

**“The Art and Science of Engagement”
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Mary Ruth Coleman, Ph.D.
Senior Scientist Emeritus
FPG Child Development Institute
University of North Carolina, Chapel

Four Basic Premises for Today

- ▶ Policy sets the frame for systems change through social and political outcomes.
- ▶ Policies are set by people who form relationships and these relationships matter!
- ▶ The more inclusive the base of support the greater the impact of the advocacy.
- ▶ Personal Engagement is key to systems change!

If you want to make a
difference you must be in
the room and at the table!

James J. Gallagher

What is Policy?

- ▶ The rules and regulations that determine how scarce resources are allocated to address unlimited needs:
 - ▶ What resources will be distributed
 - ▶ Who will get these resources
 - ▶ How will these resources be allocated
 - ▶ How we will track the use and impact of these resources

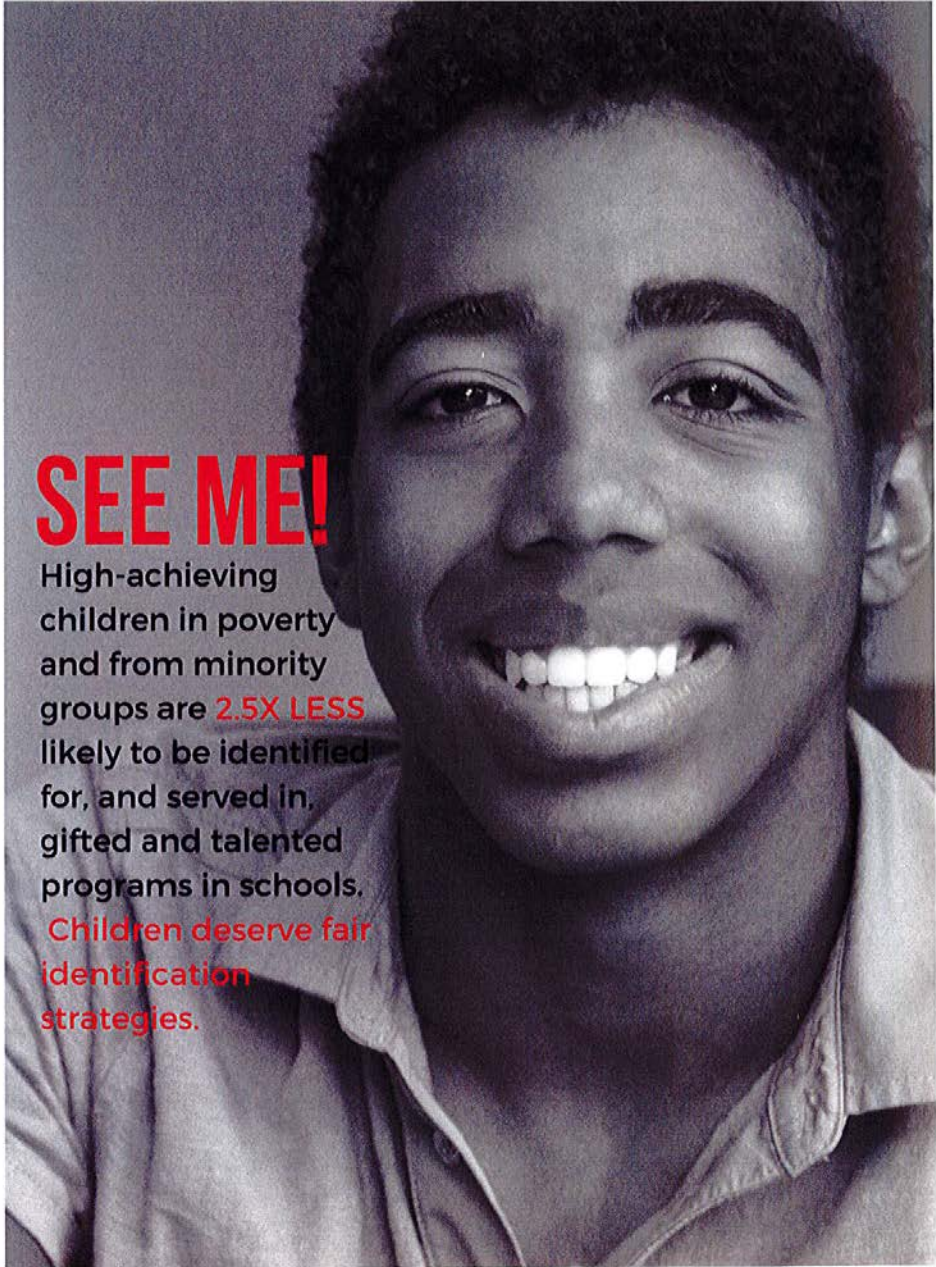
(James J. Gallagher)

Policies...

- ▶ Establish Intent
- ▶ Identify Critical Issues
- ▶ Set Priorities
- ▶ Determine Boundaries
- ▶ Are the Foundation for Action!

Write Down 3 ways that policies shape outcomes for students with gifts and talents...

- ▶ Share and compare these with a partner
- ▶ Identify at least one aspect of policy that needs improvement to better support students with gifts and talents



SEE ME!

High-achieving children in poverty and from minority groups are **2.5X LESS** likely to be identified for, and served in, gifted and talented programs in schools.

Children deserve fair identification strategies.

Join the movement to **SEE, UNDERSTAND, TEACH,** and **CHALLENGE** gifted and talented children from all backgrounds. Sign up to be part of the *Giftedness Knows No Boundaries* team.



www.GiftednessKnowsNoBoundaries.org

Questions for Reflection and Discussion

- ▶ What are some of the barriers to the identification of gifted students from culturally/linguistically different and/or economically disadvantaged families and those with disabilities, 2e?
- ▶ Which, if any, of these barriers could be influenced by policy changes?

Wicked Problems...

- ▶ Are complex, ill-defined, and persistent
- ▶ Hinge on the view-points of the stakeholder
- ▶ Have no “right” or “wrong” solutions
- ▶ Create unintended consequences
- ▶ Require stakeholder engagement

(Rittel & Webber, 1971)

“...because of social complexity, solving wicked problems is *fundamentally a social process.*”

(Conklin, 2001)

You do not want to be at the table by yourself!



Individuals Choose to Engage When...

- ▶ They feel the work is meaningful and will make a difference
- ▶ They believe that they have something to contribute
- ▶ They trust that they and/or those they care about will benefit from the work being accomplished

(Kahn, 1990)

Why are you here today?

Identify at least 2 new stakeholder groups that you would want to engage to help advocate for (this) policy change...

- ▶ Why are these stakeholder groups important?
- ▶ How can you get these stakeholders to “the table”?
- ▶ How can you get/keep these stakeholders meaningfully engaged?

Engagement Science ~ the intentional and systematic study of relational-connections and stakeholder participation in systemic change.

- ▶ Explores and explains the role of dynamic relationships in systems change
- ▶ Examines levels of stakeholder participation
- ▶ Documents the process and outcomes of stakeholder engagement
- ▶ Extends our understanding of how to foster meaningful engagement

(Coleman, Cashman, Linehan, Rosser, McLaughlin, Schuyler,
& Thompson, 2017)

Six Assumptions of Engagement Science:

1. Systems are made up of people who form relationships and these relationships matter.
2. The deeper the feelings of trust and respect across these relationships the more willing people are to create a shared vision.
3. The stronger the sense of shared vision the more robust the ownership for the outcomes of change.
4. The more robust the ownership, the more solid the commitment to take risks, break-down barriers, and share resources in order to accomplish the changes.
5. The more solid the commitment to the changes, the more sustainable the changes will be.
6. Even with deep trust, shared vision, robust ownership, and solid commitment, sustained systemic change takes time and is hard work.

(Coleman, Cashman, Linehan, Rosser, McLaughlin, Schuyler,
& Thompson, 2017)

What can you do to build and nurture the trust needed, across stakeholders, to sustain the authentic engagement for advocacy?



Thank you for working to make a difference...



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