



Day Four

Please settle in, enjoy our continental breakfast items,
and keep connecting with new (and old) friends.
We will get started with our program close to 9:00am.

A Peek at Day 4



- **Welcome | Muddy Points**
- **Orientation to:**
 - Learning Improvement Plan (LIP)
- **Interlude: Key Turners**
- **Work Time**
 - Work on LIP (individually or w/ homeroom)
 - Tap K2C2 for ideas & consults
- **Lunch & Personal Time (12-1)**
- **Work Time**
 - Peer coaching and/or team time
- **Bridge to Day 5**
- **Social Time at Monty's (Optional)**

Clear

- Grasp of core frameworks (8KQ, S1 vs S2, critical thinking v. ethical reasoning, weigh-feed-weigh)
- Moral tension as productive
- Value and benefits of ethical reasoning, assessment, alignment

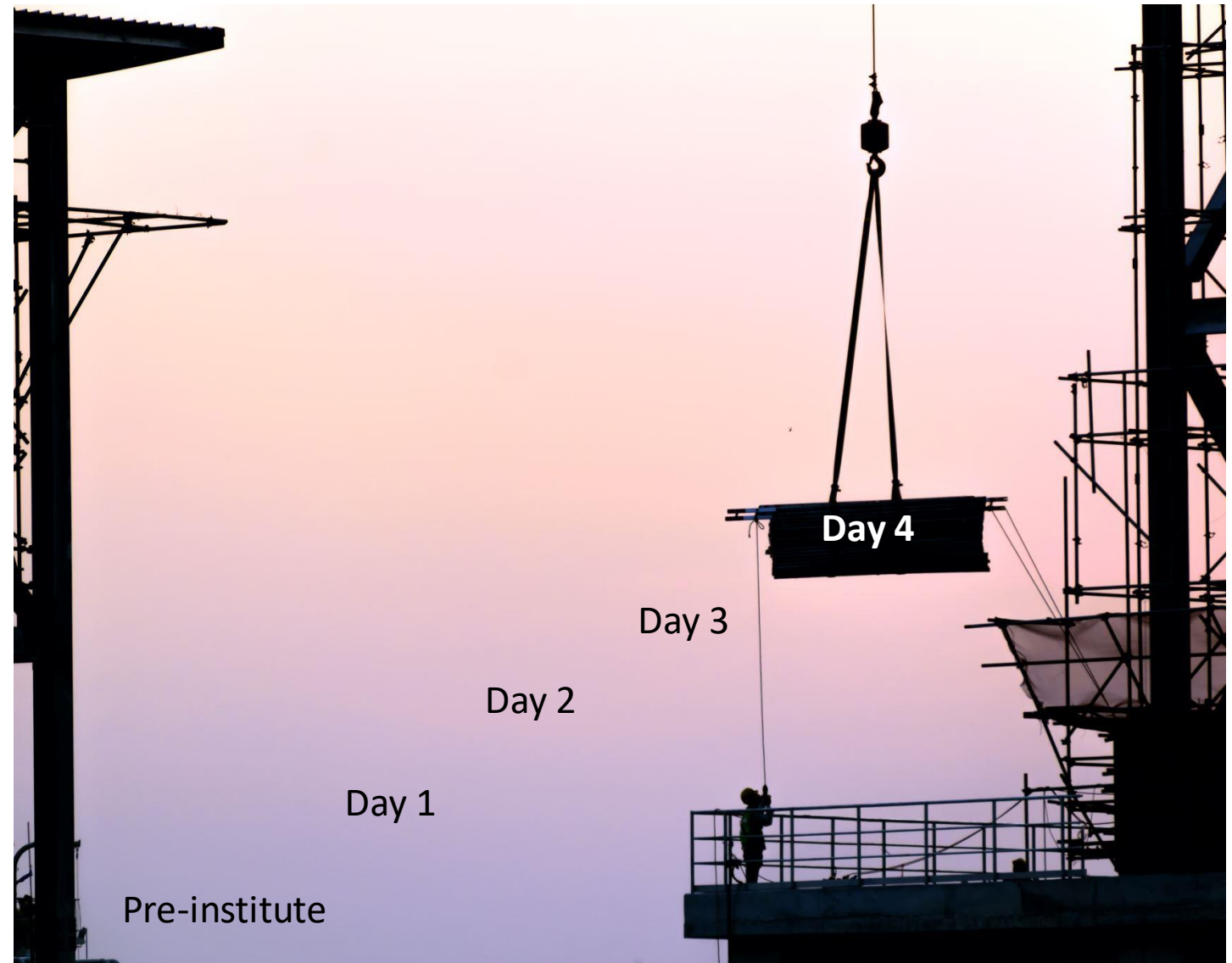
Muddy

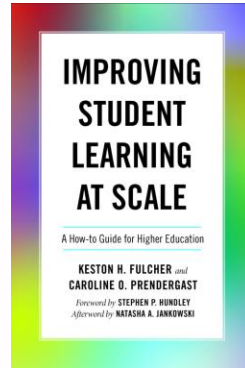
- Applying tools in real-time contexts
 - how to shift more intentionally across systems,
 - how to use the rubric if not scoring an essay)
- Emotions in the ER process
 - one's own emotional intelligence
 - what systems we operate in when emotionally charged
- Distinction between fairness, liberty, rights; deciding when a situation is ethical
- Integrating ER in a curriculum (seems daunting)
- **Consensus around needing to spend more time with the material**



Scaffolding

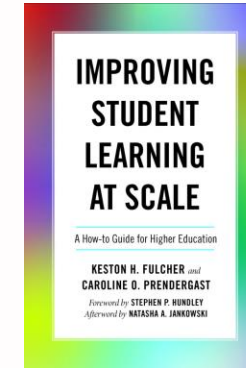
1. Develop a **realistic strategy** for campus or program adaptation (broad goal)
2. Articulate the **six steps** of the learning improvement process
3. Learn basic **coalition and capacity-building** skills
4. Develop **comradery** (internal affinity, belongingness)
5. Identify internal and external supports and challenges (**situational factors**) affecting campus-program adaptation
6. Articulate **roles, a shared purpose, shared responsibilities, and a timeline** for campus or program adaptation
7. Articulate **the value** of integrating Ethical Reasoning into a program/course/lesson





LEARNING IMPROVEMENT PROCESS

Fulcher & Prendergast (2021)



COLLECTIVE
WILL TO
IMPROVE

VISION

WHERE ARE
WE NOW?

INTERVENTIONS

IMPLEMENTATION

RE-ASSESSMENT



Ethical Reasoning in Action

Intro to the Learning Improvement Plan

❖ On your own (15 min.):

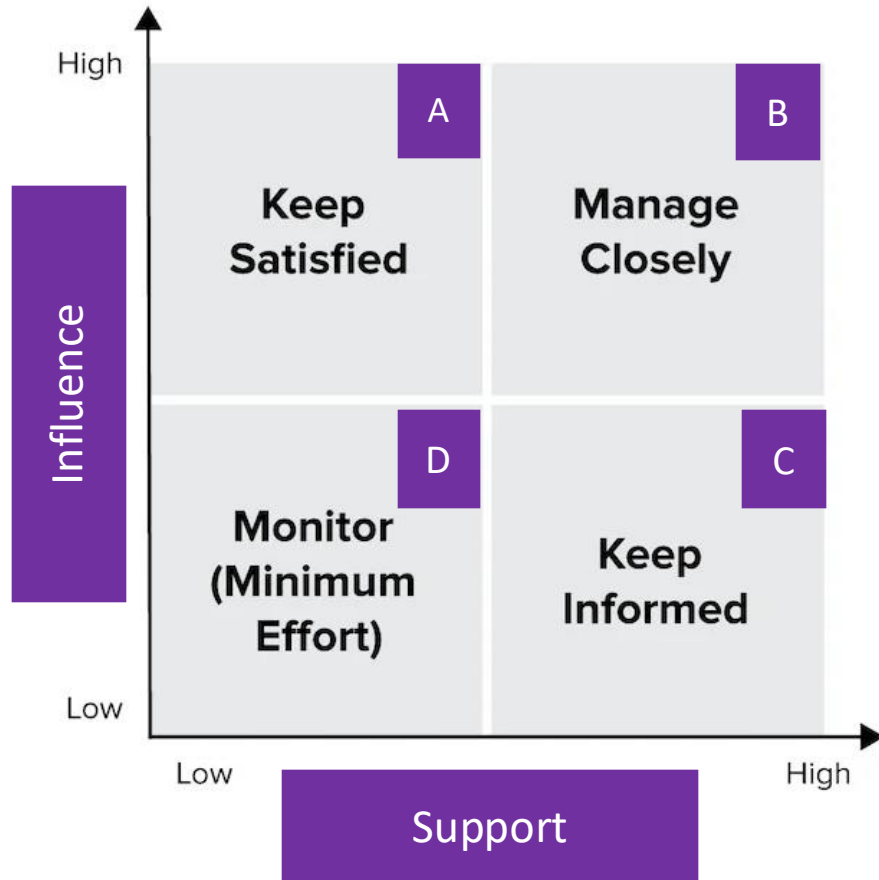
- ❖ Review the LIP hardcopy; download if you prefer:
 - ❖ www.jmu.edu/initi8
 - ❖ click day 4
- ❖ Annotate the document
 - ❖ pose questions and notate insights

❖ LIP Breakouts (15 min.):

- ❖ Steve, Matthew, Tobias, Kobie, Deanna, Joshua, Xavier, and Kelly with Cara
- ❖ Yan, Barry, Derrick, Barnabas, Ethan, Annika, and Meadowe with Keston



Key Turners: Champions and Detractors



- A. high influence and low support** (can be "dangerous enemies"): increase the time you use to build relationships; consider how to neutralize the lack of support.
- B. high influence and high support** ("friends in high places"): manage these relationships; help them help you.
- C. low influence and high support** ("popular support"): cultivate as institutional allies, but do not over-invest.
- D. low influence and low support** (can be "quiet saboteurs"): remain polite, yet move on...

Consider also the *influential waverers*.

Grid shared by Kurt Patterson, JMU Engineering; adapted from Aubrey Mendelow's Interest/Power Matrix.

Key Turners: *Small Wins* and the *Progress Principle*

"Quick wins, though small and often achieved within a short timeframe, **carry a significance that belies their size**. They are the early fruits of labor, offering a taste of success and setting the stage for future accomplishments." - [Benjamin Laker](#)

What "quick wins" or "small victories" do you hope to enact (and celebrate) along the way?

How might these progress points be made transparent *and* celebrated?



Of all the things that can boost inner work life, the most important is making progress in meaningful work.

PRE-LUNCH WORK TIME

Individually or with your homeroom.

- Consult with Cara, Christian, Kacey, and Keston. We're here for you.
- Try not to hyper-focus on any one section; move on and come back if needed.
- Work inside or outdoors.
- Break for lunch by noon. Come back around 1:00pm.



WHERE IS LUNCH TODAY?

We will be dining for lunch today at the Hotel Madison, which is also where our reception will be at 4:30. Bon appetit!



A background image showing several hands of different skin tones stacked together in a supportive gesture, with some hands wearing white or grey sleeves.

POST-LUNCH WORK TIME

Individually or with your homeroom.

- 1:1s (peer coaching) for those working individually.
- Work inside or outdoors.
- Stretch break at 2:30-3:00ish (no snacks today but we can point you to a vending machine).
- Come back at 3:30pm.

THE CENTER FOR ASSESSMENT AND RESEARCH STUDIES |
ETHICAL REASONING IN ACTION

30-minute Peer Coaching Design Thinking Prompts

1. I like....
2. I wish....
3. I wonder

BRIDGE TO DAY 5

- No homework!
- Please come to our happy hour (4:30 – 6:00) at Monty's in Hotel Madison.

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- Mull this over: If you had 10 minutes to "pitch" your LIP to a champion within your institution, what would you prioritize sharing?

