

Setting the Vision for Supporting Adult Learners

What's Your Why?



Opening

Reflect on a time when you were in school (K-College)

- What happened?
- Who was there?
- How did you feel?
- Why is this memory significant and how does this experience impact your view of education?





Agenda

01

Setting Your Purpose

Golden Circle

02

Envisioning Your Why

Vision for Learning

03

Quote and Challenge

How does your “why” settle the decisions for the “how” and “what?”

+



KNOW YOUR WHY

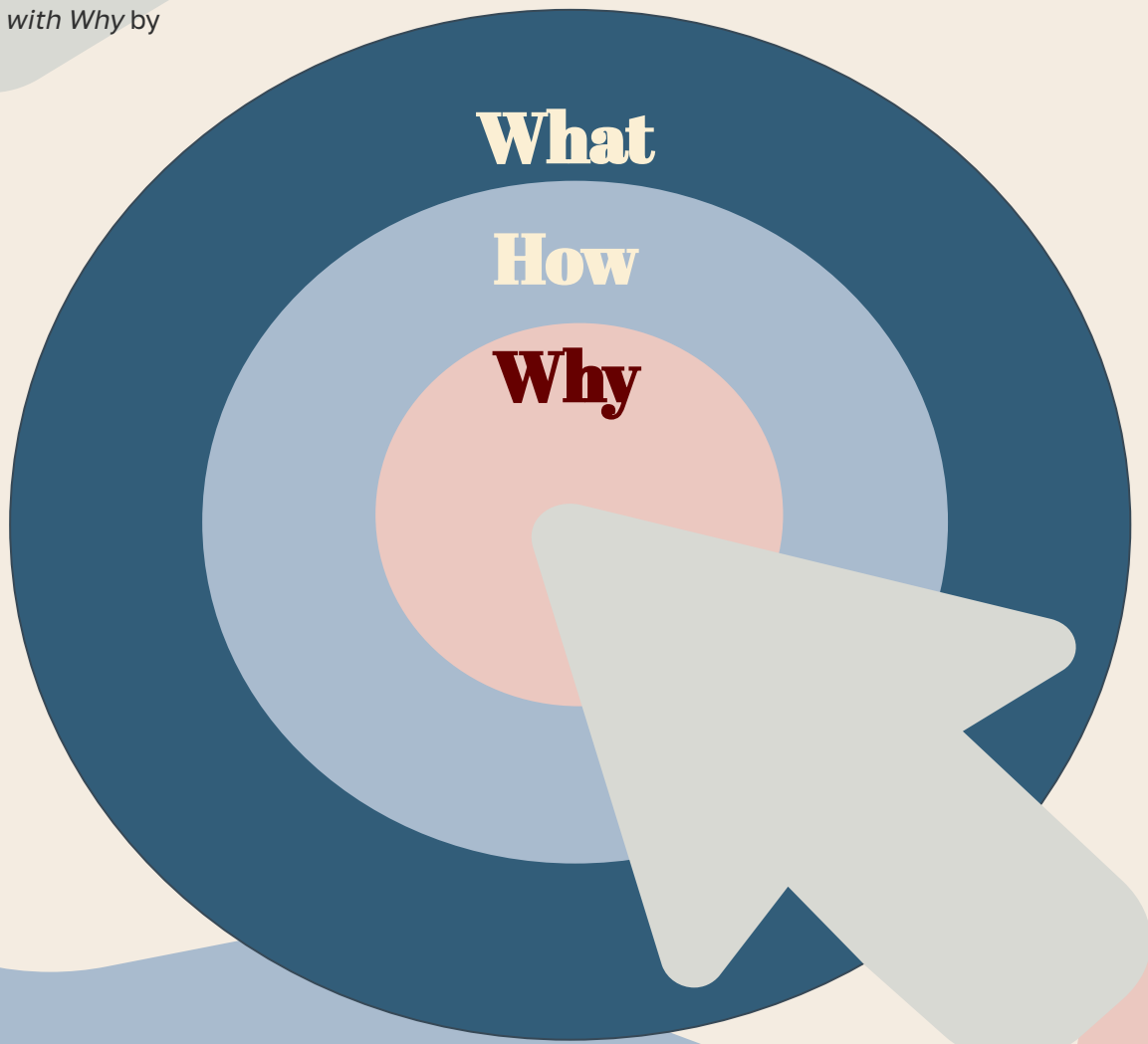


BREAK TIME

YouTube michaeljcomedy



The Golden Circle





02

ENVISIONING YOUR WHY

What

How

Why





Definitions

Cultural Competence—Viewing one’s personal and organizational work as an interactive arrangement in which the educator enters into diverse settings in a manner that is additive to cultures that are different from that of the educator (Lindsey et al., 2019)

○

Culturally Responsive Teaching—a pedagogy that empowers student intellectually, socially, emotionally, and politically by using cultural and historical reference to convey knowledge, impart skills, and to change attitudes (Ladson-Billings, 1994).



Features of Individualist and Collectivist Cultures

(Figure 2.2, pg. 26 *Culturally Responsive Teaching and The Brain*)

Individualism

- Focused on independence and individual achievement
- Emphasizes self-reliance and the belief that one is supposed to take care of himself to get ahead

Collectivism

- Focused on interdependencies and group success
- Emphasizes reliance on the collective wisdom or resources of the group and the belief that group members take care of each other to get ahead

Features of Individualist and Collectivist Cultures

(Figure 2.2, pg. 26 *Culturally Responsive Teaching and The Brain*)

Individualism

- Learning happens through individual study and reading
- Individual contributions and status are important
- Competitive
- Technical/Analytical

Collectivism

- Learning happens through group interaction and dialogue
- Group dynamics and harmony are important
- Collaborative
- Relational

DISCUSSION



- Consider “why” adult learners choose to attend.
 - How does their “why” intersect with your “why”?
 - How do cultural competency and cultural responsiveness play a role in how we connect with adult learners? How does responsiveness help to create a sense of belonging in your learning spaces/community?

CREATE YOUR VISION

Motivation—What motivates you about adult learners?

Inspiration—What inspires you about adult learners?

Centering Activity—What helps you stay focused on positive outcomes for adult learners?

Humor or Joy Along The Way (visual and/or anecdote)—What makes you smile about supporting
★ adult learners?

Gallery Walk





03

**QUOTE
&
CHALLENGE**



***Essentialism: The Disciplined Pursuit of Less* by Greg McKeown**

“An essential intent, on the other hand, is both inspirational and concrete, both meaningful and measurable. Done right, an essential intent is one decision that settles one thousand later decisions.”

Journal and Discuss: How does your “why” settle the decisions for the “how” and “what?”



What

How

Why



RESOURCES

○ Hammond, Zaretta, and Yvette Jackson. *Culturally Responsive Teaching and the Brain: Promoting Authentic Engagement and Rigor among Culturally and Linguistically Diverse Students*. Corwin, a SAGE Company, 2015. +

Ladson-Billings, Gloria. *Culturally Relevant Pedagogy: Asking a Different Question*. Teachers College Press, 2021.

McKeown, Greg. *Essentialism: The Disciplined Pursuit of Less*. Virgin Books, 2021.

Sinek, Simon. *Start with Why*. Penguin, 2021.

Welborn, Jamie E., et al. *Leading Change Through the Lens of Cultural Proficiency: An Equitable Approach to Race and Social Class in Our Schools*. Corwin, 2022.

★ <https://youtu.be/1ytFB8TrkTo?si=07CxxFrWOA9qsQ6i>



THANKS!



What questions do you have?

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