



Education is Underexposed to Change

ENKI, LLC

Article – Summary of Client Case Studies

PLANNING FOR A K-12 EDUCATIONAL FUTURE

INTRODUCTION

ENKI, LLC is a global management consulting firm that focuses on transforming companies. We recognize that education systems had priority work and projects in process prior to the pandemic and may find themselves with more on their plate than the system can handle. So, we thought the approach we take with global companies might be helpful for K-12 leaders as you navigate these unprecedented times. Here's our take on the current state of affairs.

HISTORICAL SYSTEM OF EDUCATION

Forbes Writer, Michael Noer, and Sal Kahn, Creator of *Kahn Academy*, so eloquently reminded us that in their [“The History of Education”](#)¹ video that the industrial era model for education is 125 years old. The system of education, including funding models, politics, policies, health and safety, processes of teaching, and the presence of technology in short...**got stuck**.



For approximately 80-years our previous education model served us well. However, without a strategy or ideal intent, the gaps that have been forming over the last 45-years have magnified educational deficits in a number of ways including student achievement, equity, social justice, technology, and pedagogy to name a few.

PRE-PANDEMIC

The institution of education is underexposed to change. Simultaneously, for years many of our classrooms were and are arguably still overexposed to change. Our classroom teachers are expected and required to be the pioneers of innovation and adaptability with curriculum design and supporting the social-emotional needs of our children while surviving in a system that doesn't innovate or adapt. How can this disconnect exist? While the classroom teacher struggles with meeting the demands of teaching in the postmodern era ruled by the inherent and universal desire to produce students that are College, Career and Life Ready, the system of education found itself wrestling with the fundamental issues of infrastructure, technology, and the efficacy of a “Guaranteed and Viable Curriculum”² in either a face to face or online learning environment.

¹The History of Education: <http://hackeducation.com/2015/04/25/factory-model>

² R. Dufour & R. Marzano, *Leaders of Learning*, 2011

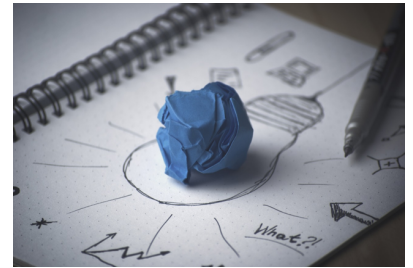
WITHIN A GLOBAL PANDEMIC

This disconnect or “*dirty little secret*” between the applied, antiquated model of education that exists all across America vs. the actual needs and of students, families, and demands a modern society requires of education is out for the world to see. Our communities and families now see for themselves what the classroom teacher and school administrators have known for years;

The system of education became static and as a result, the need for change was placed on the classroom environment instead of the system itself.

NEXT STEPS

- Perform a quick assessment to identify gaps:
 - Logistics & Infrastructure related to your Covid-19 plan
 - Instructional design related to your Covid-19 plan
 - Social-Emotional well-being within your school community
 - Health and Safety decision related to your Covid-19 plan
- Include plans for both personal and organizational resiliency training
- Assess if your team has the time, skill, and passion to drive transformation
- Validate external support that includes templates, software tools, system planning skills, strategic planning, change management, and digital transformation capabilities
- Reimagine how education is delivered in person and with technology tools and equipment
- Rethink your financial prioritization and adjust your budget accordingly



Transformation work is very difficult if you are not starting off with small efforts that free up time or money for investment. Consider how hard it is to build an entire house all at once vs. laying the foundation first and letting it “*harden*” and then putting up the walls. If you don’t build the foundation for change and let it harden or take hold, anything you try to put in place will simply fall down. ENKI can partner with you to be patient, smart, consistent, and persistent.

HOW ENKI CAN HELP

ENKI leaders and consultants have children in schools and we want to help. We are offering the following for all K-12 education institutions from schools and districts to state and federal education leaders. Contact us at education@enkillc.com to connect with one of our experts. ENKI is willing and able to provide you with the following:

- FREE assessment tool and consultation on your analysis plan and/or results
- Introduction to our unique “***Project JumpStart***” methodology that consists of 3 weeks - 3 deliverables - 3 outcomes approach to address your time-sensitive needs
- Explore ideas on structuring your current project efforts to help improve your success

- Offer decades of experience with proven tools that can make it easier to formally structure projects and improve communications with geographically dispersed teams
- Offer professional development
- Access to global experts in technology
 - Current state IT assessment
 - Recommendations on addressing IT Gaps
- Provide a “*How-To*” roadmap that offers real-world, real-time solutions to your most pressing priorities

ABOUT ENKI, LLC

ENKI, LLC is a private, woman-owned, Global Management Consulting firm that has helped global 100 companies transform their businesses to improve employee engagement and business outcomes. Our attention to the pandemic is focused on increasing our clients’ resiliency and ability to respond to the unforeseen but to do so in a cost-effective way. Our consultants are former practitioners, executives, teachers, and principals like you.

We have walked in your shoes. ENKI LLC is the key to your success.