



Berkeley Board of Fellows - Making Waves Academy

Project Overview and Interview Guidelines

Project Overview

Context

- MWA's strategic plan lays out a goal of institutionalizing innovation. An R&D (research & development) function can play this role by codifying current successes as well as evaluating new innovations
- Additionally, innovation was accelerated by COVID-19 as the pandemic forced MWA to rapidly adapt

Objective

- Aim to help MWA identify lessons learned from its experience of adapting to the realities of the pandemic, as well as continue clarifying its vision for a future state R&D function

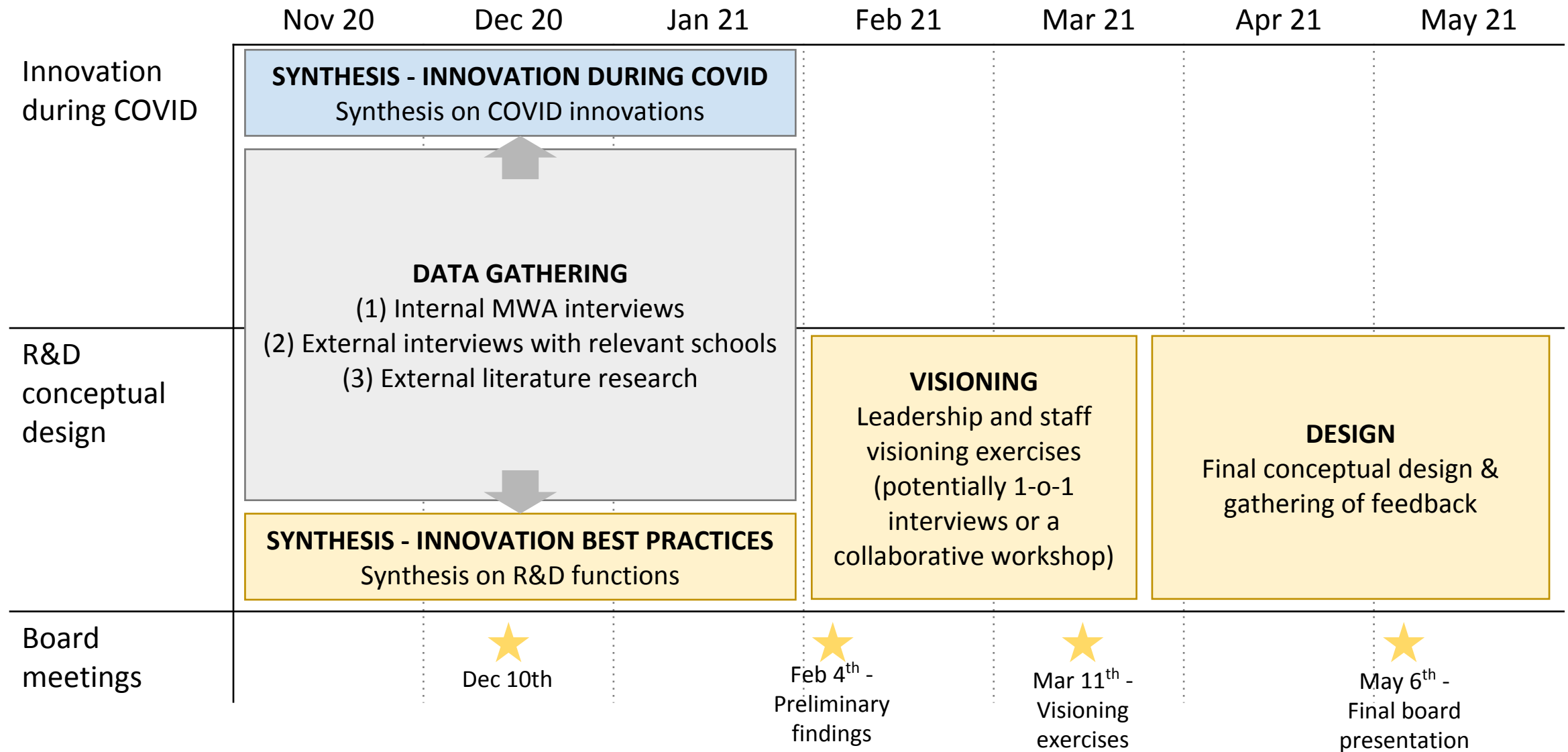
Approach

Two phases of work:

- (1) Analyze innovation and benefits during COVID
- (2) Conceptual design of the future state R&D function



High-level Project Workplan



MWA Interview Groups

Groups

1. **Senior School Director** (Evangelia Ward Jackson)
2. **Chief of Staff / Head of HR** (Liz Martinez); **Director of Data** (Kara Aladeff); **Online Administrator** (Carmen Velarde)
3. **Director of Curriculum and Instruction** (Caitlyn Shelburne); **Directors of Instruction, Math** (Priscilla Mendez) **& Humanities** (Kassandra Harper-Cotton)
4. **Director of Center for Holistic Services** (Brandon Greene); **Director of Community Engagement** (Raynelle Cruz Gamez)
5. **Director of College & Career Readiness** (Jon Siapno)
6. **School Operations Director** (Maria Arechiega)
7. **Director of IT** (Damon Edwards); **Director of Applied Technology** (Michael Williams)

What To Expect

We will largely use the set of questions on slide 5, but we want these interviews to be **conversations** with lots of back and forth

We encourage everyone to be **open and honest** - your perspectives are vital to making the end product of the project impactful for MWA!

Interview Question Preview

Innovation During the Pandemic

- How did you and your team innovate to adapt to the pandemic and the remote learning environment? How were any changes you made tracked and evaluated?
- What were the impacts (i.e. the “so what?”) of those innovations?
- What enabled you to pursue and implement those changes?
- What innovations did you want to see that were not adopted? Why did those not get implemented?
- What innovations do you think should be continued post-COVID, and why?

Innovation More Broadly at MWA

- How were you and your team innovating in real-time prior to COVID? What types of changes were you pursuing, how were they tracked and evaluated, and what were the impacts?
- What data helped you innovate in real-time, and what additional data would have helped?
- What systems, processes, and other factors at MWA enable you and your colleagues to innovate?
- How has your experience adapting to the pandemic differed from innovation prior to COVID?
- Have you observed any successes/lessons learned from how other schools approach innovation?
- Describe your vision for innovation at MWA in the future - what types of changes should be considered? What would the innovation process look like? How would you measure impact?

NOTE: while these are the general questions to expect, exact questions may vary slightly by interview

*Thank you to everyone
participating in these
interviews - we look forward
to meeting you!*