

Creating the Schools and Learning We Need— *In Class and Online*

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January 23, 2013



Solutions
to the Dropout Crisis

A history of helping working adults

In 1890, a newspaperman named Thomas J. Foster recognized that working adults needed a more convenient way to learn advanced skills. He developed the distance-learning method to help anthracite coal miners become mine superintendents and foremen.

The school became a stunning success. By 1945, 5,000,000 students had enrolled in Penn Foster training programs. Today, that number has grown to more than 13,000,000. In fact, Penn Foster is now one of the oldest and largest distance learning institutions in the world.



Creating a range of on ramps for learners on their path to training, reskilling and achievement

 High School

 College

 Adult

 **PENNFOSTER**
HIGH SCHOOL

 **PENNFOSTER**
COLLEGE

 **PENNFOSTER**
CAREER SCHOOL

Largest high school in the U.S.

43,000
Students

Degree programs in high growth technical careers. Best value associates degree options

28,000
Students

200+ certification and diploma programs. #1 market share in career-focused distance learning

63,000
Students



Notable Penn Foster alumni



- **Chrysler:** Former President, Walter Chrysler
- **GM:** Former President, Charles W. Nash
- Designer of first successful Ford Car, O.E. Barthel
- **Borg-Warner:** Former President, Charles S. Davis
- Builder of the **George Washington Bridge**, HW Morrison
- Dean of Graduate School at Penn
- Former Sec of US Navy, Dan Kimball
- **Time Magazine:** Former Publisher, James A. Linen, III
- **Federal Reserve Bank of Boston:** Former President, R.E.Flanders



I Am Not An Expert!

I do not have all the answers.....

But.....



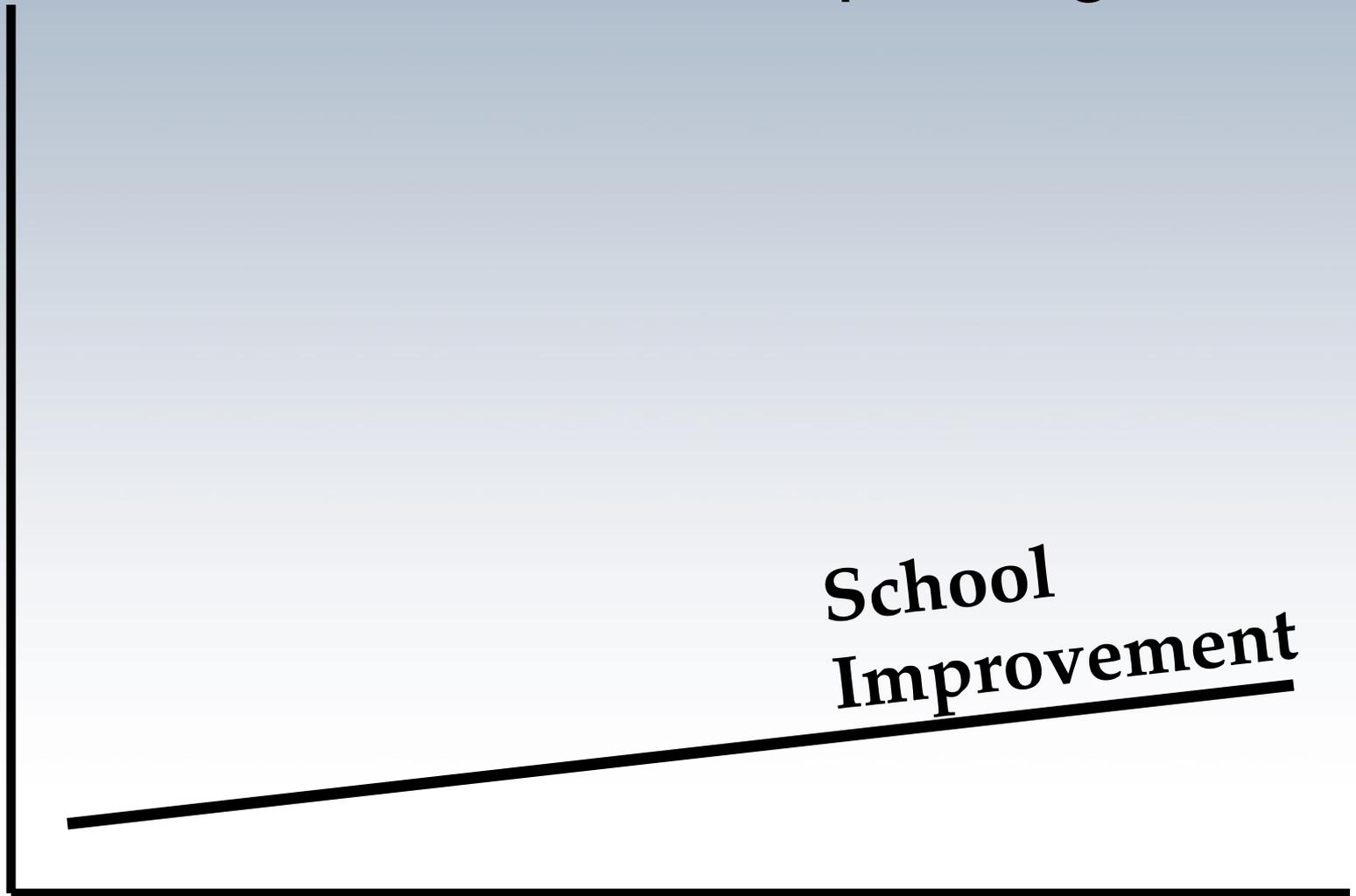
“The future is not some place
we are going to,
but one we are creating.

The paths are not found, but made,
and the activity of making them
changes both the maker and the
destination.”

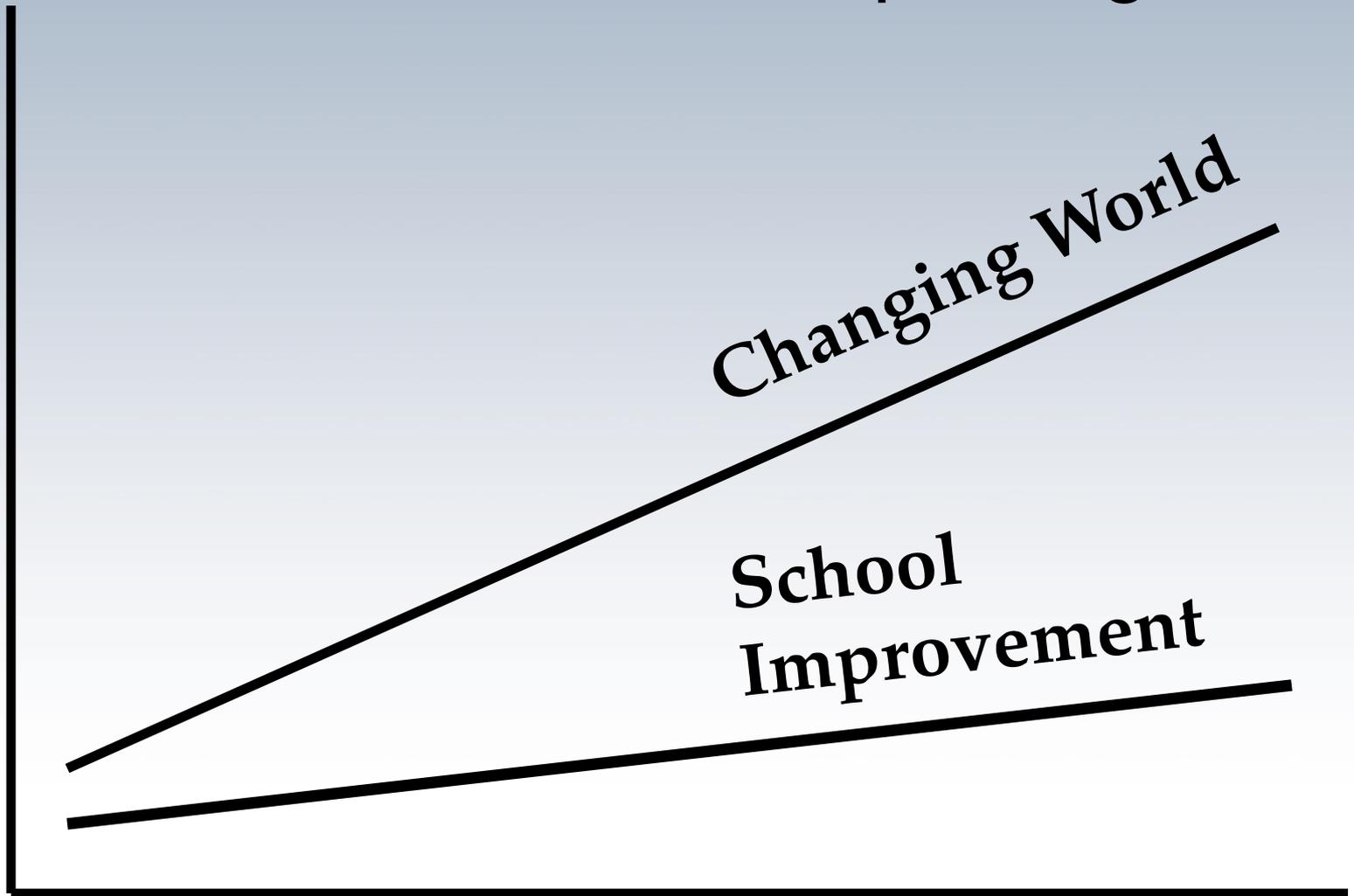
--John Schaar



Schools Are Improving



Schools are Improving



The primary aim of education is not to enable students to do well in school, but to help them do well in the lives they lead outside of school.





"The concept of an 'average American' is gone, forever. The average American has been replaced by a complex, multidimensional society that defies simplistic labeling."

- demographics expert Peter Francese



The one size fits all school that took its present shape in the 1930's was a poor fit with the reality even then. In the twenty-first century, it belongs in our romantic memories of once upon a time.

John I. Goodlad



“Ideals not Norms”



“EPIC WIN”



Against all odds you
create breakthrough.



Systems are challenged today like never before, and the key challenge that we face is results.



In an environment driven by results,
the best strategy is to “DEVELOP YOUR
PEOPLE.”

Broaden the definition of learning
in your system to include adults.

Texas



The focus must be on the way we work.

- Cooperation is what was valued in the past. It is about efficiency: “You do this and I will do that.”
- Collaboration is where we should focus. It is about shared creation and shared solutions, in which the focus is not on the process but on the specific results, and everyone in the system has responsibility for the results.



Systems Thinking



WE need to
become the **AGENTS**
of change.



According to repeated nationwide surveys,

More Doctors Smoke **CAMELS** than any other cigarette!

Doctors in every branch of medicine were asked, "What cigarette do you smoke?" The brand named most was Camel!

You'll enjoy Camels for the same reason so many doctors enjoy them. Camels have real, great nicotine, pack after pack, and a flavor unmatched by any other cigarette. Make this simple test: Smoke only Camels for 30 days and see how well Camels please your taste. How well they suit your throat as your steady smoke. You'll see how enjoyable a cigarette can be!

THE DOCTORS' CHOICE IS AMERICA'S CHOICE!



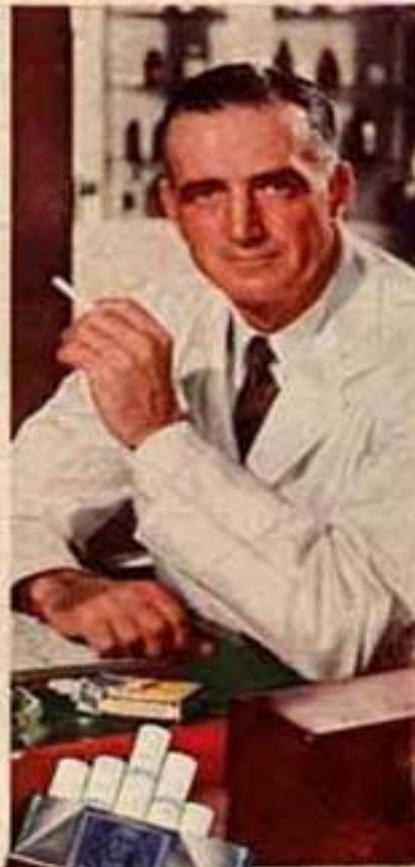
DR. MARY JONES says: "I like Camels. They taste good and are healthful and easy to smoke."



DR. ROBERT JONES says: "I've smoked Camels for 20 years and I like them very much."



DR. EDWARD JONES says: "Camels are the best and smoothest I've ever smoked."



For 30 days, test Camels in your "T-Zone" (T for Throat, T for Taste).

www.StrangeCosmos.com





Why I do this work

1995



Current System



Something Different



The Horse



The Automobile



Henry Ford quote...

“If I had asked the public
what they wanted,
they would have said
a faster horse.”





Making a better
“20th Century School”
is not the answer.



First Different - Then Better



Theme

Best Practices and NEXT PRACTICES



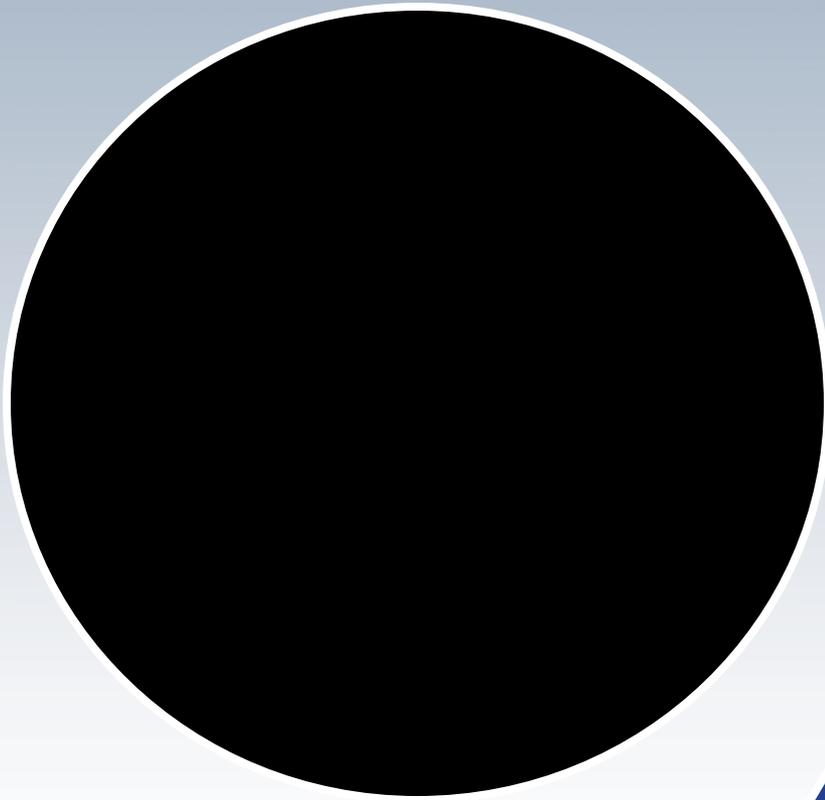
Best practices allow you to do what you are currently doing a little better.



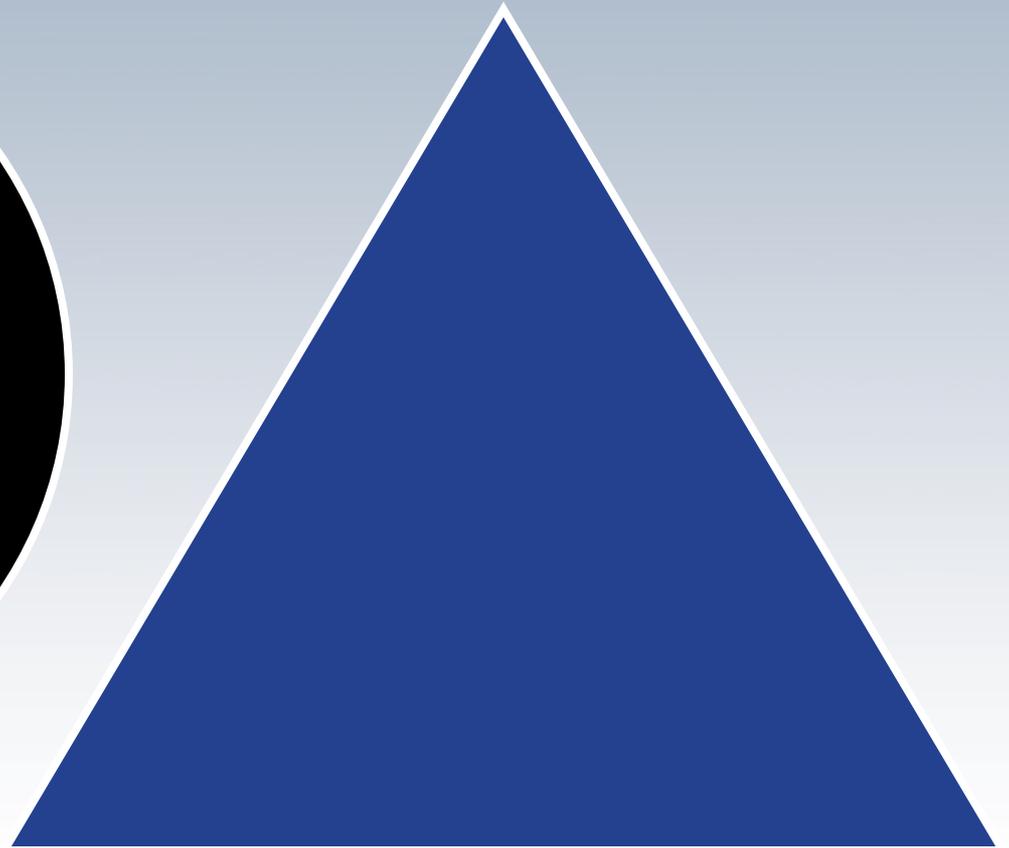
Best practices allow you to do what you are currently doing a little better.

Next practices increase your organization's capability to do things it has never done before.





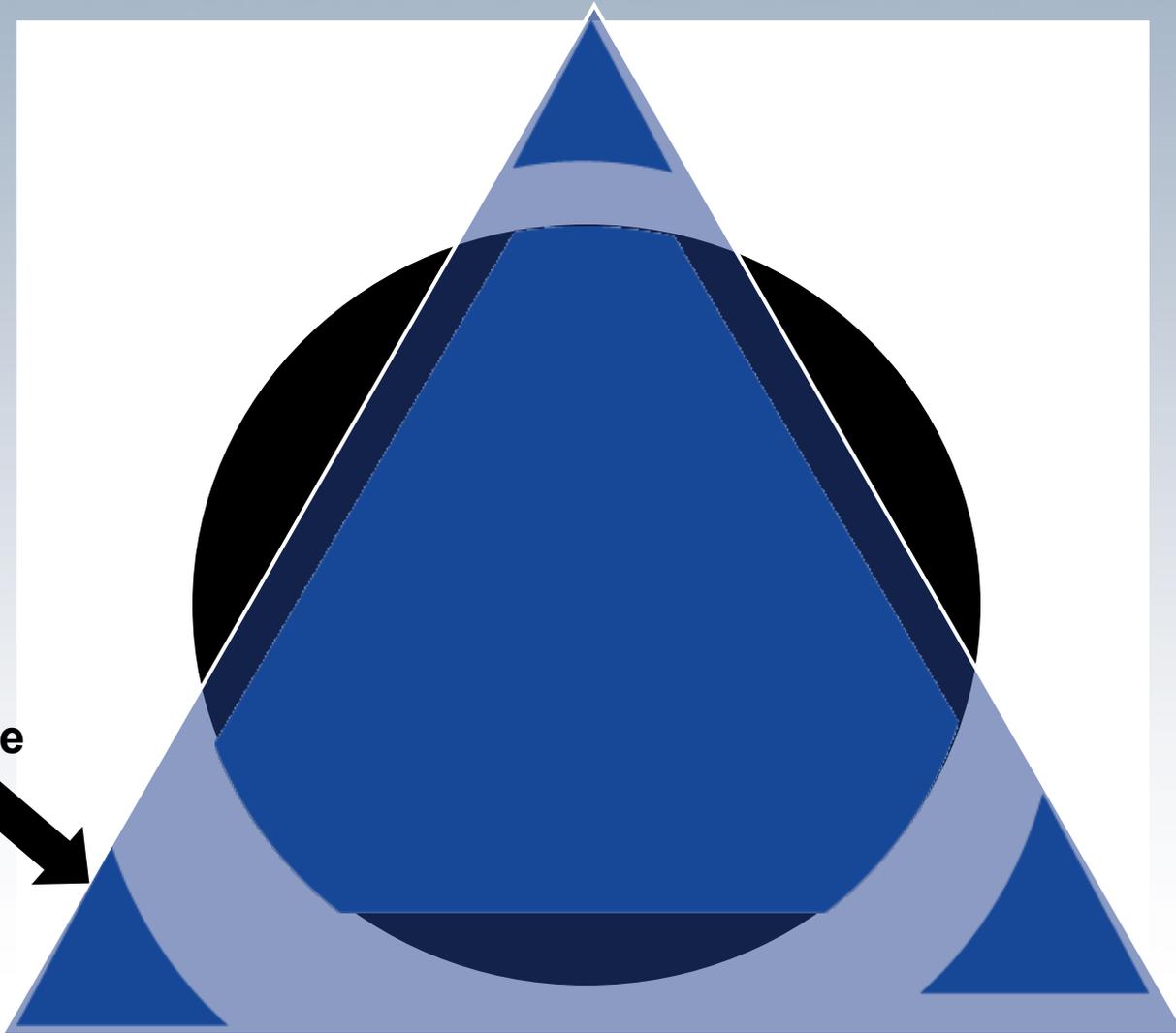
System



Innovation

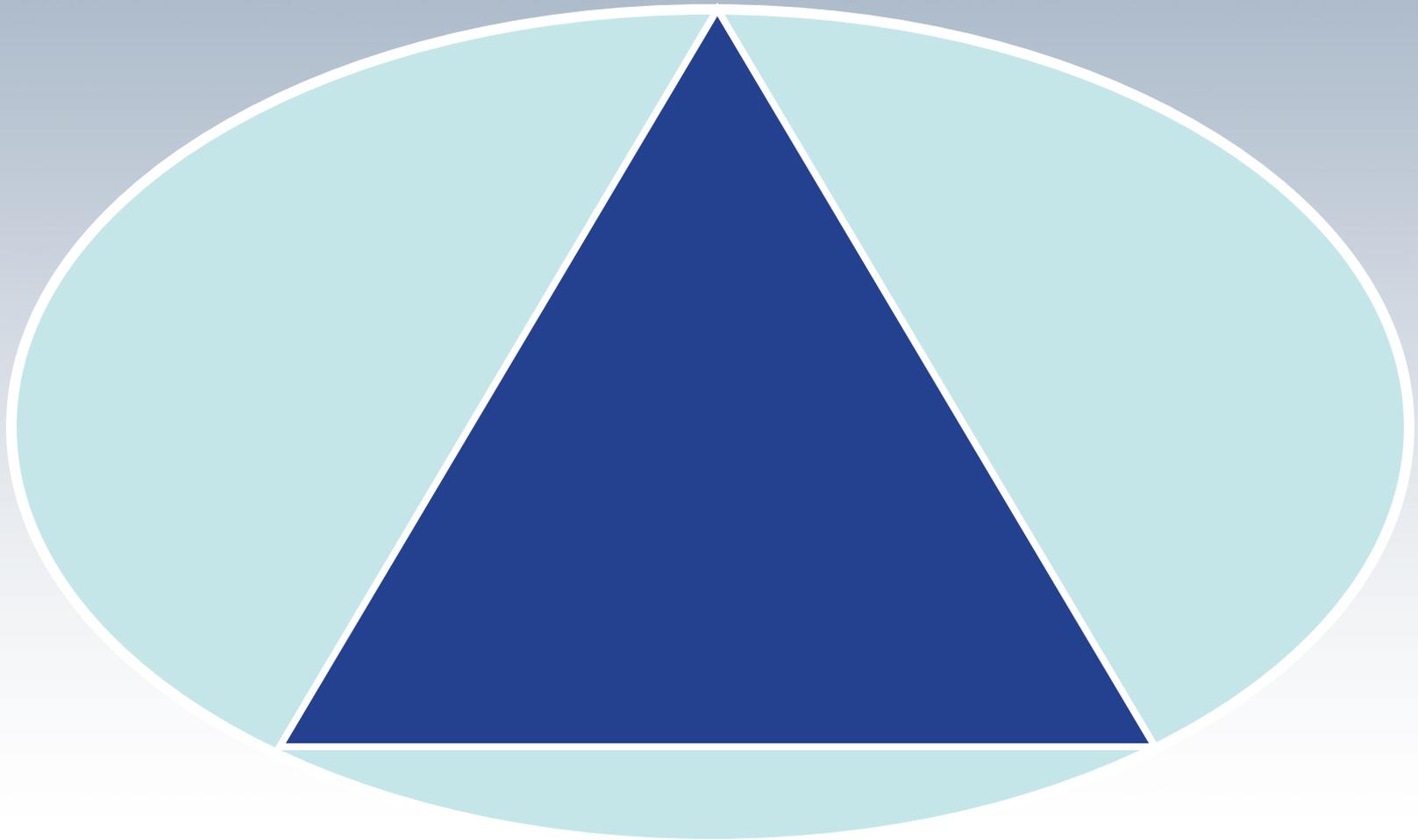


Next Practice



Sustaining Innovation





Disruptive Innovation



NATIONAL DROPOUT PREVENTION CENTER/NETWORK AT CLEMSON UNIVERSITY

Solutions
to the Dropout Crisis

We have a flawed perspective of always listening to our best customers... They tell us how good the system is working for them!



“In the beginner’s mind, there are many possibilities; in the expert’s mind, there are few.”

-Shurnyu Suzuki



First practice must change,
then results, then policy.





TRADITIONAL SYSTEM TO INNOVATIVE SYSTEM TO TRANSFORMATIVE SYSTEM



Theme

Some closing thoughts....



Blended Learning

Flipped Classroom

Blended Models



Important Message

- The threat to your system is not choice, charters, other privates (religious) or funding.
- It is the “Status Quo.”



Re-Imagination of Photography...

THEN...

Dedicated Camera / Manually
Transfer Digital Files / Develop Films



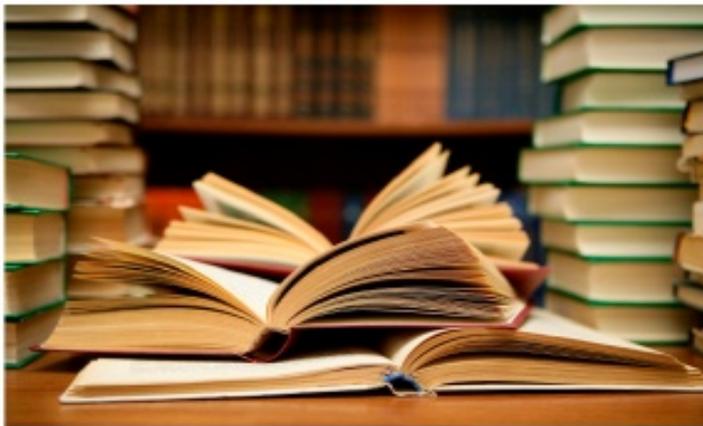
NOW...

(Instagr.am / Camera+ / Hipstamatic...)
Always With You Camera (Smartphone) /
Instant Digital Effects / Share / Sync / Discover



Re-Imagination of Books...

THEN...



NOW...

(Amazon Kindle / Apple iBooks)



Re-Imagination of Learning...

THEN...



NOW...



*From learning by listening to learning by doing...
Education and learning will become as much fun as
videogames. And we call it 'full body learning.'*

- Bing Gordon
Partner, KPCB



Re-Imagination of Education...

THEN...

Classrooms / Lectures / Reading Materials



NOW...

(Codecademy / Coursera / Khan Academy...)
Interactive / Online / Accessible by
Anyone Anywhere Anytime

Codecademy

Courses Creators Jobs Sign In Create Account

Hey! Let's get to know each other. What's your name? Type it with spaces around it like this "Bob" and then press enter on your keyboard.

```
> |
```

```
let helloWorld = function() {
  let world = "Hello World!";
  return "Codecademy is such an awesome place to learn a little bit of programming!";
};

let name = "Bob";
print("How your while or help look like this!");
```

Learn to code

Codecademy is the easiest way to learn how to code. It's interactive, fun, and you can do it with your friends.

Get Started
Go to course

Program Websites and More

Learning with Codecademy will put you on the path to building great websites, games, and apps.

Learn with Friends

Keep tabs on your friends' progress and make sure you're learning more - faster!

Track and Share Your Progress

Start learning - and don't stop. See how fast you're learning and stay motivated.



Kids Today

Learn anywhere, anytime, with and
from anyone

Always on, always connected,
expecting collaboration

Need to be engaged and involved

Demand personalized learning
experiences



Education

If you are focused on seat time, you are focused on the wrong end of the student.



Education

The education industry thinks technology adds cost; all other industries use technology to drive down costs.



Education

Education does everything that it always has and then bolts on technology, which is where the added cost comes from. Other industries use technology to change the way they do things, which is where the cost savings comes from.



SUCCESS BY CHANCE



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Solutions
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SUCCESS BY DESIGN



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