

Project Description

Systems leadership, a concept pioneered and championed by Peter Senge and the Center for Systems Awareness (<https://www.systemsawareness.org/>) at MIT, is an approach to promoting systemic change through building individual's (and ultimately group's) capacity to recognize the interconnectedness of people and systems as a means of creating relevant, sustainable change. This approach inextricably blends internal systems (psychological/personal) with external systems (e.g., structures, processes, metrics, models) in order to create a generative social space where meaningful, collectively orchestrated change can occur. For a brief but informative overview of the Compassionate Systems Framework, please view [Systems Thinking: A Little Film About a Big Idea](#). Another informative, accessible video resource is [Peter Senge on Learning Organization](#).

The Region 11 project is not only a natural progression of the statewide Expanded Learning System of Support's work over the past four years, but it is also inspired by the voices of local leaders from the field. In fact, expanded learning leaders representing a variety of agencies reported a need for additional learning opportunities related to the Compassionate Systems Framework. They recognized the value of systems thinking and sensing as a strategy for improving program quality. Utilizing the impetus from the field for further cultivating Compassionate Systems Awareness (CSA) within and across expanded learning programs in Los Angeles County, the Expanded Learning Technical Assistance Unit (ELTAU) seeks to implement a Compassionate Systems Leadership pilot project involving up to five local grantees. Participation in the pilot project will help build the capacity of staff from selected agencies to examine program structure, processes, and practices in a way that can lead to improved services for its staff and those stakeholders it serves.

Project Objectives

This pilot project is designed to address the following objectives:

- ✓ To provide an opportunity for expanded learning program management staff to develop a foundational understanding of the CSA framework
- ✓ To provide relevant opportunities and support for expanded learning program management staff to apply key CSA concepts to their everyday practice
- ✓ To establish a sustainable peer-to-peer learning network for expanded learning program management staff as they continue their journey with CSA

Project Benefits

Participating in this project will benefit your organization by providing the following opportunities:

- ✓ A generative space to learn with and from leaders from other programs
- ✓ An opportunity to develop the knowledge and analytical skills that will help your organization meet program goals (thereby aiding with the CQI process)
- ✓ A voice in developing future regional efforts to build grantee capacity to learn about and practice Compassionate Systems Awareness

Description of the Project

Grounded in the successful model implemented in the CQI Pilot Project in 2018-20, this CSA Pilot Project will also include a series of group learning sessions, individualized coaching sessions, and applied learning activities. This is an intensive learning experience that will require ongoing commitment and engagement. Participation will be **virtual only** through Zoom. Please mark your calendars for the following dates/times.

- ✓ ***Orientation Webinar*** that will outline the participation expectations for the project and review fundamental concepts inherent in the CSA framework (e.g., Three Legged Stool, Generative Social Fields, Ways To Show Up).
 - ***2/25/21 10:00-11:30 am***

- ✓ ***Four Learning sessions*** that will include a settling practice, journaling, content delivery, application exercises for teams to do with coaches, and also whole group reflection. Learning sessions will cover some of the CSA framework tools and archetypes including the Iceberg, Shifting the Burden, the Ladder of Inference, the Ladder of Social Connectedness, and the Four Player Model:
 - ***3/25/21 9:00 am-1:00 pm***
 - ***4/15/21 9:00 am-1:00 pm***
 - ***5/6/21 9:00 am-1:00 pm***
 - ***6/3/21 9:00 am-1:00 pm***

Project Participation

Given the experiential nature of this project, it is critical that applicants understand the project expectations. This is not a typical professional development series focused on content only delivery, but is a highly interactive project that is designed to build participant's capacity for sustainable systems change within their respective organization.

This is a collaborative project that ***requires a consistent team of up to five people (Site Coordinator and above)***. More specifically, teams must be comprised of individuals within the same agency/organization. Given the importance of content knowledge and our intent to have the CSA knowledge and practices live on within each respective organization, we ask that applicants briefly describe their plan for replacing team members in the event of staff turnover. A suggested team would include:

- ***1 Grant Manager/Executive Director (this is required: someone with decision making authority)***
- ***1-2 Program Directors***
- ***2-3 Site Coordinators***

Project Compensation

LACOE will provide a stipend (via contract) in the amount of \$2,500 to each team who successfully completes the entire project (i.e., participates in all events and submits all materials). The stipend will be processed via invoice in June 2021 after full team participation and will be paid to the host organization and not to an individual.



LOS ANGELES COUNTY OFFICE OF EDUCATION
EXPANDED LEARNING TECHNICAL ASSISTANCE UNIT
Compassionate Systems Leadership Project: Team Application



Organization Name: _____

Team Members (a maximum of five consistent members- a Grant Manager/Executive Director is required and all others must be Site Coordinator and above)

Member	Name	Position Title	Email	Cell Phone
1		<i>Grant Manager/ED</i>		
2				
3				
4				
5				

Please respond to the following questions:

1. *Please tell us why you are applying to participate in this project. What do you hope to learn?*

2. *What about your organization/program would make you a good fit for this project?*

Grant Manager/Executive Director, by signing this application form, each member of your team is committing to the following:

Complete all pre-project assignments

Participate in an Orientation Webinar:

- o 2/25/21 from 10-11:30 am

Be on time and stay for the entirety of ALL FOUR Learning Sessions:

- o 3/25/21 from 9:00 am-1:00 pm
- o 4/15/21 from 9:00 am-1:00 pm
- o 5/6/21 from 9:00 am-1:00 pm
- o 6/3/21 from 9:00 am-1:00 pm

Participate in monthly coaching sessions held in between learning sessions

Complete all applied homework activities (e.g., monthly reflections) in between learning sessions

Complete pre/post surveys for every learning session

Participate in a brief exit interview in June

Consent to all meetings being recorded for assessment purposes ONLY. Recordings will be used for internal purpose and accessed solely by the researchers conducting the project assessment. Recordings will NOT be made available to any participant for any reason.

A signature of the Grant Manager/Executive Director agreeing to the conditions of this project is required.

Applications are due on January 21, 2021 and must be submitted via email by the Grant Manager/Executive Director (this will count as an electronic signature).

Send completed applications via email to Dr. Michelle Perrenoud at Perrenoud.Michelle@lacoed.edu.

All applicants will be notified of acceptance status by January 27, 2021.

For questions: Contact Dr. Michelle Perrenoud at (562) 824-2625.