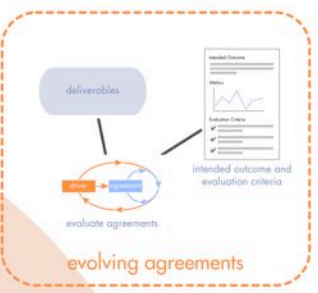
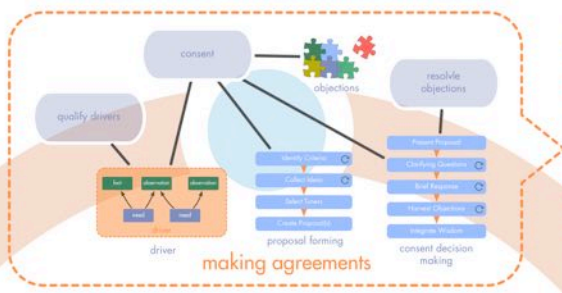
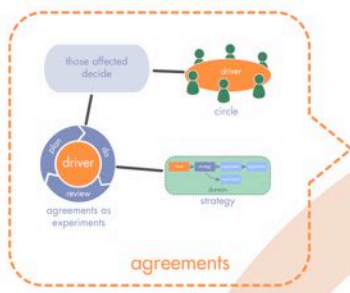


OBLIQUE STRATEGIES

Gardening, not architecture

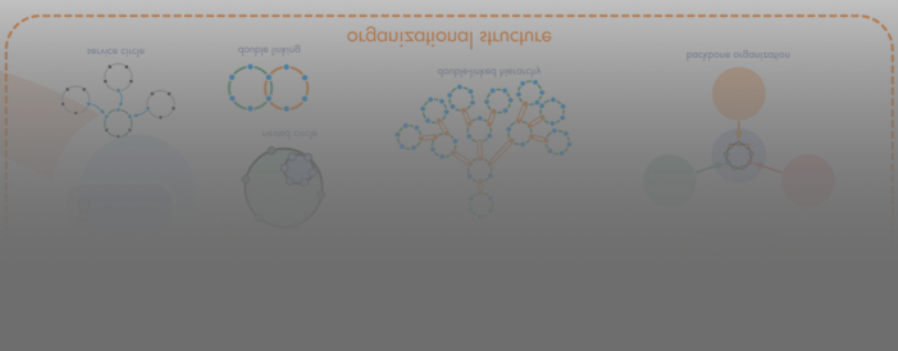
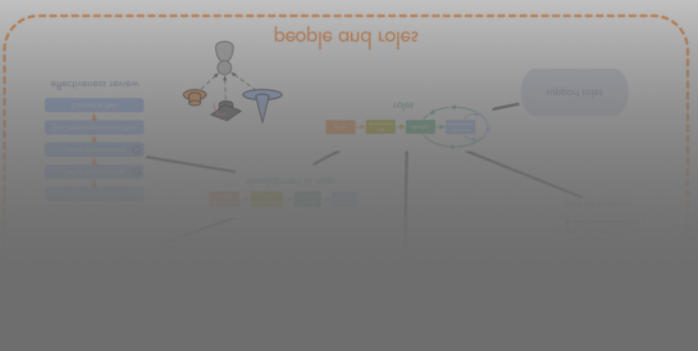
Sociocracy 3.0

A Framework of Patterns for Collaboration



Revision: 2016-06-15

Bernhard Backebrock



AFTERNOON WORKSHOPS

PARENTS
CIRCLE

TEAM CIRCLE

ASSOCIATION
BOARD CIRCLE

SOCIAL ACTIVITIES

SCHOOL CIRCLE

LEADERSHIP
CIRCLE

HOUSE & GARDEN

TEAM
RED

SOLUTION LEAGUE

TEAM
BLUE

TEAM
YELLOW



Assigned but informed

Adult led with student input

Tokenism

Decoration

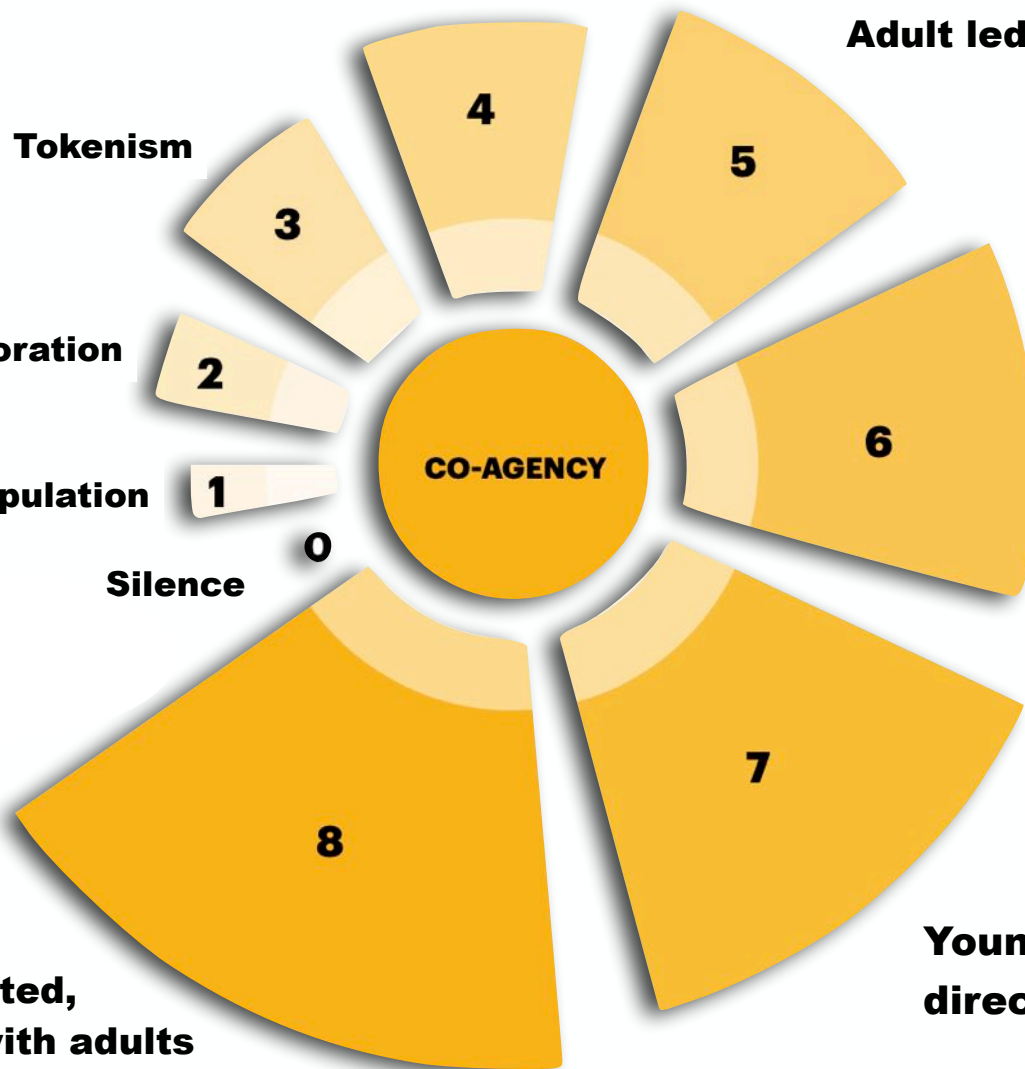
Manipulation

Silence

**Shared decision making,
adult led**

**Young people initiated &
directed**

**Young people initiated,
shared decisions with adults**



DIESE KREISE FINDEN HEUTE STATT

ICH BIN DABEI!
(hier dürfen alle SuS, Iw-team, Eltern sich für den Kreis anmelden)

Fr. Hossfeld
Zs. in rd
D. Kurzweiger

ANTRAG FÜR KREIS
(formuliere hier deine Idee, deinen Vorschlag... und gestalte vielleicht noch eine A4 Seite dazu, damit wir auf deinen Antrag aufmerksam werden)

WAS WOLLENT WIR UNBEDINGT BEIBEHALTEN?
WAS MÖCHTEST DU ÄNDERN? WELCHE WAHLFÄCHER MÖCHTEST DU?
WAS WENIGER? WAS MEHR?
WAS WÜNSCHT IHR?
ANLIEGEN!

Organisation
BIS WANN SOLL EIN KONSENT GEFUNDEN WERDEN?
so schnell wie möglich
bis DATUM

FEEDBACK KREISVERANTWORTUNG
Kreis findet statt
Erstes Treffen: _____
Damit der Kreis stattfinden kann, braucht es noch Folgendes: _____

IDEEN FÜR WAHLFÄCHER Workshops

Habt ihr Ideen für Wahlfächer im neuen Semester? Möchtet ihr, dass Wahlfächer von diesem Semester auch im neuen Semester wieder stattfinden? Könnt ihr euch vorstellen, die Leitung eines Wahlfaches zu übernehmen? Bitte tragt alle eure Ideen ein.

Wir freuen uns auf euer Mitwirken und Mitgestalten!

Name Wahlfach	Name Schüler-/in	Leitung übernehmen	Bemerkungen
* Angeln	Felix	Felix	
* Volleyball	Unai	Unai / Uiber	→ etwas Bauen
Garten	Timo D.		
* Werken (Workshop)			Vogelhäuser ext. Workshop?
Boardgames	Zoerd		
Impuls Session	Timo D.		
Sport ausser Haus	Timo D.		
Backen	Sophia		am Freitag



REPLACE
FEAR OF
THE UNKNOWN
WITH
CURIOSITY