



# **The Academy of Process Educators: Transforming into Academy 2.0**

**Joann Horton, Ph.D.**

**President, Academy of Process Educators**

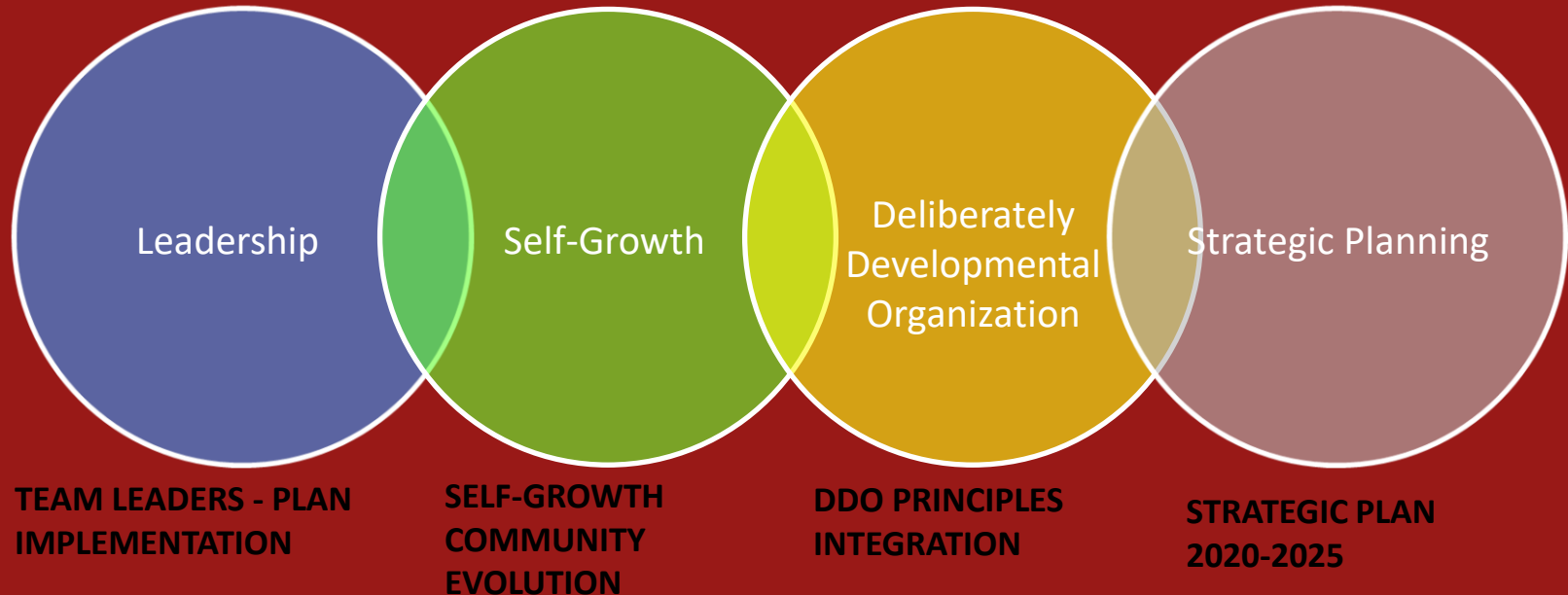
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6/24/2021

Academy of Process Educators Conference  
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# 2019-2020 GOALS & OUTCOMES



# Overview

- Vision
- Core Values

# ***VISION 2020-2025***



***The Academy of Process Educators is a recognized leader in the transformation of education through performance-based learning and growth***

# CORE VALUES 2020-2025

## Growth

- Everyone has the potential to generate self-growth.

## Performance

- We elevate quality of performance via processes, lifelong learning skills and methodologies in all domains.



## Community

- We uphold best practices, provide mentoring, seek continuous improvement, and grow together.

## Diversity

- We welcome individuals with multiple backgrounds, perspectives, genders, and ethnicities.

# Overview

- Mission
- Goal

# **MISSION 2020-2025**

***We inspire, transform, empower,  
innovate, and foster learning  
through process education methods.***



# **OVERARCHING GOAL**

***By 2025, The Academy of Process Educators models the mindset and bold actions of a developmental community, unlocking the self-potential of its members and client partners.***

# Overview

- Priority Goals
- Strategic Plan

# PRIORITY GOALS 2020-2022

- **Develop a Community of Process Education (PE) Experts.**
- **Integrate developmental community principles into the Academy.**
- **Establish a forward-looking Academy business model.**

# PRIORITY GOALS 2020-2022

- **Implement a responsive, multi-faceted communication strategy.**
- **Cultivate an inclusive, engaged membership that values contributions of all stakeholders.**

# Strategic Plan

***Make big plans; aim high in hope and work, remembering that a noble, logical diagram once recorded will never die, but be a living thing...***

--

Daniel Burnham

# Transformation



# Transformational Change

**Audacious Goals**

**Growth Culture**

**Principles & Practices**

**Capacity Building**

**Emerging in World**



# The Transformation Process

- Connection to purpose
- Values, roles, relationships and approaches
- Exciting and challenging
- Difficult, adaptive learning



# The Transformation Process

- Cultural shift
- Quantum growth in capabilities and attitudes
- Experimentation
- Process improvement
- Developmental challenges



# The Transformation Process

- Builds on existing culture
- Involves the people in change process
- Maximizes unique strengths and values
- Engages people in all stages
- Maps out long-term process in doable parts
- Considers stakeholder viewpoints

# The Transformation Process

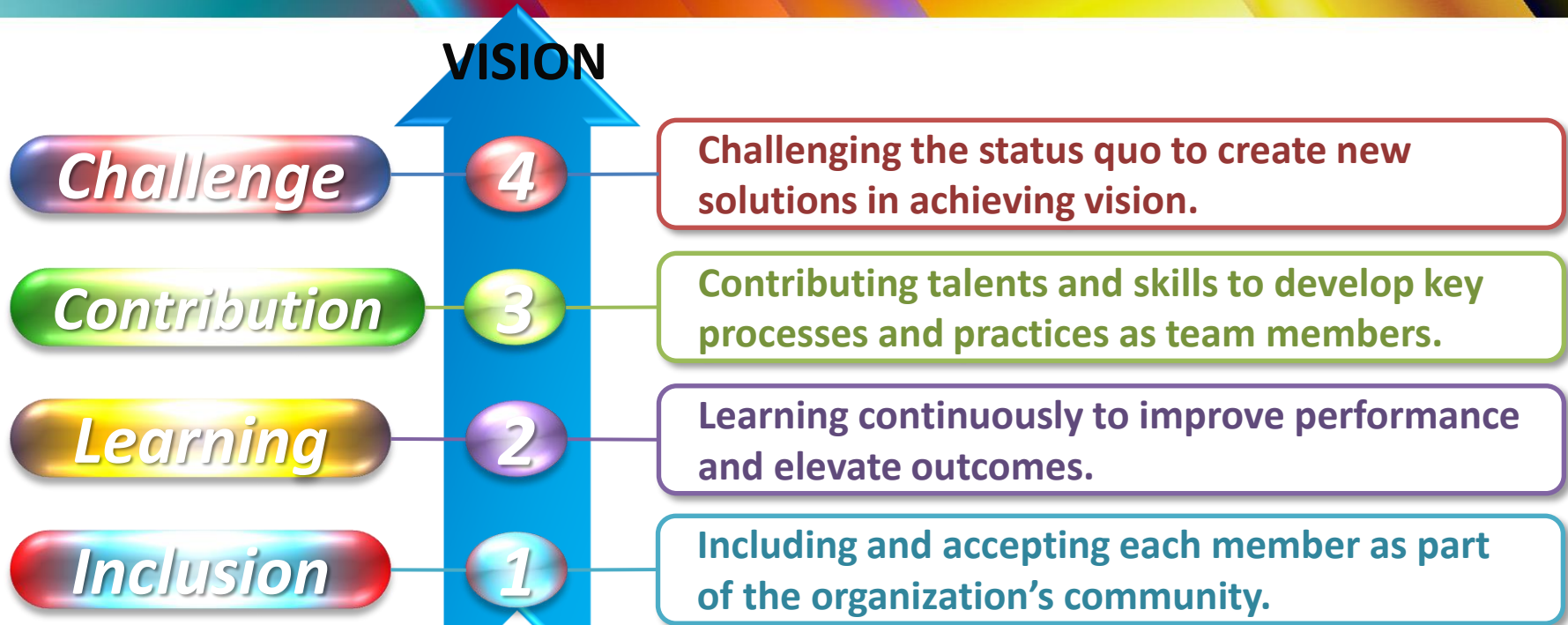
Requires Systemic Change

**“We’re made to grow.  
You either evolve or  
you disappear.”**

-- Tupak Shakur



# AoPE Transformation Process



# Strategic Outcomes

1. Membership Growth
2. DDO Transformation
3. Operational Foundations
4. Outreach & Promotion
5. Membership Engagement

# Strategic Outcomes

- Membership Growth
- DDO Transformation

# MEMBER GROWTH

## SP Goal 1: Community of Process Education Experts.

- Profile of PE Expert & Performance Measures
- Two-year Project for PE Certification System
- Self-Growth Community & Professional Development
- Mentoring/coaching for higher performance



# DEVELOPMENTAL COMMUNITY

SP Goal 2: Integrate developmental community principles into the Academy.

- Seven Languages of Transformation (Kegan & Lahey, *An Everyone Culture*)
- Criteria for Voluntary Developmental Community
- Establishing **home, groove, and edge** Approaches
- Board Developmental Community Practices Discussions
- Mentoring to Elevate Developmental Practice

# Strategic Outcomes

- Operational Foundations
- Outreach & Promotion
- Membership Engagement

# OPERATIONS/FOUNDATIONS

SP Goal 3: Establish a forward-looking business model for the Academy.

- Financial Policies
- Five-Year Budget Review & Projection Procedures
- Grants Orientation and Development Procedures
- Academy Story in Brochure Form for Membership

# OPERATIONS/FOUNDATIONS

SP Goal 3: Establish a forward-looking business model for the Academy.

- New Business Plan
- Academy Website Enhancements
- Operational Planning & Implementation Tools
- Academy Historian position

# OPERATIONS/FOUNDATIONS

SP Goal 3: Establish a forward-looking business model for the Academy.

- Succession Planning (Treasurer, Professional Development Director, PE Conference Chair)
- Conflict of Interest Policy
- Officer & Director Annual Planning, Implementation & Reporting Procedures for Accountability

# PROMOTION/OUTREACH

SP Goal 4: Implement a responsive, multi-faceted communication strategy.

- Communications Policy & Procedures
- Academy of Process Educators' Acronym AoPE
- Academy Newsletter (Servant Leader Message, Initiatives, Board Directions, & Accomplishments)

# PROMOTION/OUTREACH

SP Goal 4: Implement a responsive, multi-faceted communication strategy.

- Research Strategy – Research in a Box Seminars
- Rock Solid Coaching Method
- International Journal of Process Education (IJPE) – Member research and publication learning sciences

# MEMBER ENGAGEMENT

SP Goal 10: Cultivate an inclusive, engaged membership that values contributions of all stakeholders.

- Regional Academy of Process Educators Chapter Pilot at North Carolina Central University
- One Year Complimentary Membership for Non-Member Presenters
- Membership Expertise and Interest Survey



# Key Initiatives/Highlights



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- Conversations on Systemic Racism & Bias
- Redesign of Board Agenda for Efficiency & Effectiveness
- New Academy Calendar Oct 1-Sept 30 for More Effective Budgeting & Operations

# Key Initiatives/Highlights

- Micro Processes: Power of Habits in Growth, Stoic Journaling, & Tribal Leadership
- IJPE Support Workshop

# Key Initiatives/Highlights

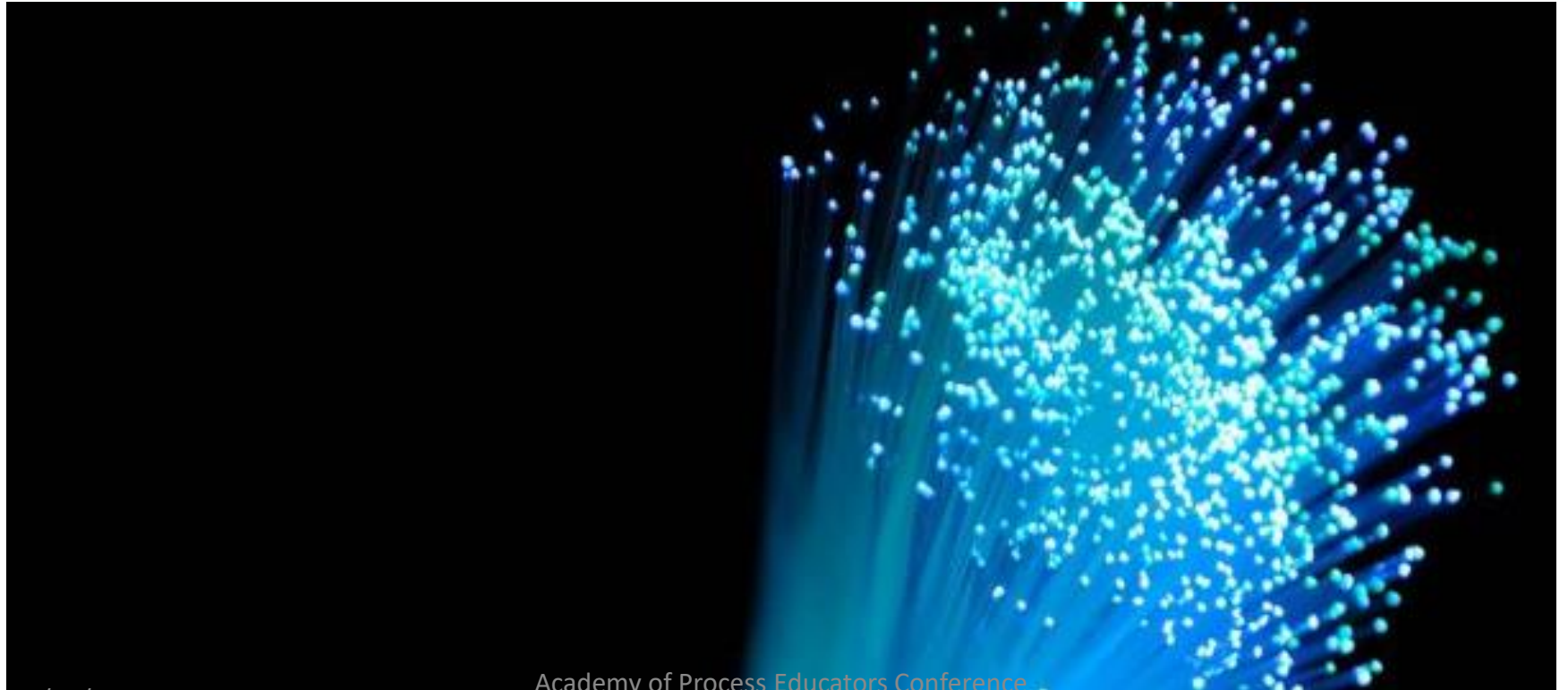
Winter Meeting - integration of developmental principles:

- Mentoring/Coaching
- Humor to Facilitate Change
- Emerging Leaders - Chosen to Lead; What Now?
- PE as Tool for Eliminating Bias and Injustices

# Key Accomplishments

- # individual members – 245
- # Institutional members – 4
- # Colleges Represented – 40
- # Professional Development Events – 10
- # Professional Development Participants – 99
- # IJPE Vol. 11 (2020) Authors – 15
- # IJPE Vol. 12 (2021) Authors – 20

# Assessment



# SII Assessment

Strength:

Positioned for Transformation-

- Space for centering, challenge and collaboration
- Team Leaders guide Priority Initiatives
- Capacity building – technical expertise
- Systems, Processes, and Tools as resources
- Developmental, talented community

# SII Assessment

## Improvements:

- Succession Planning as routine component of professional development
- Multi-pronged approach to member recruitment that connects with strategic priorities & aspirations of potential members, grad students (focus groups)



# SII Assessment

## Insights:

- Pandemic provided new opportunities, including conversations about systemic racism and bias.
- DDO Integration team helped us to think about change -- inclusion, learner (self growth), contributor (teams), and challenger (innovation) and use of micro-practices.

# The State of the Academy is ....

- Strong with business plan that positions for growth
- Agile in addressing environmental changes
- Open to diversity and inclusion
- Expert facilitators and researchers



# In Closing...

- Effective change requires strategy, organizing, and action
- Meaningful change requires community that is committed to excellence



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“Real change, enduring change, happens one step at a time.”

-Justice Ruth Bader Ginsberg



# THANK YOU!