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Theory to practice: *Design thinking, for
organizational and
community development.*

Shawn Thomas Loescher, Ed.D.

May 8, 2019 @ 1600h

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w w w . s l o e s c h e r . c o m

#designchallenge1

#designchallenge1

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#design

#designchallenge1

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#development

reflection on theory

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every system . . .

reflection on theory

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01

reflection from practice

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2010

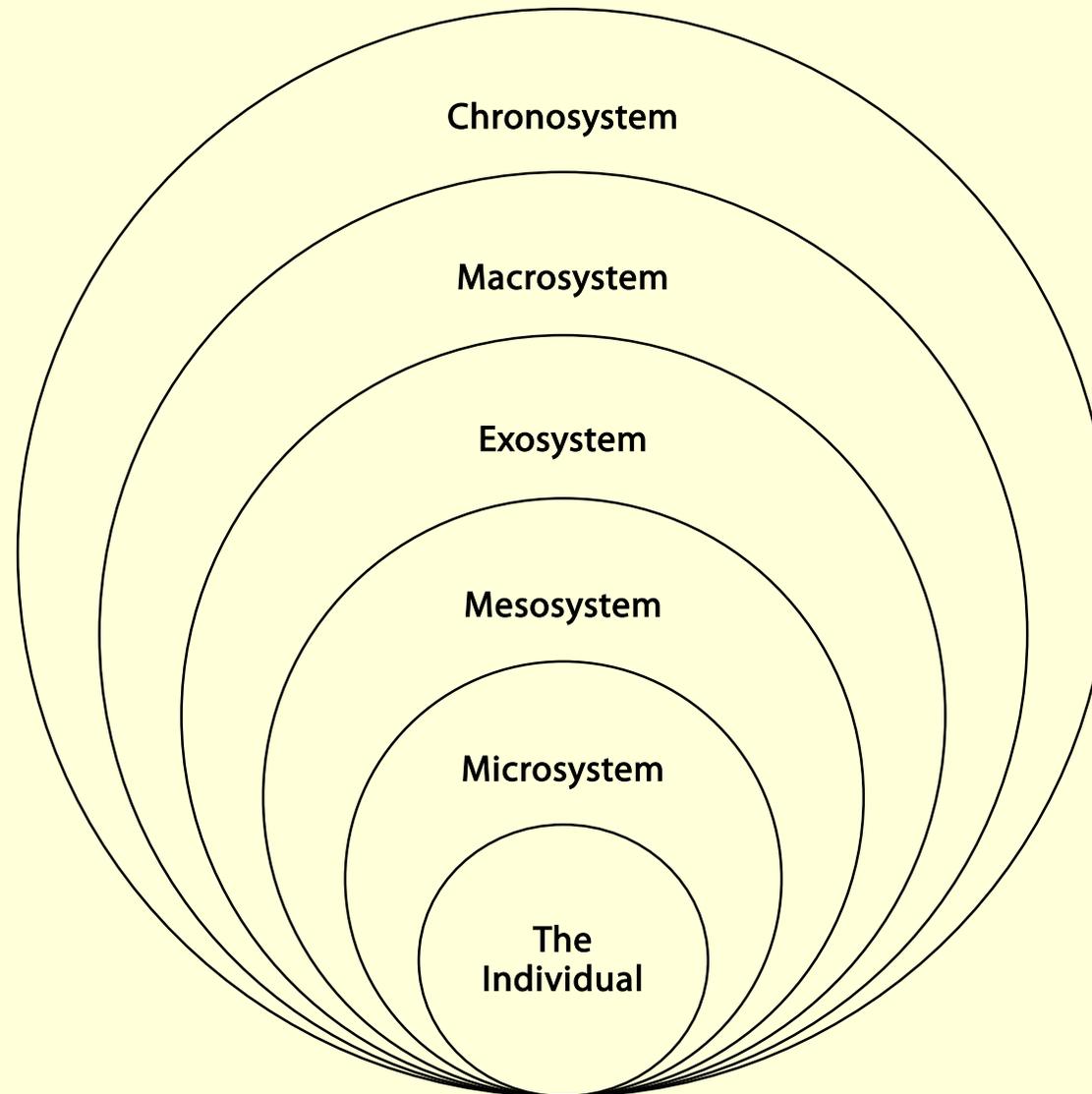
drawing connections

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practice | beliefs | philosophy

first assertion

culture as artifact



second assertion

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practice α philosophy

example: theory to practice

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ontology → epistemology →

theoretical perspective → methodology →

educational philosophy → purpose of school

→ structure of school → who is leading →

subjects studied → pedagogical strategies →

solution orientation → what is questioned →

role of participants → desired outcomes.

example: theory to practice

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example: theory to practice

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role of participants → desired outcomes.

#designchallenge2

philosophical alignment
creating a paradigm

Definitions: Crotty (1998) Model

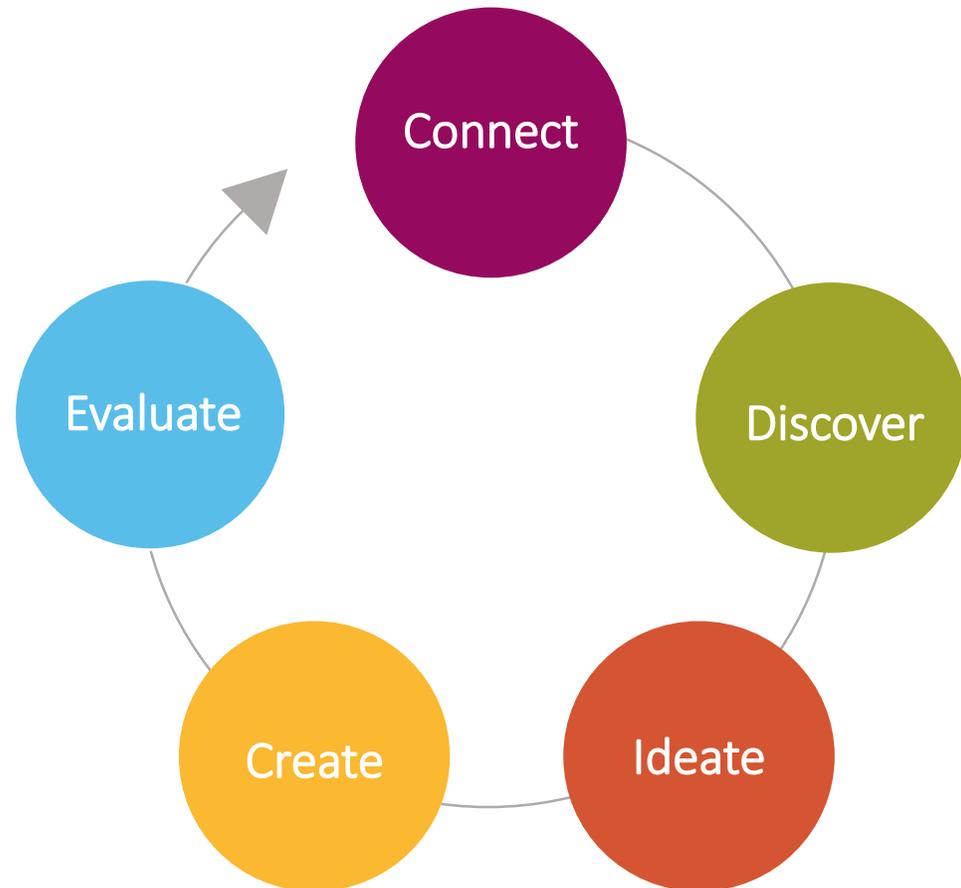
- **Ontology:**
Study of being.
- **Epistemology:**
What is knowledge?
- **Theoretical Perspective:**
Assumptions about reality.
- **Methodology:**
How do we approach change.

Third Assertion: Design Thinking

- **Ontology:**
Idealism
- **Epistemology:**
Subjectivism
- **Theoretical Perspective:**
Postmodernism
- **Methodology:**
Design Thinking

idealism – subjectivism - postmodernism

method



disposition

- empathetic
- human-centric
- ambiguity
- reflexive
- visualization

in practice: a framework

- Vision
- Mission
- Values
- Guiding Principles
- Approach



Urban Discovery Schools actively pursue a *better tomorrow* by empowering our communities with the skills, passion and purpose to make *positive contributions* to the world around us.

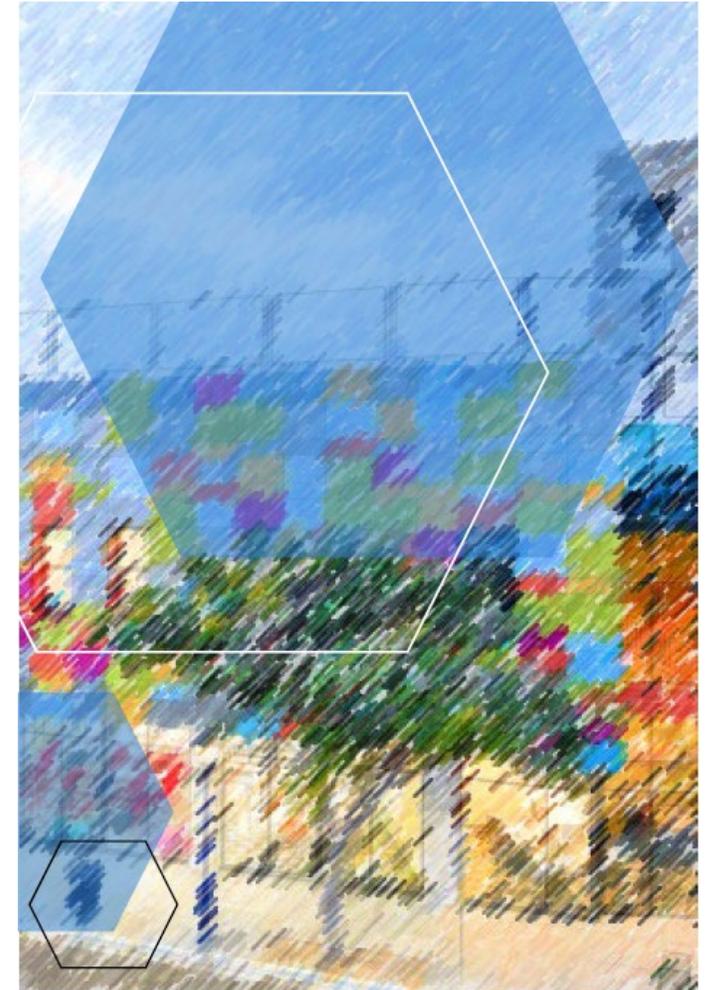
MISSION	VALUES
<p>To develop</p> <p>DESIGN THINKERS</p> <p>who lead by example, making</p> <p>ACTIVE, POSITIVE</p> <p>CONTRIBUTIONS</p> <p>to their local and global communities.</p>	<p>Integrity</p> <p>Optimism</p> <p>Empathy</p> <p>Curiosity</p> <p>Community</p> <p>Innovation</p> <p>Impact</p>
GUIDING PRINCIPLES	APPROACH
<p>These Guiding Principles create our framework for organizational and individual accountability:</p> <ul style="list-style-type: none">▪ Values-Led▪ Relational Health▪ Growth Mindset▪ Catalyst of Community▪ Positive Contribution	<pre>graph TD; Connect((Connect)) --> Discover((Discover)); Discover --> Ideate((Ideate)); Ideate --> Create((Create)); Create --> Evaluate((Evaluate)); Evaluate --> Connect;</pre>

theory to practice
framework to operationalization



How we . . .

- Treat people
- Approach failure
- Evaluate performance
- Inspire growth
- Demonstrate our values
- Articulate results



every system . . .

every system . . .

#designchallenge3

#designchallenge3

#designchallenge3

An aerial photograph of a coastline. The foreground is dominated by deep blue water with some lighter blue and white patches, possibly indicating waves or shallow areas. The middle ground shows a narrow strip of land with a mix of green and brown, suggesting a mix of vegetation and bare earth. The background is a vast expanse of light blue and white, likely representing a larger body of water or a hazy sky. The overall image has a slightly grainy, high-resolution texture.

practice ∝ philosophy

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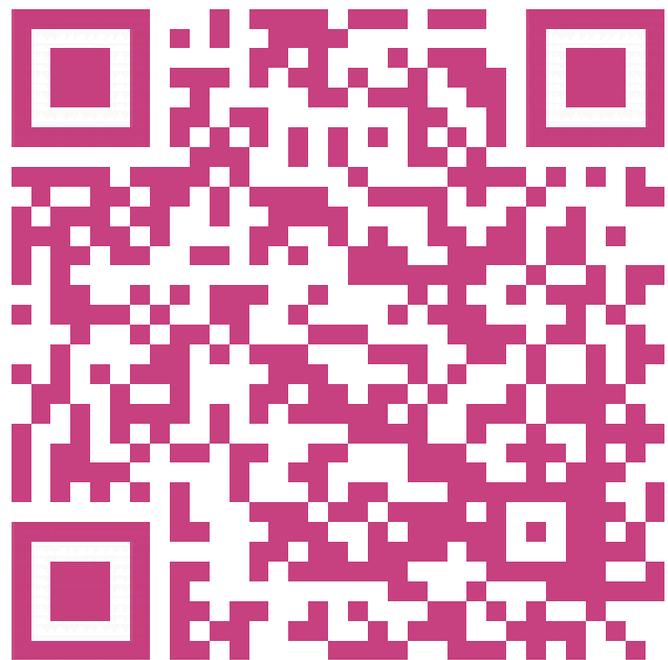
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