Learning about Learning in a Lean Environment

Presented by: Debbie Kruse, Scott Hampton, & Tori Gittings

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Introductions

Our Mission

We provide hope, care, and cures to help every child live the healthiest and most fulfilling life possible.

- Hospital, Research Institute, and Foundation
- **7,800** employees
- **1,650** active medical staff
- **407** licensed beds
- Locations and telemedicine provided in **Washington**, **Alaska**, **Idaho**, and **Montana**

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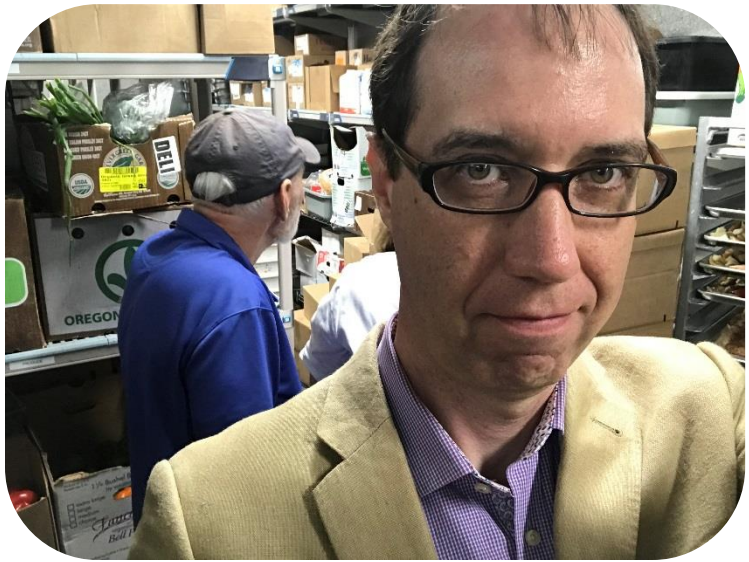
A Really Basic Question



But how do normal people learn?

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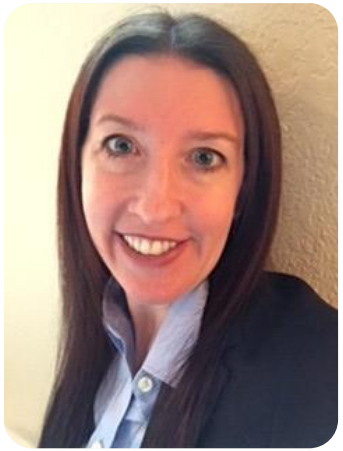
A Really Simple Answer

Study some mostly-normal people for 6 months, maybe like these people:



Debbie Kruse
Director
Patient Support Services

Scott Hampton
Manager
Education Department

Tori Gittings
Educator
Education Department

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Metacognition

- Who has heard this term before?
- Metacognition is “cognition about cognition”, “thinking about thinking”, and “knowing about knowing”, becoming “aware of one’s awareness and higher-order thinking skills.”

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Take a moment to write down

- What do I hope to learn from this session?
- How will I learn or retain the information?
- What will I do with what I learn?

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The Experiment, Part 1

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Background

- Partnered with Martin's Point HealthCare
- Martin's Point approach:
  - Define their current condition
  - Learn about Metacognitive strategies
  - Start practicing
  - Reassess

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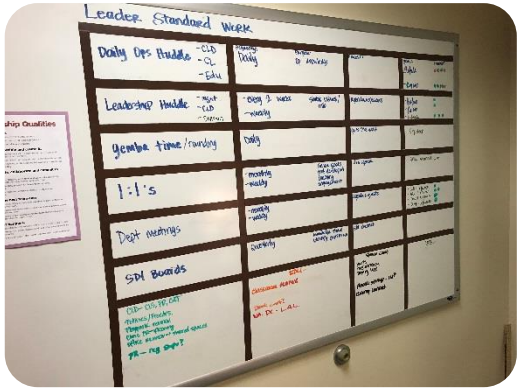
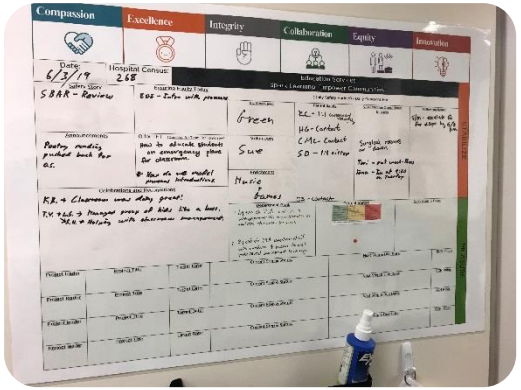
Learning in Our Natural Habitat





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Three Reflection Questions

- What did you do in order to learn?
- What were the results?
- What did you learn about learning?

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Learn to See the Gaps

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Beautiful “Oops”

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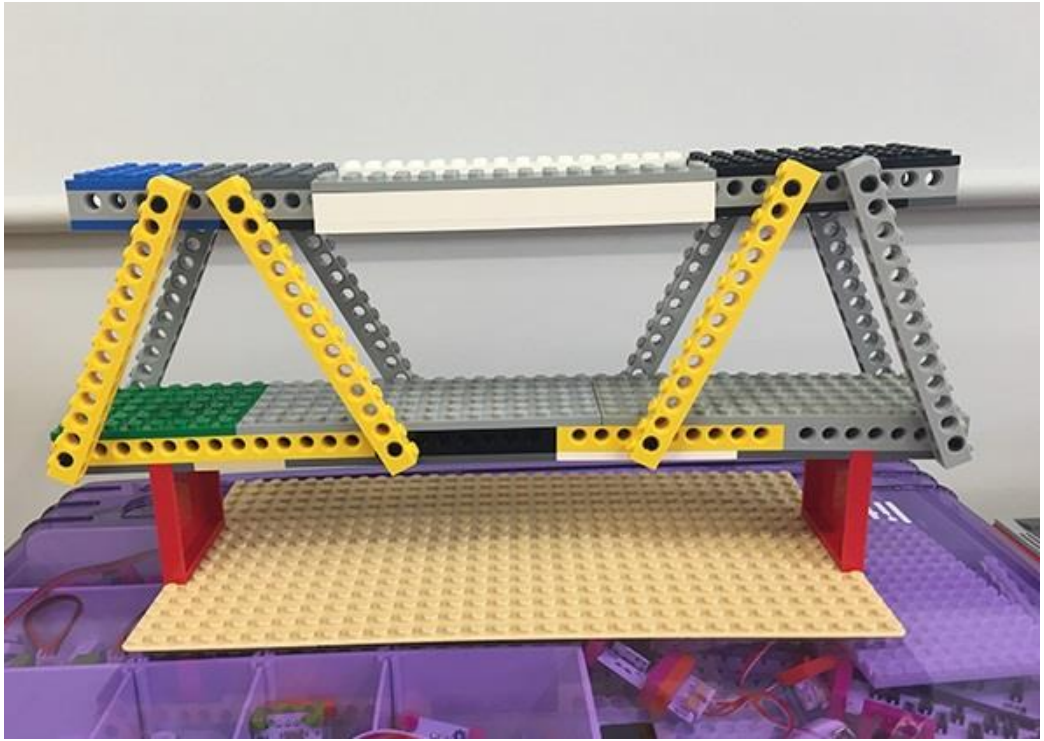
Create The Environment



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The Experiment, Part 2

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Establish a Baseline

- VARK Assessment
  - Visual, Aural, Read, Kinesthetic
- Metacognition Awareness Inventory (MAI)

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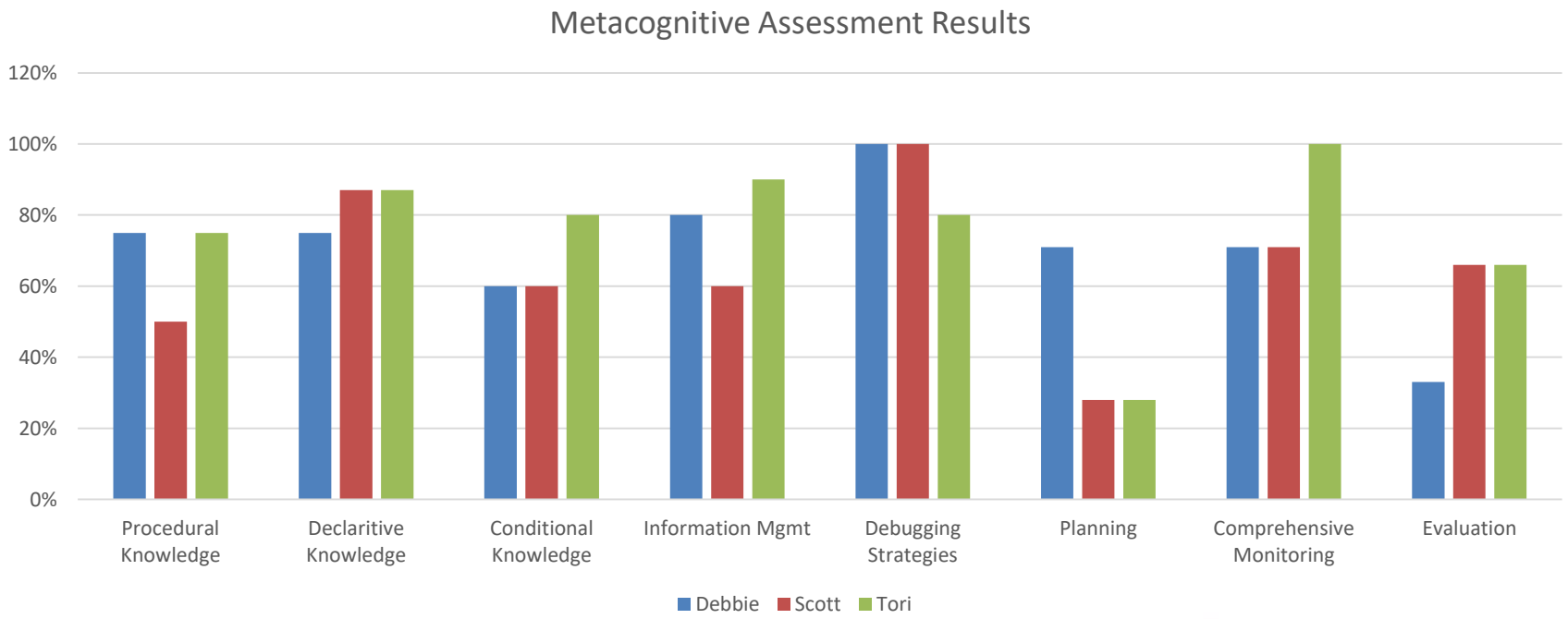
Baseline Condition



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Test the Gap

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Raising Awareness

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Intentional Routines

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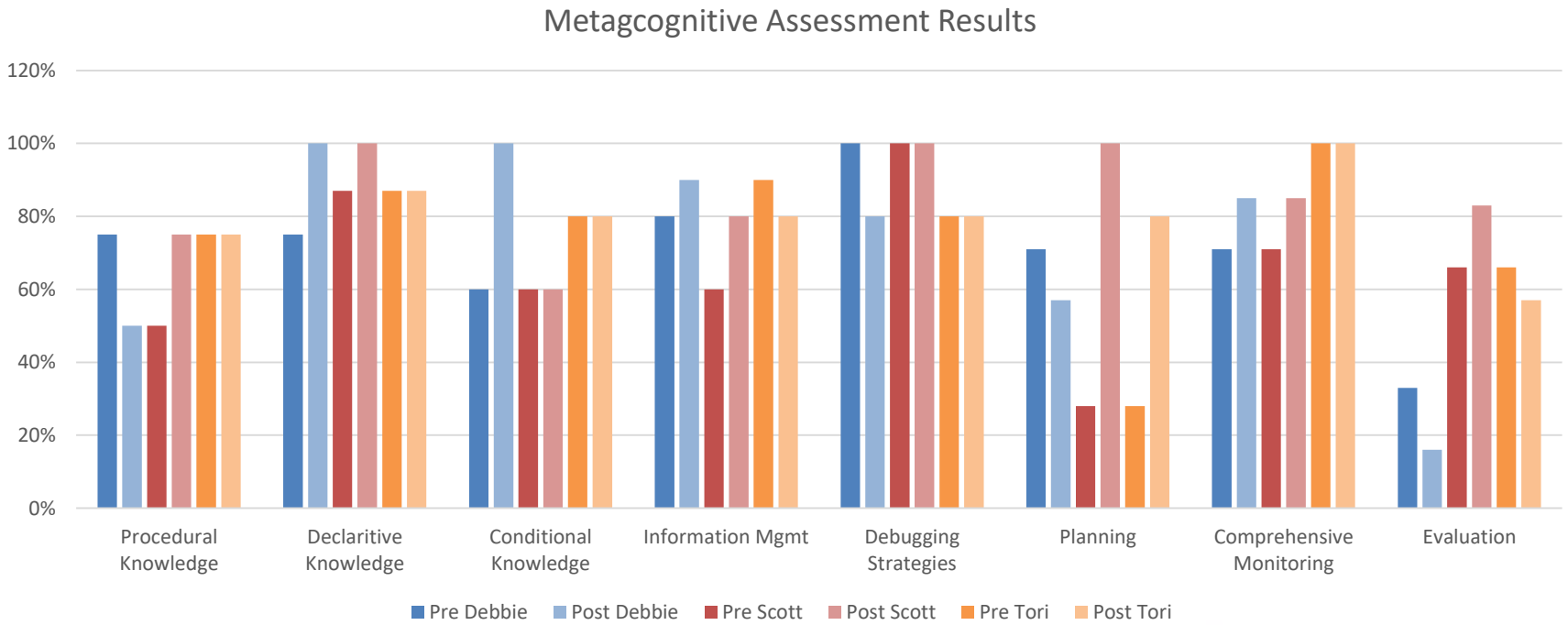
Post-Assessment Comparison



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Your Turn!

- Do you know how you learn?

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What Did You Learn About Yourself?

- Think – Pair – Share
- Q&A

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Conclusion

- Build a purposeful and intentional culture
- Layer structure on top of it
- Create vulnerability

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