



What is Design?

Design is a strengths-based practice that generates a collective agreement about an ideal future education system for all students in a community.

What is purpose of Design?

Creating a shared design provides coordination and focus to your actions. It also provides an incentive for all involved to collectively work to achieve the design. A shared design helps promote sustainability of implementation.

What are the implementation steps?

- **Plan:** School leaders explore options for Design and make a plan for who will be involved and how to conduct the process.
- **Engage and Develop:** School and community members share their hopes and vision for an ideal school with equity and excellence. Statements are generated describing their ideal school aligned to the SWIFT Domains and Features.
- **Dialogue:** School and community members dialogue, make sense of their initial descriptive statements, and build initial agreement for their design of the SWIFT Domains and Features.
- **Agree:** A formal consensus survey is administered in which stakeholders are polled for their level of agreement to the finalized statement(s). Statements with high agreement are organized by feature and used as the focus of implementation efforts.

When do teams engage in the practice?

Design occurs early in the transformation process because all subsequent work occurs with reference to a defined design. After the process is completed, the team ensures that the vision and design are kept alive and present and that students, family members, staff, and the community experience, see, and hear about changes over time. In a continuous improvement cycle, teams periodically evaluate the degree to which their vision statement remains true to their ideals and their design remains aligned. At any point, teams may engage in an amendment process.

Suggested Citation

SWIFT Education Center. (2020). *SWIFT Transformation in Action Playbook: Design* (Practice Brief Series). Lawrence, KS: Author.