Introduction to Principled Innovation Webinar
Agenda

- Starter activity
- Where we started and where we are now
- Overview of Principled Innovation
- PI card decks
- PI support offerings
- Closing, questions and thank you
What’s sparking joy for you today?
Where we started
In a public university, what does it look like to incorporate character formation into the systems of teacher and leader preparation?
Co-created framework with faculty, staff, students and community partners

Contestations and Conversations

Number of engagements in formal conversations about character March 2017 - January 2022

- 1,800+ Faculty
- 1,600+ Staff
- 1,500+ Students
- 1,000+ School partners
- 2,000+ Other
What we learned

Not a program.
Not an initiative.

It couldn’t be something we did.

It had to be the way we do everything.
One faculty member said…

“We are going to have to “ASUize” this!”
Defining character

- Social
- Cultural
- Contextual
- Developmental
Our three imperatives

- Equity
- Economic
- Democratic
Guiding principles

We value individuals and account for the uniqueness of social and educational contexts.

We collaboratively care for and are considerate of the well-being of individuals, communities, and society.

We create positive change by designing creative solutions to pressing educational problems.
Where we are now
ASU Charter

ASU is a comprehensive public research university, measured not by whom it excludes, but by whom it includes and how they succeed; advancing research and discovery of public value; and assuming fundamental responsibility for the economic, social, cultural and overall health of the communities it serves.
Design aspirations are those things we are attempting to achieve through the design of the institution that aid our ability to accomplish the ultimate goals of the charter.”

– Michael Crow
ASU President
Leverage Our Place
ASU embraces its culture, socioeconomic and physical setting.

Transform Society
ASU catalyzes social change by being connected to social needs.

Value Entrepreneurship
ASU uses its knowledge and encourages innovation.

Conduct Use-Inspired Research
ASU research has purpose and impact.

Enable Student Success
ASU is committed to the success of each unique student.

Fuse Intellectual Disciplines
ASU creates knowledge by transcending academic disciplines.

Be Socially Embedded
ASU connects with communities through mutually beneficial partnerships.

Engage Globally
ASU engages with people and issues locally, nationally and internationally.

Practice Principled Innovation
ASU places character and values at the center of decisions and actions.
Overview of Principled Innovation
We ask ourselves...

Just because we can, should we?
Principled Innovation

The ability to imagine new concepts, catalyze ideas, and form new solutions guided by principles that create positive change for humanity.
Character Assets

We recognize four interconnected clusters of character assets that are developed over one’s lifetime through self-reflection, working with others, and learning through experiences.

Moral character  Civic character  Intellectual character  Performance character
Practices of Principled Innovation

**Moral**
- Identify and acknowledge fundamental values
- Utilize moral and ethical decision making

**Intellectual**
- Develop habits of an informed systems thinker
- Reflect critically and compassionately

**Performance**
- Design creative solutions
- Navigate uncertainty and mitigate consequences

**Civic**
- Understand culture and context
- Engage multiple and diverse perspectives
Moral character

Guides decision-making from multiple perspectives allowing us to honestly evaluate situations and respond in a meaningful and responsible manner.

**Moral assets**
- Fairness
- Honesty
- Humility
- Empathy

**Identify and acknowledge fundamental values**
Distinguish the values that are important to the individuals, team, community and learning environment and ensure that the process, structures, and solutions honor, appreciate, and reflect the identified values.

**Utilize moral and ethical decision making**
Use a values-informed reflective process to assess possibilities, navigate dilemmas, and make the best possible choice to serve the needs of the individual, team, community and learning environment.
Civic character

Supports a collaborative approach to solving systemic problems in order to contribute to the well-being of others and serve the public good.

Civic assets
- Altruism
- Civility
- Inclusivity
- Perspective taking

Understand culture and context
Use evidence-based resources, empathy, reflective questioning, and asset-based appreciative inquiry to fully understand and assess the lived and current experiences and circumstances of individuals, communities, and learning environments.

Engage multiple and diverse perspectives
Seek and champion equitable and inclusive involvement and contribution to the process, including many different voices who have a variety of lived experiences, beliefs, backgrounds, and cultural wealth.
Intellectual character

Enables individuals to become reflective, critical thinkers who ask the right questions and seek answers from evidence-based resources.

**Intellectual assets**
- Truth-seeking
- Critical thinking
- Curiosity
- Reflection

**Develop habits of an informed systems thinker**
Use evidence-based resources and data to inform flexible thinking and appreciation of emerging insights and multiple perspectives, allowing one to recognize how the individual parts are influenced by their environment and interact to form a complex whole.

**Reflect critically and compassionately**
Use a growth mindset to make meaning of experiences through contemplation and consideration of one's thoughts, feelings, and actions and how they affect the growth, development, and identity of the individual, team, community, and learning environment.
## Performance character

Helps us marry the quality of our actions to the strength of our convictions, when informed by moral, civic, and intellectual assets.

<table>
<thead>
<tr>
<th>Performance assets</th>
<th>Design creative solutions</th>
<th>Navigate uncertainty and mitigate consequences</th>
</tr>
</thead>
<tbody>
<tr>
<td>Collaboration</td>
<td>Work collaboratively and intentionally for and with the community to define and understand the problem; then generate and catalyze purposeful, innovative ideas to achieve a desired outcome that creates positive change for humanity.</td>
<td>Guide the decision-making process through observation and reflective questioning that helps to imagine and effectively respond to the possible outcomes. Allow space for meaningful action to increase the chance for desired results and reduce the risk of harm to individuals, teams, communities, and learning environments.</td>
</tr>
</tbody>
</table>
Context matters

We created an **ecological model** of how character assets manifest in the learning and social environments we inhabit.
Principled Innovation card decks
The Principled Innovation (PI) Card Decks are designed to inspire positive and reflective decision-making that engages core values and leads to human-centered cultures and climates in schools and beyond.
Original card deck

Use Idea 4

Collaborative Meeting

Think about using prompts to collaboratively address a difference or to prepare a meeting.

1. Ask a question related to your project that is open-ended.
2. Use prompts to help students to agree on a plan of action.

Align ideas with those of others and discuss the next steps.

What data or resources informed our decision?

What evidence are we seeing that the decision had a positive impact?

What ethical concerns or implications exist in this decision?

How might others perceive my decision or action?

How might we effectively use feedback from the community to ensure their needs are being met?

How have we received feedback from the community about this project/decision?
PK-5 card deck

**What is Principled Innovation?**

Principled innovation is the ability to imagine new concepts, catalyze ideas, and form new solutions, guided by principles that create positive change for humanity.

**What’s on the cards?**

Evaluators can adapt and differentiate any card activity to best meet the needs of their students.

**Intellectual**

Character gives us an opportunity to be curious about the world around us and what we need to learn in order to be effective learners. We develop critical thinking and critical-thinking skills.

**Civility**

Civility is treating others with sincere respect, and as an important member of a shared community, even when we disagree.

**Practice/Activity**

No one said it would be easy. Allow us to let you know what it means to be courageous. How do we show courage when we are different from others?

**Questions for Teachers:**

What does it feel like to show courage? When is a time I had to be brave? How do I show courage when my ideas are different than others?

**For example:**

On a scale of 1-5, how often am I taking chances in my learning? I have confidence, I expect to feel motivated. 5 is I am doing really good, 4 is I am thinking about other things like chores, exercise and what my friends are doing, 3 is I’m bored, I don’t understand, this is too challenging.

On a scale of 1-5, how often do I feel happy? How often do I feel productive? How often do I feel happy? How often do I feel good about myself? How often do I feel like I’m not working too hard today? I go home and put the covers over my head.

Related ideas for civility:
- Advocacy
- Advocateness
- Open-mindedness
6-12 card deck

**Principled Innovation™**

**Performance**

**Civility**

**Curiosity**

**Moral**

**Civic**

**Intellectual**

**Performance**

**Related terms:**
- Advocacy
- Affirmation
- Open-mindedness

**Related terms:**
- Inquiry
- Inquisitive
- Wondersing

**Assets include:**
- Collaboration
- Creativity
- Resilience

**What other perspectives did we need to make this decision?**

**How do we think critically about who is affected by our decisions?**

**How can we reflect on past experiences to inform this decision?**

**Step 2. Reflect**

**Step 3. Engage**

**Step 4. Examine**

**Step 2. Reflect**

**Step 3. Engage**

**Step 4. Examine**

**Step 2. Reflect**

**Step 3. Engage**

**Step 4. Examine**

**Assets include:**
- Collaboration
- Creativity
- Resilience
PI Card Deck App

Principled Innovation™ Card Decks

Choose a Character Domain:

Moral
Civic
Intellectual
Performance
Back

Moral

How am I being empathetic towards myself and others?

1

Share the love

Scan the QR code below with another device to share the card.

https://pl.education.asu.e

Close

Visit App
Cards for PI
Our Hopes & Vision

01 Well-being of students and communities

02 Emotional and intellectual capacity for positive decision-making

03 Trust and connection in our communities for collective flourishing
Interested in purchasing card decks?

All three card deck versions are available for purchase, please reach out to Kaley Bontrager (kaley.bontrager@asu.edu) for more information.
Closing and thank you
Support Offerings

Upcoming events:
March 1       Office Hours: Wonders + Questions
March 2       Office Hours: PI Support + Community
March 14      Webinar: How to Navigate PI Website
Questions?
Learn more about Principled Innovation

Visit our website to engage with our framework and other resources and experiences that highlight PI practices and assets.

01 How PI Works
A roadmap to experience the Principled Innovation™ Framework with definitions and contextual examples.

02 Resources
A collection of resources including our toolkit library, podcasts, stories of PI and foundations course.

03 Experiences
A collection of over 70 videos that showcase character in context called “Scent of Character” and creative tools to experience them deeper.

pi.education.asu.edu
Thank you!
For more information or any questions, reach out to our team.

✉️  pi@asu.edu
gements.org