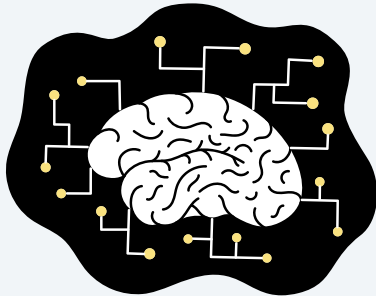


Scenario I

Assessment Practice

A school division has asked all schools to strengthen formative assessment. The principal shares the expectation at a staff meeting, provides a template, and asks teachers to submit examples by the end of the month.

Prompt: What is being managed?
What is not yet being designed?



Discussion Questions

- Is this being treated as a change-management task or an innovation-design challenge?
- What leadership move would shift it toward innovation?
- What condition is missing?

Scenario 2

Student Engagement

A school's student survey shows declining engagement in Grades 7-9. The leadership team decides to add more clubs and a spirit week.

Prompt: What assumptions are being made? Whose experience needs to be better understood?



Discussion Questions

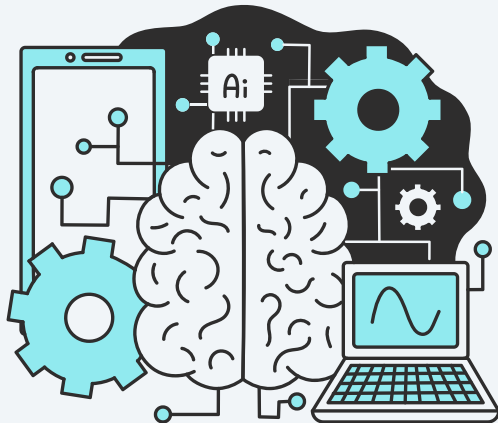
- Is this being treated as a change-management task or an innovation-design challenge?
- What leadership move would shift it toward innovation?
- What condition is missing?

Scenario 3

Artificial Intelligence

Teachers are concerned about students using AI tools. The principal sends out a policy reminder and asks teachers to monitor more closely.

Prompt: What might a design-based response look like?



Discussion Questions

- Is this being treated as a change-management task or an innovation-design challenge?
- What leadership move would shift it toward innovation?
- What condition is missing?