

# Leading and Sustaining Change



## Institutional Change for Developing Compassion Integrity 10:30-12:00 (May 1st)

by Dr. Angie Nastovska and Dave Trejo

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# iLEAD™

Free to Think. Inspired to Lead.

[ileadschools.org](http://ileadschools.org)

*We are a PEOPLE OF PURPOSE, establishing a NEW PARADIGM for education. We are a caring culture that VALUES COMMUNITY, which contributes to a better society.*



Love and compassion are necessities, not luxuries. Without them humanity cannot survive.

Dalai Lama

# Goals for the session:

- ❖ Institutional Change for Success: Establish a Shared Understanding
- ❖ Compassion Integrity: Understand its Importance in Restorative Practices
- ❖ Organizational Structures for Success: Examine and Extrapolate



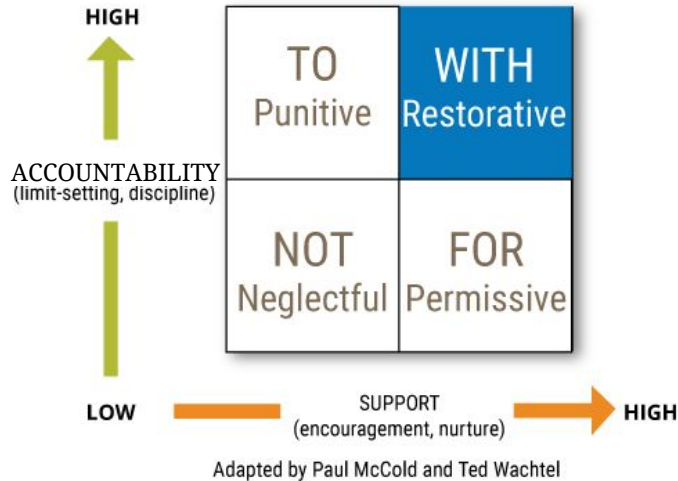
## Pair-Share

- 1) Groups of 2-3
- 2) Who Are You?
- 3) What Are You Hoping to Get Out of the Next 90 Minutes?

## Share-Out

1. My Wonderful, Fantastic Partner (Insert Name) Shared That They Are Hoping to Get \_\_\_\_\_ Out of the Next 90 Minutes.

# Organizational Mindsets for Change



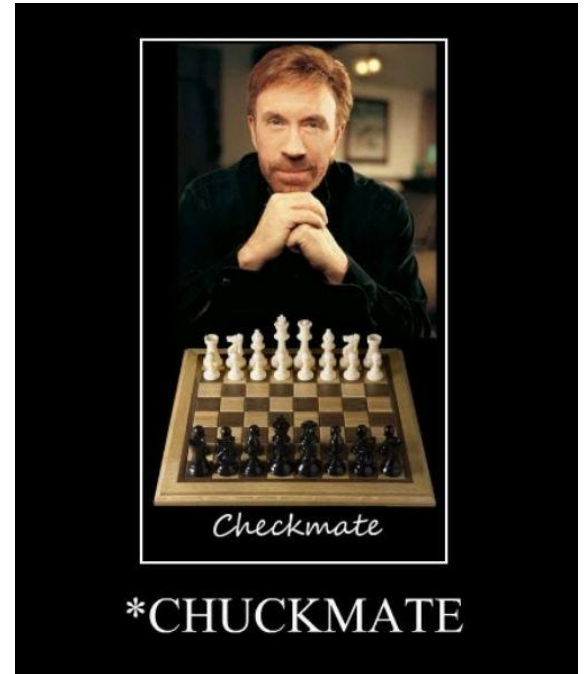
# Tips & Pitfalls

- ❖ **Expectations must apply to all members of the community**
- ❖ **Keep the emotion, lose the emotional**
- ❖ **Never say I don't care**
- ❖ **Avoid universal statements**
- ❖ **Vent horizontally not vertically**
- ❖ **Consensus demands better argument**



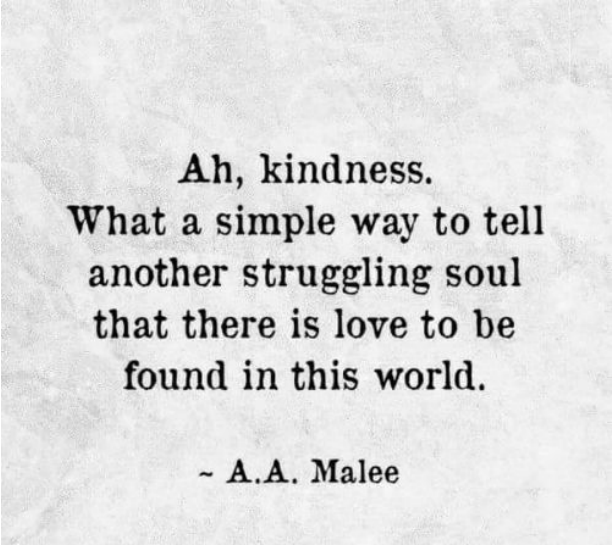
# Successful Institutional Change

- ❖ Focused on all stakeholders
- ❖ Intentional
- ❖ Backward Design



# Compassion Integrity

- ❖ Not all integrity is created equal
- ❖ Basic human values
  - Compassion
  - Interdependence
- ❖ Focus on kindness
  - Why?

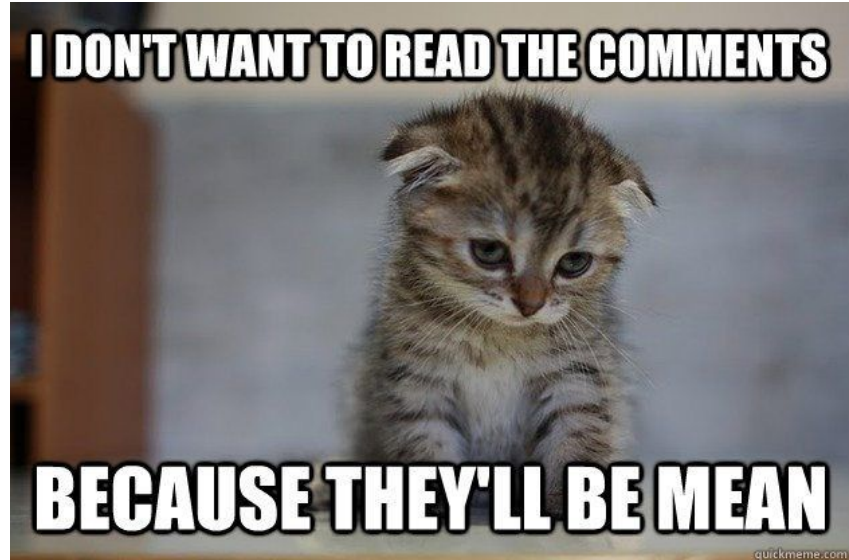


Ah, kindness.  
What a simple way to tell  
another struggling soul  
that there is love to be  
found in this world.

~ A.A. Malee



# Why?



# Free to Think, Inspired to Lead

## Learner Outcomes

- ❖ College & Career Readiness
- ❖ Critical Thinking
- ❖ Self-Control
  - (Intrapersonal & Interpersonal)
- ❖ Intellectual Curiosity
- ❖ Academic Engagement
- ❖ Purpose
- ❖ Growth Mindset
- ❖ Social Intelligence
- ❖ Grit
- ❖ Gratitude
- ❖ Zest
- ❖ Optimism

*Character* LAB



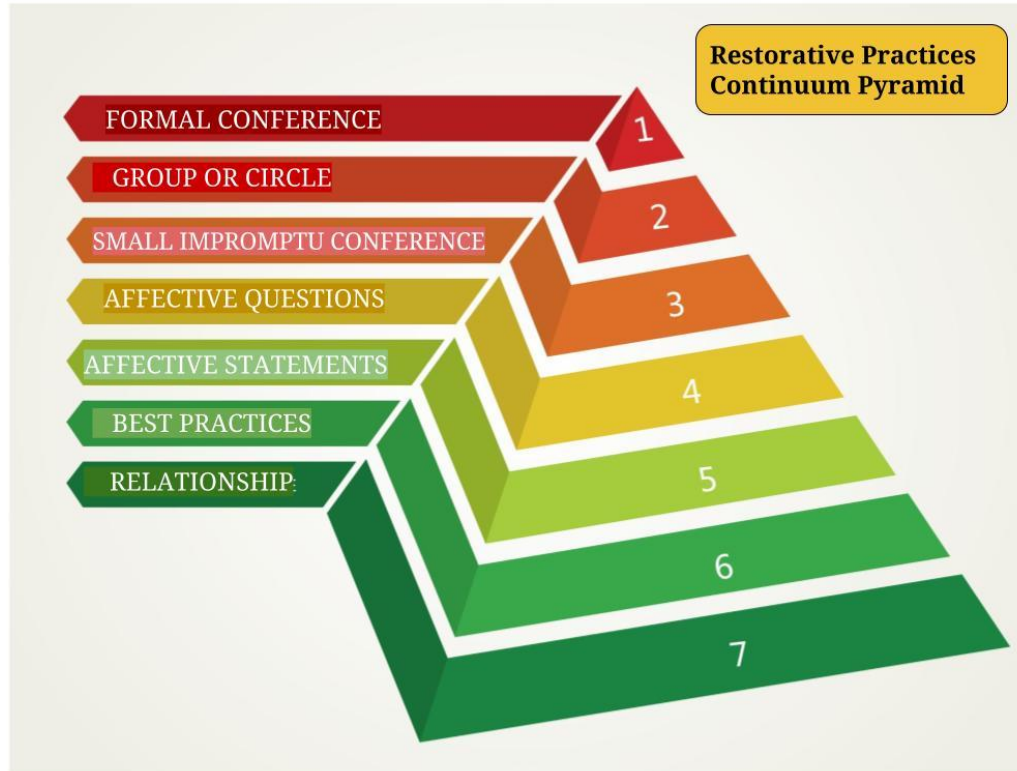
# What Restorative Practices is Not



## Restorative Practices Continuum



# Continuum Pyramid

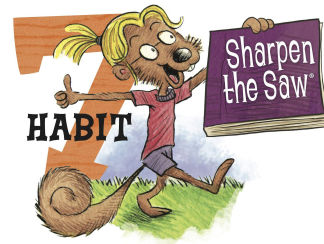
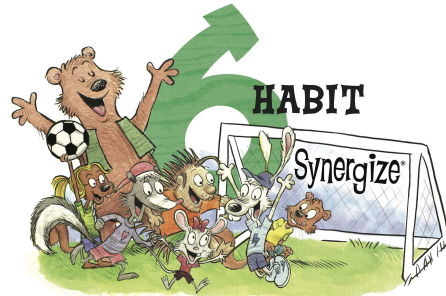
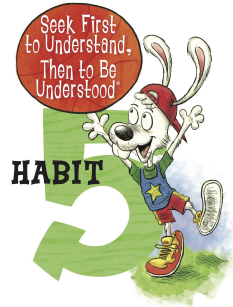
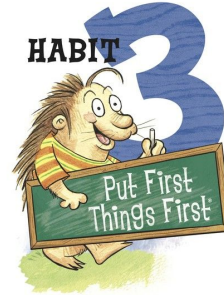
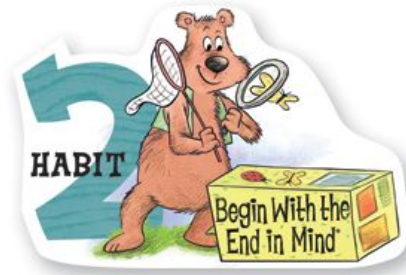
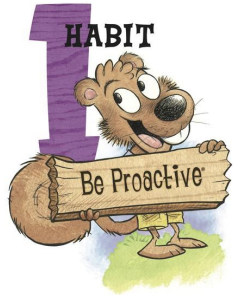


# Consistent and Ongoing

- ❖ Every site director is trained
- ❖ ALL staff will be trained
- ❖ RP for parents
- ❖ Educating the Board



# 7 Habits +1



# Character Lab

## ❖ Angela Duckworth



### Curiosity

Strengths of Mind

Curiosity is a strong desire to learn or know something—a search for information for its own sake.



### Gratitude

Strengths of Heart

Gratitude is the appreciation for the benefits we receive from others, and the desire to reciprocate.



### Grit

Strengths of Will

Grit is perseverance and passion for long-term goals.



### Growth Mindset

Strengths of Will

Having a growth mindset means understanding that intelligence can be developed.



### Optimism

Strengths of Will

Optimism is being hopeful about future outcomes combined with the agency to shape that future.



### Purpose

Strengths of Heart

Having a purpose means being driven by something larger than yourself.



### Self-Control

Strengths of Heart,  
Strengths of Mind

Self-control is controlling one's own responses so they align with short- and long-term goals.



### Social/Emotional Intelligence

Strengths of Heart

Social/Emotional intelligence is understanding feelings and using them to inform actions.

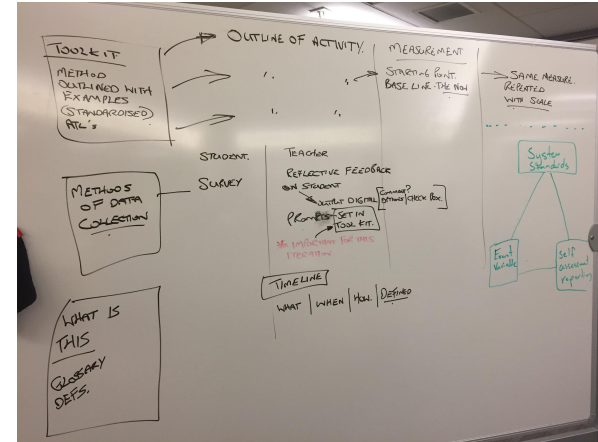
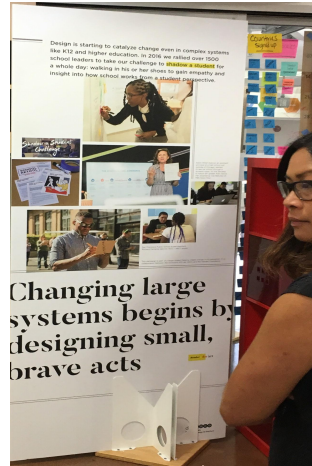
# Compassion Integrity Project (Initiative)

*DQ: Who am I when no one is looking?*

National and Global Influence:  
Collaboration with DLLF; IB, MIT & Penn State;



## At Stanford Graduate School



At MIT Media and Design Lab with global team (China, Nigeria, Africa, Europe, US...)



# Compassion Integrity Project (Staff)

**DQ: *Who am I when no one is looking?***

- Compassion Team Building;
- RP Circles to start off every PD
- Intentionality
- Begin with end in mind

+ [Handout](#)



# Compassion Integrity Project (Elementary School)

*DQ: Who am I when no one is looking?*

[Tiny House Project](#)

[Video by Elvis Summers \(WATCH\):](#)

- Content and skills: Measurement; climates and climate changes; economy; land formations
- SEL: character , agency, purpose, grit, social intelligence; The 7 Habits
- Restorative Practices: circles; restorative questions
- Collective Philanthropic Entrepreneur Fair for [Kiva](#)
- Current Activism:

[Let's Be Better Humans Campaign](#)

# Compassion Integrity Project (Middle School)

## DQ: *Who am I when no one is looking?*

- Content and skills: Use Game Play to Raise Awareness of a Social Justice Issue
- SEL: character , agency, purpose, grit, social intelligence; the 7 Habits: Think win-win
- Middle School Business Fair
- Restorative Practices: Empathy in the Interest of Relationship/Awareness

LINKS: Project evidence [1](#), [2](#), [3](#); [Compassion Experience for the Community](#)



# Compassion Integrity Project (High School)

*DQ: Who am I when no one is looking?*

**High School:**

[UN Climate Simulation](#)

[Global News, Social Media Activism](#)

[MIT Climate Simulation](#)

Content: Environmental Science, Global Politics & History

SEL: Think Win-Win, Seek First to Understand, Purpose

Restorative Practices: Restore Relationships





# Final Reflection



Let's do this again:

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*What is an intentional practice you can commit to championing?*

# Contact Information

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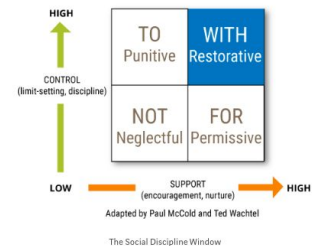
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## 10 Leadership and Relationship Lessons Restorative Practices Taught Me

I recently had the good fortune of participating in a two day training conducted by the [International Institute for Restorative Practices](#). As I sat there, it dawned on me that Restorative Practices training was not exclusive to school leaders or even the [prison system where it originated](#). Restorative Practices training was relationship training for *life*. I came away with lessons that I will apply not only to discipline with my students or conflict resolution with my staff, but takeaways that will help my marriage.



Before I delve into the 10 lessons I took away, it is important to understand one key component of Restorative Practices. The [Social Discipline Window](#) is a conceptual rubric-like tool by which you can gauge how truly collaborative any interaction is with your students, staff, colleagues or even your spouse. Studying the Social Discipline Window will drive home what will seem like common sense. But, like [Shawn Achor](#) says