

WHERE IDEAS TAKE FLIGHT



Why the imaginarium?

Wicked Problem

District **culture, systems, and structures** hinder leaders' and teachers' ability to **deeply reflect, rapidly iterate, and continuously improve** and try new strategies to reach the children that are not being reached and help the children most in need of additional supports.

Vision and Mission

Vision The Imaginarium is the premier design and innovation lab in the nation for spreading grassroots innovations that measurably improve educational equity inside our public system.

Mission The Imaginarium stimulates and supports innovation across Denver to transform learning and public education systems.

Value Proposition

The imaginarium will:

- Stimulate open innovation
- Support innovation process
- Transform teaching and learning
- Transform education systems
- Provide proof points for district leadership
- Inform district leadership on key investments
- Build capacity at the grassroots level so that teachers and leaders are the levers of change

Key Strategy 1

Organize a multi-stage innovation process in which progression and scale are contingent upon analysis and approval at critical milestones. The imaginarium will not scale programming without accurate leading evidence of impact.

Key Strategy 2

Rapid and short cycle prototyping linked to a common set of primary and secondary drivers for the innovation. **Design thinking process** with a focus on user validation and empathy activities embedded in process.

Key Strategy 3

Metrics development and monitoring for student learning, educator effectiveness and other necessary factors at the program and classroom level. We are currently emphasizing and studying the measure of **rigor and student agency**.

Key Strategy 4

Knowledge management process and outcomes designed to develop, capture, retrieve and spread actionable practice across classrooms, schools, and district leadership.

Key Strategy 5

Central office alignment, capacity building and cultural transformation to transform mindset and integrate practices throughout the ecosystem, including partners, communities, and central office departments.

How it Works

MODELS & APPROACH

Our Approach

- Research Selection Process and Driver Model
- New Business Criteria
- Lab Innovation Process
 - Gateway Transitions
- PDSA Methodology
- Empathy and Design Thinking Methodology
- Knowledge Management Process

Research Selection Process and Driver Model

- 90 Day Research Cycle
- Driver Model
 - Selection of Primary Drivers
 - Selection of Secondary Drivers

New Business Criteria

- Is it innovative?
- Is it aligned with Denver 2020 and Imaginarium Goals?
- Is it executable within our approach and process?
- Can the client participate in lab processes?
- Do we have the capacity and resources to execute in excellence?

Lab Innovation Process

- Admissions and Onboarding
- Planning and Design
- Discovery Pilot
- Sustainability Pilot
- District Scale
- Gateway Transitions

Lab Innovation Process

Knowledge Management

- Build and improve our research framework (driver mode), including metrics and collection instruments
- Support PDSA at the classroom level and support all iTeam members to be researchers
- Analyze data to drive classroom level improvements and aggregate data to discover generalizable findings about personalized learning
- Share learning: multi-media case studies, innovation profiles, event summaries, and white papers

Ecosystem

- Develop ecosystem reports for each client to ID central office barriers and develop mitigation strategies
- Track ecosystem data in salesforce and report to leadership on barriers to PL and innovation
- Leverage the partner departments and Strategy Committee on PL to address school-level and district-wide barriers
- Advocate for changes to district systems and district / state policies that will support PL and innovation, based on data from clients

Design Thinking

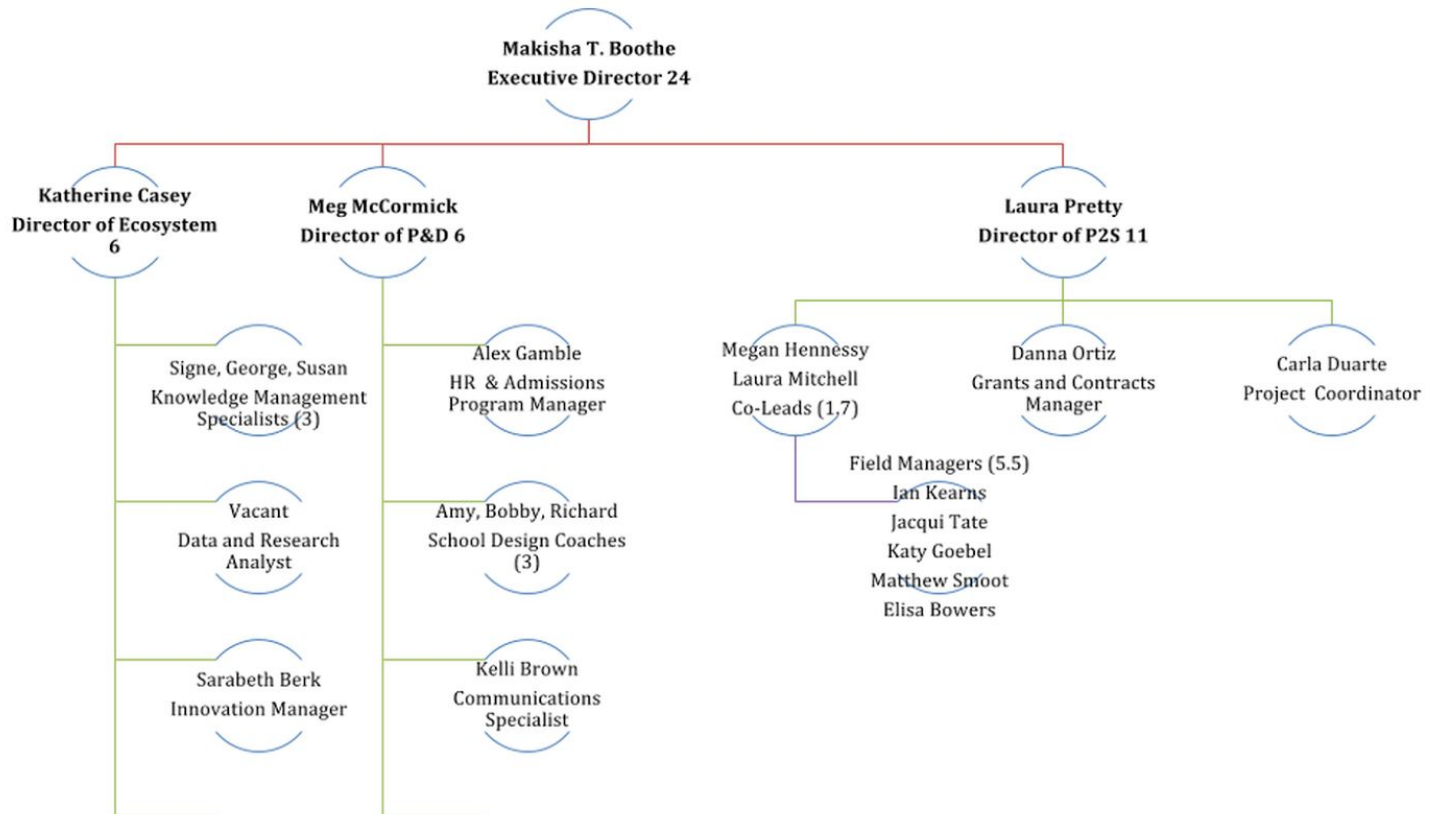
- Wicked problem diagnosis
- Exploration and ideation
- Empathy
- Market research
- Rapid prototyping
- Visual thinking
- User validation
- Iterating

Systems and Structures

- Client Management
 - Salesforce: cases, PDSA and progress notes
 - Client Support Teams
- Project Management
 - Smartsheet Gantt Charts and Workspaces
- Innovation Management
- Brand Management

Human Capital Strategy

Organizational Chart & Roles



Human Capital Strategy

- iTeam (org chart)
- Talent Cloud
- Inheriting Departments
- Schools/Clients
- Client Support Teams
- Client Relationship Managers
- Leadership Assignments (Staff/Programs/Stakeholders & Funders)

Ecosystem Strategy

- Innovation Culture Program
 - Design Facilitation & Design Challenges
 - Leadership Development
- Knowledge Management
 - R&D and PDSA Support
 - Knowledge sharing
- Client Supports & Case Reporting
 - Ecosystem reports
 - Barrier mitigation
- Stakeholder Management
 - Strategy Committee for Personalized Learning & Central Working Groups
 - External Partnerships

Lab Metrics

- Outputs
 - School designs
 - Pilot plans
 - Research
 - Ecosystem agenda (policy and central systems)
- Outcomes
 - Innovative School and Class Proof Points
 - Increase in rigor and student agency
 - Personalization: primary/secondary drivers
 - Case reduction/satisfaction increase