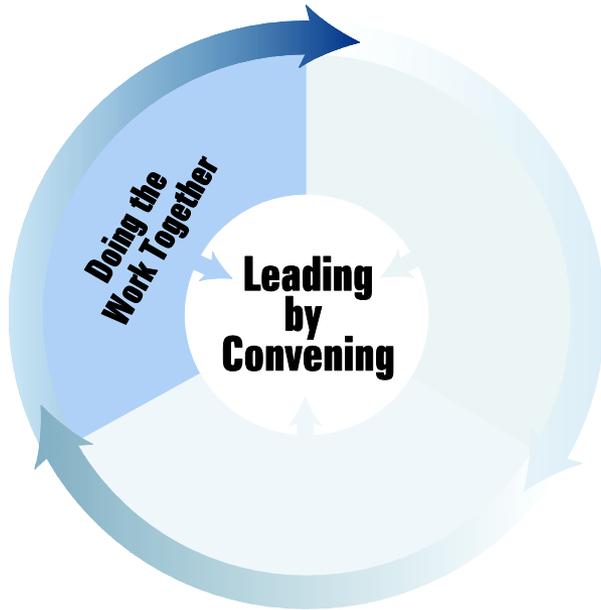


One-Way and Two-Way Learning



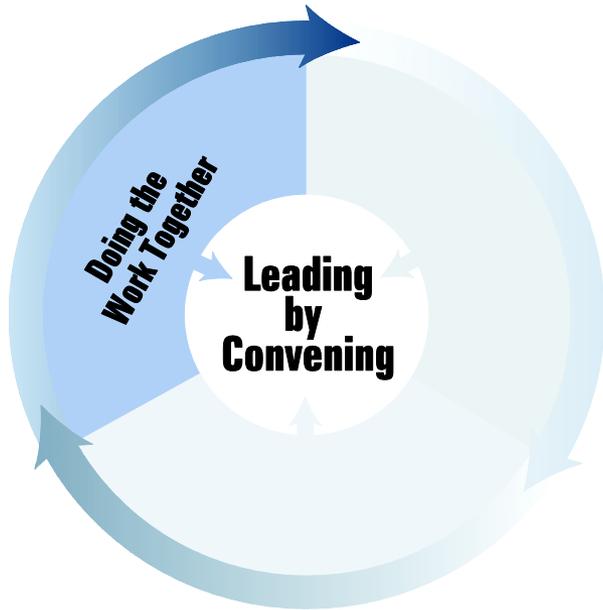
Leading by Convening: Doing the Work Together

ONE-WAY AND TWO-WAY LEARNING



In formal systems information is often communicated through a one-way process. Information passes from decision makers to those in practice roles. While one-way learning can be useful, two-way learning is much deeper and acknowledges that practitioners and consumers can add to the knowledge base.

ONE-WAY AND TWO-WAY LEARNING (continued)



Two-way learning is grounded in the belief that the insights necessary to address persistent issues can come from anyone. When we create processes that engage stakeholders, we learn from and with each other.

In this presentation we focus on how a state agency can learn from and with its local districts. We also show how a local district can learn from and with its stakeholders.

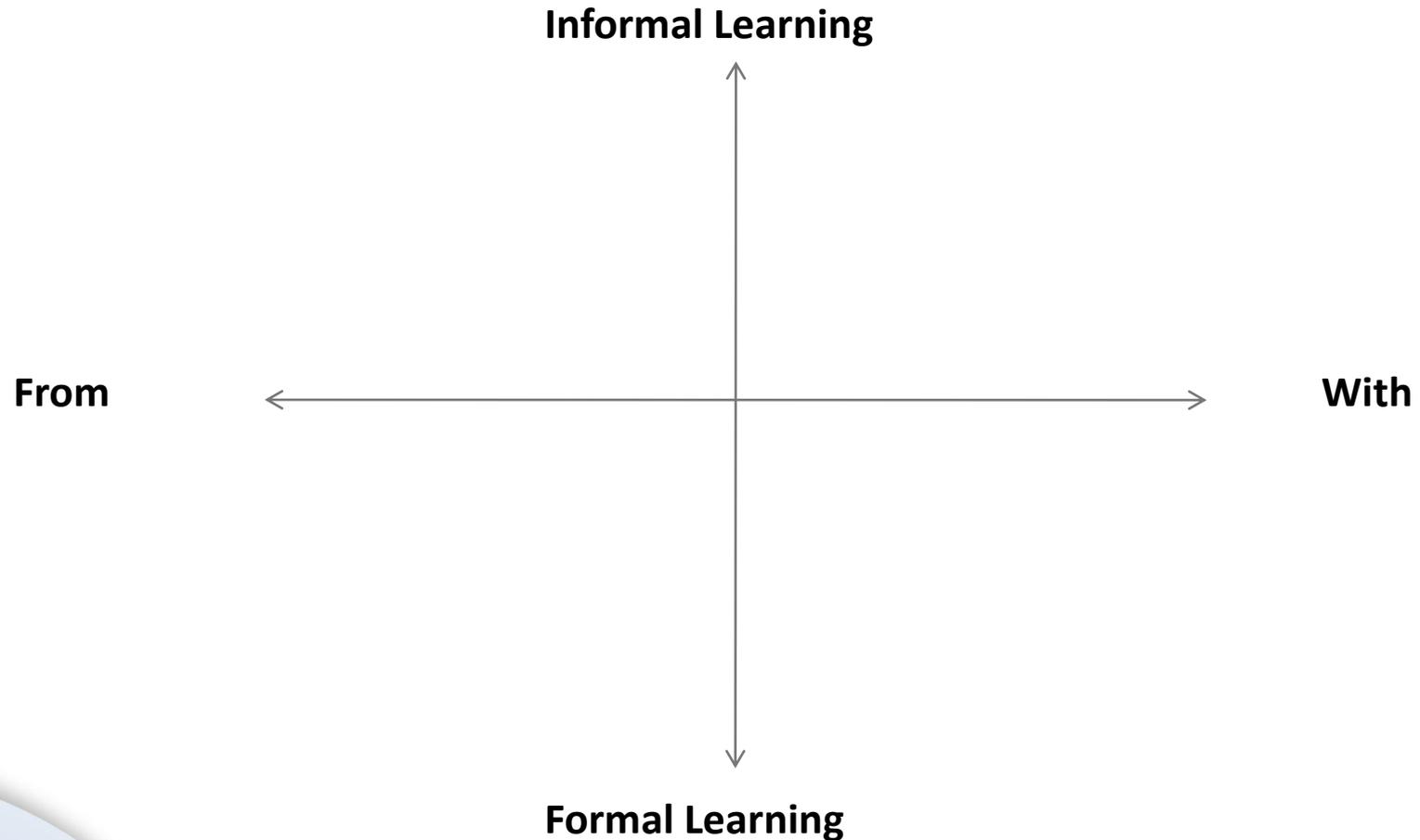
NOT ONE RIGHT WAY

- We learned that leadership can be *top down, bottom up, or a hybrid*.
- Learning activities can be a hybrid, too.
- One-way activities are information out.
- Two-way learning is information-out and information-back.
- Hybrid models turn one-way communication, which is often required for policy and position statements, into two-way interactions.
- Building on what we know about models of leadership, not everything can be two-way. But, to the extent practical, we should aim for that.

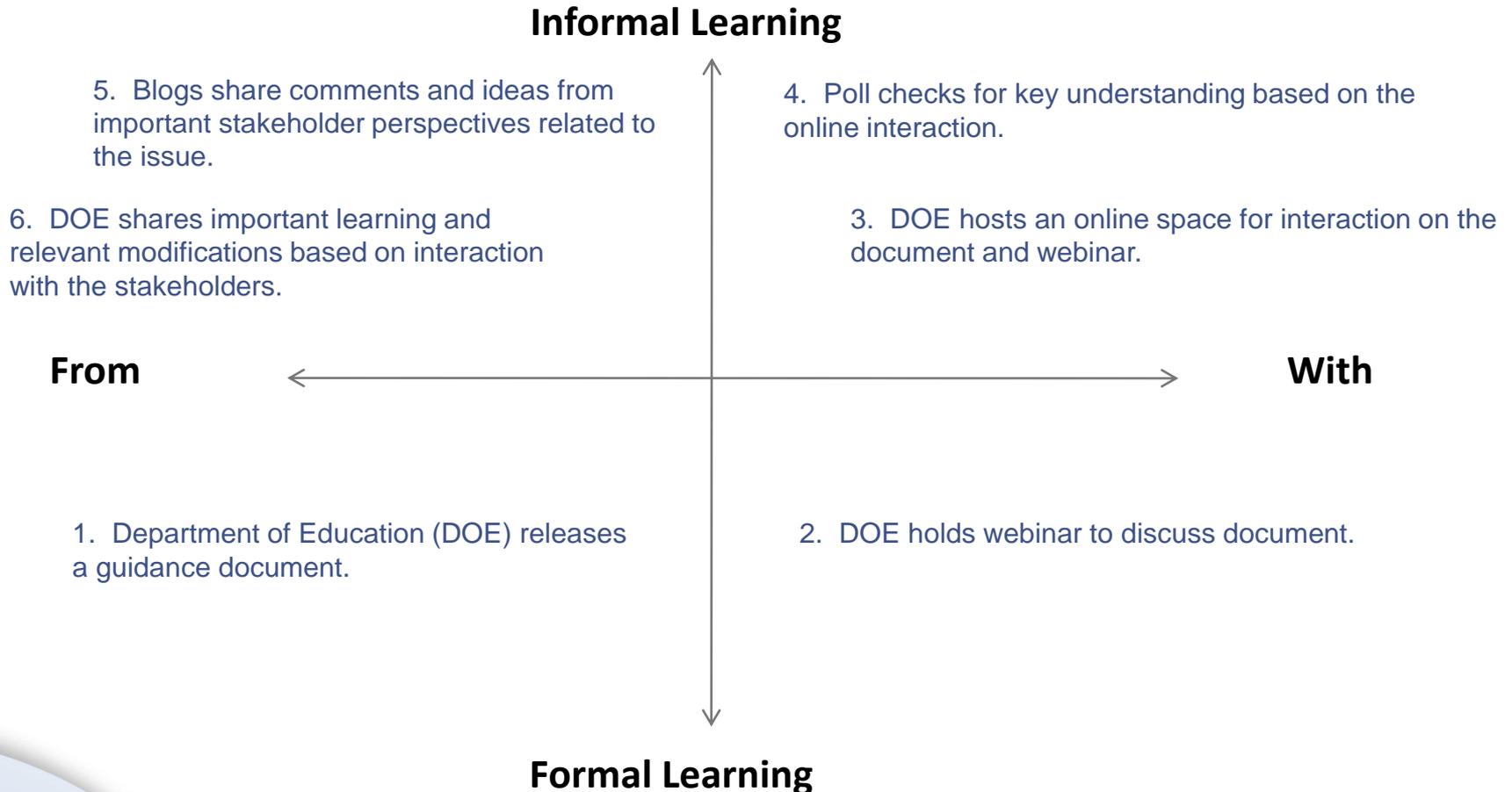
NOT ONE RIGHT WAY (continued)

- **We use a quadrant to plot and track the kinds of interaction. A hybrid approach helps build relationships and support by painlessly making one-way information into two-way learning events.**

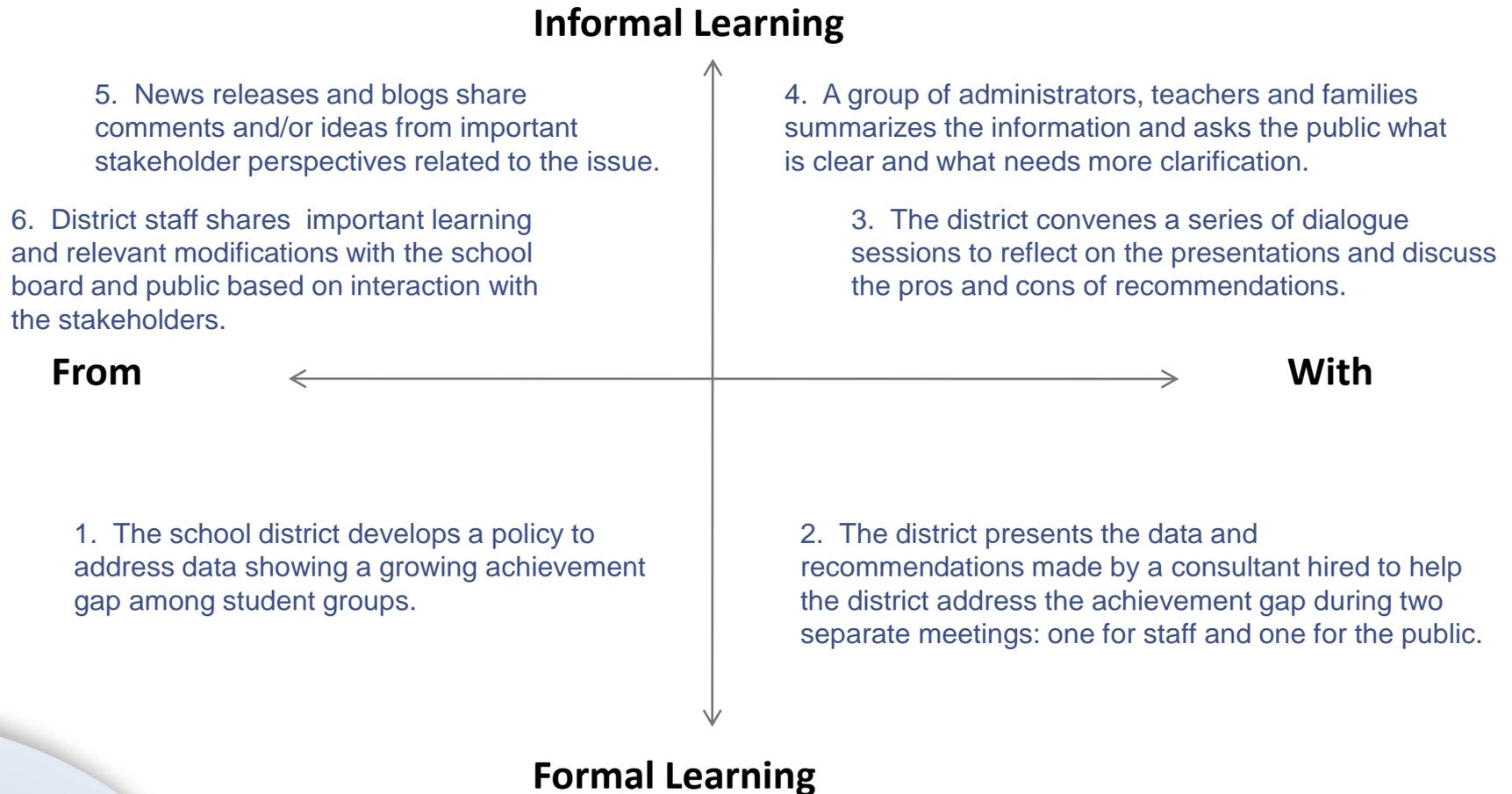
PLOTTING LEARNING ACTIVITIES IN FOUR QUADRANTS



FOUR QUADRANTS A SAMPLE OF STATE AND LOCAL STAKEHOLDER LEARNING STRATEGY



FOUR QUADRANTS A SAMPLE OF LOCAL DISTRICT AND STAKEHOLDER LEARNING STRATEGY



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Leading by Convening: A Blueprint for Authentic Engagement

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