



## **Linking All Types of Teachers to International, Cross-cultural Education**

### **LATTICE Evaluation Process Report May 2008**

In 2004 Sally McClintock, founder and President of LATTICE, Inc., began transitioning to retirement.

At that time, twenty of LATTICE members including the LATTICE Board of Directors, and teachers and international members from the past and the present met as a “Transition Team” to build a shared understanding of what LATTICE is and what’s important to preserve for future success. They reviewed and stated what they valued in LATTICE, identified priorities, and identified attributes for future LATTICE leaders.

In 2006, as the transition process continued, the LATTICE Board of Directors felt it was time to more broadly evaluate LATTICE to identify what’s important to preserve, determine a strategy for continued growth and leadership over the next few years, and to again consider priorities.

Briefly, the evaluation process included gathering feedback from those involved in all aspects of LATTICE as long-term members as well as newer members. The Evaluation process began with a Survey that was distributed in early 2007 to 82 individuals involved in LATTICE. 8 Board Members, 12 members from the Monthly Session Planning Team, 10 International Students, 9 Teachers and Community Members, and 43 other LATTICE members were invited to respond to the LATTICE Survey. Forty percent (33) of those invited, submitted responses.

The Survey responses were analyzed. The quantitative data was averaged collectively, and by demographic categories (years as a LATTICE member). The narrative data was transcribed verbatim, and was analyzed collectively and by demographic categories. Then the narratives were organized randomly in order to preserve anonymity.

Following the survey process, the Board and a number of leaders met to talk about and learn from the survey results. In April and May 2007 18 LATTICE members completed a two-day retreat. Each Retreat Participant had been provided with a copy of the Survey Results prior to the Retreat, and asked to arrive prepared to discuss what they had learned from the analyzed data.

The first day of the Retreat they were asked to discuss and identify the Key Messages from the data; that is, what are the important features of LATTICE, what are some ideas for continued growth and leadership, and what do the respondents see as priorities. This information was then categorized as either a LATTICE Strength, Weakness, Opportunity, or Threat. This work was done in small groups, and each group had an opportunity to work with each category. Given the volume of data, the Retreat members then determined the top issues in each category.

With this critical information in mind, the Retreat Members then formed several small groups to consider updating the LATTICE Mission and Vision statements, identify Values, update and/or create strategies, and identify organizational issues that need to be addressed. Following are the organizational issues that were identified:

- Communication
- Funding
- Evaluation
- Leadership
- Membership, Recruitment and Retention
- Monthly Sessions

In some instances there was research yet to be done, and in other instances ideas needed to be considered more thoroughly and/or word-smithed. To complete this work Sub-Teams were formed, and a convener identified for each team. The Sub-Teams were given specific charges (assignments) and dates they were to electronically provide their recommendations to the Retreat Members as a whole. This provided an opportunity for the Retreat Members to consider the recommendations and comment before the Board made a final decision. Following is a list of Sub-Teams that worked together during Summer of 2007:

- Mission
- Vision
- Strategy
- Communication, and Membership, Retention, and Recruitment
- Leadership
- Funding and Evaluation
- Monthly Sessions

The Sub-Teams completed their work in all but one instance. Because the Evaluation processes require additional work, final recommendations and actions are not yet available. However, during the Fall and Winter of 2007 and early Spring of 2008, the LATTICE Board of Directors reviewed the Sub-Team Recommendations and Retreat Member comments and passed 10 Resolutions. These are posted on the LATTICE website.

The Resolutions address

- What LATTICE Is, What LATTICE Is Not; LATTICE Testimonials
- LATTICE Values
- LATTICE Mission
- LATTICE Vision
- LATTICE Strategy
- LATTICE Leadership
- LATTICE Membership, Recruitment and Retention
- LATTICE Communication
- LATTICE Monthly Sessions
- LATTICE Funding



## **Linking All Types of Teachers to International, Cross-cultural Education**

### **LATTICE Mission**

LATTICE is a learning community and international network that cultivates and supports a global perspective in K-12 classrooms through personal and professional development opportunities.

### **LATTICE Values**

Knowledge

Diversity

Respect

Community

### **LATTICE is**

- based on the premise that attitudes and beliefs change because of personal relationships
- LATTICE is a model of sustained professional development that concentrates on adult learning but promotes practical links to the classroom.
- LATTICE is interactive learning sessions which capitalize on individual experiences rather than curricular materials.

### **LATTICE is not**

- a cursory view of every world culture
- an international curriculum
- all the materials needed to teach an international curriculum.

## **LATTICE Testimonials**

LATTICE is the highlight of the month. Every month that I go to LATTICE, I look forward to it the whole time just because of all the ideas that I will have and the people that I'll talk to and the conversation is so rich and so wonderful. And I come back and share all that with my students and I just think it makes me a better person. And my students gain from it.

So, LATTICE is, to me, a group that brings together all these different perspectives. We discuss our different perspectives and come to understand different policies, different structures and the different educational systems that come out.

To me, LATTICE is a variety of what we call teacher study groups. There's been a lot of indications and evidence over the last twenty years that teacher study groups are a powerful way for teachers to learn, powerful means of professional development. is.

WHAT IS LATTICE? LATTICE is about a group of people that is not afraid to learn about themselves. It doesn't matter if they're international or local. They're there to learn about things that they do but they don't know they do. and they learn that by seeing others doing different things and they question themselves. They're not afraid of change.

It is an incredible learning experience. It truly is. And it is a learning experience that has so many different ripples to it. I get to go to LATTICE and simply learn about different topics. I get to connect with different people. I get to take whatever I learn at LATTICE and translate that into something that I do with my students the next day, the next week, throughout the next year. It is really a deep learning experience.

At the heart of LATTICE is the opportunity to interact at an individual level around issues which are of very deep personal as well as of professional concern to myself. LATTICE has provided me personally with an outlet to share this with others. And hopefully to share this in a way that is nonobtrusive and where I can sort of take off my professorial gown and be a colleague with both the students and with the teachers.

I think LATTICE is a wonderful community. Inside, we can learn from people; we share our experiences. And just like I said, we learn how to cooperate with other people and to build up, to promote this teacher community.