The Challenge

Our education system is ailing...

A Yale survey of high school students revealed that students were bored in school 70% of the time and stressed 80% of the time.

A MetLife survey of K-12 schools found that teacher job satisfaction recently hit its lowest point in 25 years. Stress levels are also escalating.

The World Economic Forum reports that by 2020, employees will require new skills to thrive in their jobs: critical thinking, communication, and teamwork.
We cannot solve these challenges working in silos. Sustainable solutions that solve these issues require collective action by all relevant stakeholders. This is especially true for supporting young people who grow up in our cities.
No problem can be solved from the same level of consciousness that created it.

Albert Einstein
A New Mindset
WHO IS A CHANGEMAKER?

It’s anyone — parent, student, programmer, nurse, neighbor — who steps up to solve a problem for the good of all
It takes an ecosystem to raise a changemaker
CHANGEMAKER COMMUNITIES

Reimagining cities as hubs for changemakers
The Changemaker Journey

A 10 month human-centered entrepreneurial journey for the entire eco-system in a region to co-create innovative ideas to integrate changemaking into the mindset, systems and culture of their community.
Our key insight:

Mindset

Curriculum

Culture

Systems
ecosystem transformation
[higher education]
[teacher unions]
[school districts]
[companies]
[ED schools]
[faith institutions]

institutional transformation
[systems]
[culture]
[curriculum]

inner transformation
[mindset]
North Central Mass. Example

Activate

Internalize & Integrate

Implement

Mount Wachusett Community College

United Way NCM

Fitchburg School District

Mount Wachusett Community College

Chamber of Commerce

Leominster School District

School District

Non-Profit

Community College

Integrate Changemaking into their mindset, systems culture and curriculum.
Assets in the Ecosystem

• Affordable housing, beautiful environment
• Commuting distance to Boston, Worcester (higher paying jobs)
• High level of philanthropic contribution proportionate
• Regional culture of collaboration
  – Community Health Assessment
  – Public school educational network
  – Two institutions of higher ed
    • MWCC
    • Fitchburg State
  – Economic clusters
• Family values
• Increasing diversity
Challenges within the Ecosystem

- Lower incomes than in state overall
- Wide income ranges between cities and towns
- Many individuals and families struggling with poverty and unemployment
- Homeless individuals in temporary housing is a high concern
- Low levels of educational attainment
- Higher unemployment rates than most other areas of the state
- Whether graduating or not, more than 85% of students who leave MWCC stay in North Central MA
- Higher teen birth rates, higher infant mortality (Fitchburg is twice as high as the state average)
- Indicators of mental health issues are among the highest in the state
- Adults across age groups are more overweight than in the state
- Mortality rates from all diseases are higher than all rates across the state
- Higher rates of child abuse than the state
Changemaker Community Partners Year 1

- Mount Wachusett Community College (14,600)
  - Fitchburg Public Schools (5,349)
  - Leominster Public Schools (6,005)
  &
- 115 years+ rivalry, “Twin Cities”
  - Hub of North Central MA
Changemaker Community Partners Year 1

MWCC
- Visionary leadership
- Systems focus
- Leadership change
- Integrated planning

FPS
- Visionary leadership
- Autonomous leadership
- Early college
- Perfect storm of hurdles

LPS
- Visionary leadership
- Unrest
- Leadership change
- Early college
- Budgetary crisis
- Union resistance
ecosystem transformation
[higer education]
[teacher unions]
[school districts]
[companies]
[ED schools]
[faith institutions]

institutional transformation
[systems]
[culture]
[curriculum]

inner transformation
[mindset]
First Year Results

I believe that having children and youth practicing Changemaking is as important as learning any other subject.
First Year Results

I am influencing others to practice empathy and changemaking

- Yes (79%)
- No (21%)
First Year Results

Implementing Changemaker Education has increased my sense of purpose in teaching.

Implementing Changemaker Education has increased my joy of teaching.

Strongly agree (42%)  Agree (37%)  Neutral (21%)

Strongly agree (37%)  Agree (42%)  Neutral (21%)
First Year Results: Satisfaction

Implementing Changemaker Education has increased my job satisfaction.

- Strongly agree (47%)
- Agree (32%)
- Neutral (21%)
First Year Results

Voices from the playground

For me Changemaking means to inspire people, to make the world better. So not only to make the world better, but to put it in other people’s hands and make them feel like they can make a change. So that everybody feels like they are a part of something bigger than themselves and can make a change that they want to see. – Student (Video IMG_1641)

I see how change making has connected our campuses and have started to make departments/campuses feel more interconnected as one college. Small simple activities have made a difference in the culture – Administrator

Students who were reluctant to speak in front of any group are now eager to speak about their experiences to anyone - Teacher
ecosystem transformation

[higher education]
[teacher unions]
[school districts]
[companies]
[ED schools]
[faith institutions]

institutional transformation

[systems]
[culture]
[curriculum]

inner transformation

[mindset]
Seeds of institutional transformation

• Systems:
  – Students as staff
  – Professional development in school district's focused on Changemaking
  – Faculty led and designed professional development for the 1st time in the college
  – Principal's using changemaking and social media to engage community to raise resources to restart art programs affected by budget cuts.
  – Integrating changemaking into hiring & supervision practices.

• Culture:
  – Changemaking interest and enthusiasm has grown despite significant challenges
  – Bring the FUN, operate with EMPATHY, have high EXPECTATIONS
  – More focus on empathy in both school districts and colleges.
  – Educator’s working on integrating changemaking & Civic learning into Massachusetts education framework.
  – Letting go off FEAR
Seeds of eco-systemic transformation

• Partnering with local Chamber of Commerce and business to design the education for the future workforce

• Integration of student voice into community health improvement planning

• Regional collaboration for early college
Seeds of eco-systemic transformation

Current Pathway

Developing Pathway

9/1 to 11/12 + 1

+1-2
Plans for Year Two

• Repeat the ten-month cycle for new crazy people
• Inviting more diverse ecosystem partners

• Building human capacity - train the trainers
• Storytelling - social media and videos
• Building momentum and awareness

• Think through adaptations that need to happen at the college, let some of the leadership changes ride
• Passion and hope as a contagion
• Prioritizing well being

• Making the Brewer center a Habitat for Changemaking on campus
Principles underlining our work

1. **Unconventional partnerships to solve conventional problems:**
   Engage in challenges and solutions with all the relevant stakeholders

2. **Co-creation:**
   Our unique methodology enables the creation of collaborative impactful solutions from multiple stakeholders.

3. **New Mindset: Listening to the wisdom of children & young people:**
   Students have a critical voice in influencing and guiding the how-to’s of implementing changemaking.

4. **Individual & Social Transformation:**
   The journey starts within ourselves. In order to create a changemaker community, we need to first start with ourselves and our institutions.
IT TAKES AN ECOSYSTEM TO RAISE A CHANGEMAKER
Miami Dade College, Florida International University and Ashoka would like to invite you to a conversation with community leaders in Miami to strategically assess how Miami can become a Changemaker City.

MIAMI, A CHANGEMAKER CITY

How can you help your community thrive in a rapidly changing world? How do you instill hope, possibility and empathy? How can you cultivate a sense of agency in others?

Miami Dade College and FIU are honored to host Ashoka, the world’s largest network of leading social entrepreneurs to lead this dialogue so that together we can amplify our efforts through collaboration and innovative partnerships and build strategies to make Miami into a hub of Changemakers.

List of RSVPs for Miami, April 24th

- Business: 35%
- Education: 15%
- Government: 11%
- Law & Service: 3%
- Media: 4%
- Religious: 2%
- Foundation: 8%