



Professional Dimensions x Teach For America - Milwaukee Present:

THE SYSTEMS IMPACT FELLOWSHIP

The Systems Impact Fellowship, launched October 2022, brings together local TFA alumni in school based and systems level roles with community stakeholders to activate their leadership towards systems change and transformative outcomes for students. With deference to data and research around adult learning theory, the scope and sequence of the fellowship is informed by the participants, making the experience unique and differentiated for each cohort. By the end of year one, participants will identify a collective, local project to pursue that builds on the strength and diversity of participants and advances existing or newly developed metrics to impact education. All projects will serve as proof points of what is possible with strategic cross-sector collaboration.

TOPICS + OBJECTIVES

Introductions and Team Building

Objective: Know ourselves, know each other, and build trust. Align on why we are together and what we want to accomplish.

Reflection: In what ways has your leadership been activated to drive systems change? What is the role of trust in systems change? In what ways have you activated your leadership to drive transformative outcomes for students?

Power Mapping

Objective: Introduce individual and collective power mapping as an ongoing opportunity and strategy to inform our action.

Reflection: Where do I hold power and why? How do I leverage my power to strategically empower? How do I activate power to drive transformative outcomes for students?

White Supremacy Norms and Systemic Racism

Objective: Ensure baseline understanding around the effects of racism on our daily interactions and the systems that we navigate.

Reflection: How do I perpetuate systemic racism in my daily actions? How has white supremacy shaped our region, and my work? How should this be considered as I approach solutions for the problems I identify in this fellowship?

Tools: Articles; [Book Study](#); Fireside Chat; [Dismantling Racism Works](#) adapted by The Centre for Community Organizations, Conversation Circles

Problem Finding

Objective: Understand and leverage the problem finding protocol to identify issue areas that need to be addressed to advance transformative outcomes for students.

Reflection: Are we asking the right questions and identifying the right issues within our city? Who do we need to bring our questions to in order to drive change?



Systems-Thinking

Objective: Articulate a shared definition systems-thinking, and identify the systems that we want to explore more deeply based on desired action. Explore how our understanding of systems (and their interaction) informs our leadership.

Reflection: How am I a systems-thinker, how do I advance as a systems-thinker? What would it take to become a system-leader, and why or why not is this a personal objective? How does one drive systems impact?

Conscious Leadership

Objective: Articulate how conscious leadership currently shows up within your leadership style and the spaces you navigate. Identify the connections between conscious leadership and anti-racist equity work.

Milwaukee Education

Objective: Align on collective beliefs regarding the state of education in the Milwaukee region with deep consideration of how we got here.

Reflection: What are transformative outcomes for students? Where does Milwaukee rank in their ability to provide transformative outcomes for students? Why?

Theory of Change and Personal Brand

Objective: Establish your (working) theory of change and articulate how your leadership is shaped and informed by this theory. Investigate the alignment between your theory of change and your personal brand to make any necessary adjustments.

Reflection: How are you positioning yourself as a leader in different communities? Who needs to be within your “personal board of directors” according to your theory and brand? What will be different about this region because you are here?

To facilitate learning we'll engage with the following:

- *Keynotes and Panels*: Prioritizing key speakers, events, etc. that exist within our community that challenge our thinking and influence the way we see the problem
- *Case Studies*: Participants can access a collection of Harvard Case Studies from similar markets that offer different approaches, practices and insights to similar challenges
- Individual coaching sessions that center the strengths of each participant and their team role
- Guided reflection; recorded reflections
- Direct instruction re: systems-thinking, systemic racism, organizing, how to be anti-racist, etc.
- Live Feedback and reflections on real-time occurrences (i.e. attend an event together, reflect after)
- Book & Article Review
- Documentaries and Film