Learning about Learning in a Lean Environment

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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
A Really Basic Question

But how do normal people learn?
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
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.”
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?
The Experiment,
Part 1
Background

- Partnered with Martin’s Point HealthCare
- Martin’s Point approach:
  - Define their current condition
  - Learn about Metacognitive strategies
  - Start practicing
  - Reassess
Learning in Our Natural Habitat
Three Reflection Questions

• What did you do in order to learn?
• What were the results?
• What did you learn about learning?
Learn to See the Gaps
Beautiful “Oops”
The Experiment,
Part 2
Establish a Baseline

• VARK Assessment
  – Visual, Aural, Read, Kinesthetic

• Metacognition Awareness Inventory (MAI)
Test the Gap

- High Supportive and Low Directive Behavior
- High Directive and High Supportive Behavior
- Low Supportive and Low Directive Behavior
- High Directive and Low Supportive Behavior

Seattle Children's®
Hospital • Research • Foundation
Raising Awareness
Intentional Routines
Post-Assessment Comparison

Metacognitive Assessment Results

- Procedural Knowledge
- Declaritive Knowledge
- Conditional Knowledge
- Information Mgmt
- Debugging Strategies
- Planning
- Comprehensive Monitoring
- Evaluation

Pre Debbie  Post Debbie  Pre Scott  Post Scott  Pre Tori  Post Tori
Your Turn!

• Do you know how you learn?
What Did You Learn About Yourself?

- Think – Pair – Share
- Q&A
Conclusion

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