

# THE DESIRED STATE



## Welcome to the Kansas Learning Network quarterly newsletter...

One might be wondering, what is the desired state and why should it matter? In order to understand the desired state, we must first recognize the existing state. In the most simplest of words, it means identifying: Where are we now?

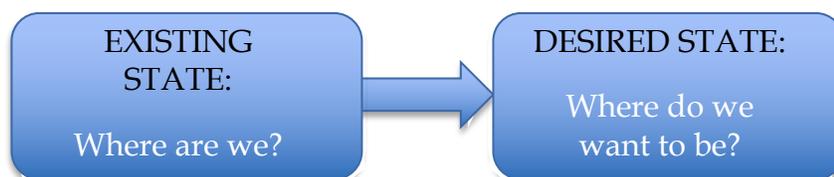
While that might seem like a question all stakeholders could easily answer within a system or school - we know that communication; data interpretation, feelings and experiences contribute to understanding information. It's possible to hear or read the same message and interpret that message very differently.

During a recent professional development, the building leader communicated to staff an expectation that all teachers make weekly positive phone calls home to build relationships with families/stakeholders. One of the 6th grade teachers interpreted this as making a phone call home about each child every week. The other 6th grade teacher understood the expectation as one phone call to a family each week. In this scenario, one educator was expending far more energy and time than the other, but was either doing the task incorrectly?

The leader quickly identified the existing state as varied interpretation of expectations and provided a clearer and more defined set of actions. While the shared goal may be similar, the journey to the desired state could feel and be very different - which brings us to the purpose of this quarterly newsletter.

Our goal will focus on bringing educators the resources meant to push thinking around the existing state of climate and culture, leadership, group efficacy, equity and more. In knowing the existing state, educators can identify and create intentional actions for working toward the desired state. We hope future newsletters challenge thoughts; feelings, perceptions and understanding so continued improvement to the system -*THE DESIRED STATE*- becomes a more attainable reality. More to come in future months!

## What is the Desired State?



## MAY 2019

Suggested Read:  
Courageous  
Conversations About  
Race. A Field Guide for  
Achieving Equity in  
Schools, 2nd Edition by  
Glenn E. Singleton.

Have you checked out  
the Kansas English  
Language Arts  
Standards lately on the  
KSDE website? Here is  
the link:  
<https://community.ksde.org/Default.aspx?tabid=5280>

Do you have a favorite  
podcast? The  
Transformative  
Principal with Jethro  
Jones on iTunes is a  
favorite. Each week,  
Jones interviews one of  
the greatest principals  
on the planet! Here is  
the link:  
<http://www.transformativeprincipal.org/>

*Do you wish to contact our team?  
Additional Questions?*

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