In order to empower school teams to innovate, the Design Lab is designed to...

- Foster a community of collaboration and innovation across 15 school leaders and their teams (e.g., APs, instructional coaches, teachers, community stakeholders, central office staff, etc.).
- Engage school teams in rigorous learning experience for supports envisioning and implementing their school models and expand them to innovative approaches through regular newsletters, webinars, and school visits.
- Provide schools the opportunity to revise, prototype, and test their redesign components, prior to submitting their proposals to school redesign.
- Provide school teams with ongoing support for implementing their vision to innovate, teaching them to be responsive and differentiated coaching, support, and resources.

The inaugural cohort of the Design Lab represents eleven schools across seven wards.

Design Lab school teams are comprised of 4-6 members of the school community that the principal has chosen to help lead this work, including teachers, assistant principals, instructional coaches, and external partners.

Starting in March 2018, school teams engaged in a series of four workshops to help them think through their redesign plans.

These workshops culminated in a detailed plan for their redesign, called a Roadmap, which consists of the following key components:

1. School Aspiration and Student Graduate Profile
   - This statement and profile outline the society-sorted students are graduating into and what they need to be successful in that society. The profile details what students should know and be able to do in the graduation (specific knowledge, skills, and dispositions). These statements were created and refined using learnings from empathy work (interviews, student shadowing, observations, etc.).

2. School Design Components
   - These specific products that schools believe will support them in reaching their aspirations. They are written in both English and Arabic to develop a sense of ownership.

3. Empathy Artifacts
   - This is evidence of the stakeholder engagement: how these plans are shared with teachers, families, and students, such as interview notes, from student shadowing, photos, etc.

4. Learning from Prototypes
   - Schools tested out components of their design by creating prototypes. This was done in this space where schools recorded what those were and what learning they are taking from them to refine their pilot plans.

5. Change Management Plan
   - Focused on the Six Circle Framework, this aspect builds schools to think through anticipated challenges, and potential solutions for roadblocks based on real-world and relational aspects of change.

6. Stakeholder Engagement Plan
   - In order to ensure ongoing engagement, this plan states what school teams will do to identify key messages around the vision and strategies for their redesign years across a variety of stakeholder groups.

Cycle of Reflection
- In this space, schools identified the assumption about school that they are challenging with their pilot, and as a result, their hypothesis for change. Schools then built out their test plan by identifying what they will collect both baseline and ongoing data (quantitative and qualitative) including how they will facilitate by engaging in empathy work with impacted stakeholders.

[Diagram showing the Roadmap with dates and activities]