

What is the single most **important character trait** to cultivate in the next generation as they approach AI and **why?**

Please write your thoughts in the passport provided, We will discuss prior to the beginning of the presentation

The EPOCH Framework for Learning Environments +

Strategic operational alignment frameworks for institutional spaces.



+ Your Presenters



**Royce
Bixby** AIA, LEED AP

Principal, Design Director
McGranahanPBK



**Daniel
De La Garza** LEED AP BD + C

Senior Principal, Design Director
PBK



Adelaide

Fred

◀ The Future of Work is Personal.



Fred

◀ The Future of Work is Personal.



How can humans add value working alongside AI?

How do we prepare our students for a workplace so
unsettled by this technology?

+ MIT Sloan Study

The Research Behind the Framework

? 01

The Question

"What are the human capabilities that AI can't easily replicate?"

💡 03

Shared Aptitudes

Five distinctly human capabilities appeared consistently across fields.

EPOCH Score Distributions by Major Occupation

Loaiza, I., & Rigobón, R. (2025, October 1). *The EPOCH of AI: Human-machine complementarities at work*. MIT Sloan School of Management.

🔍 02

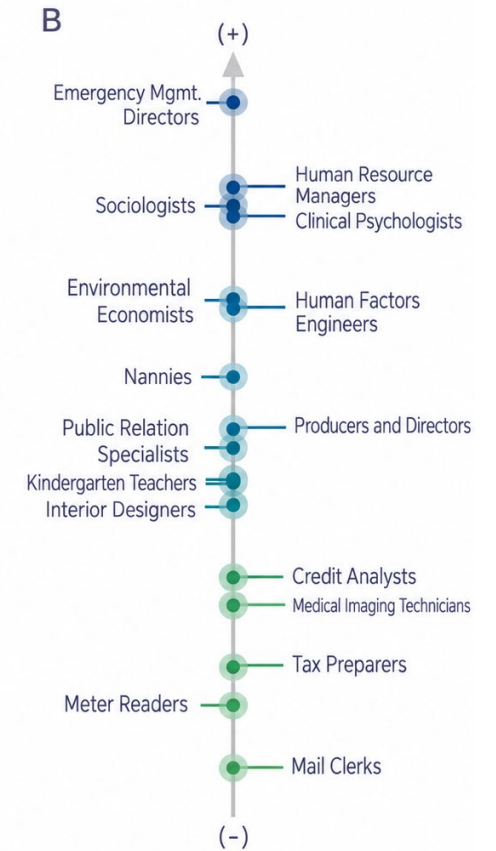
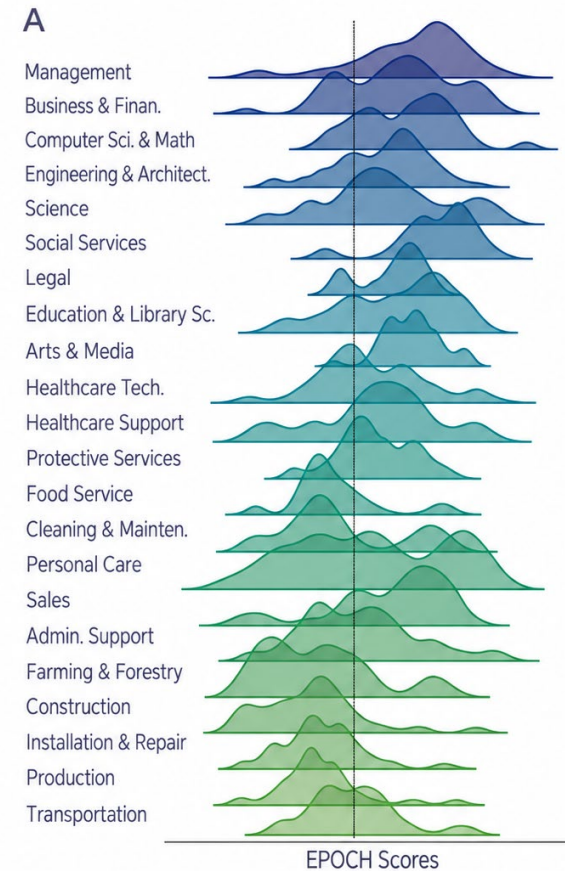
Fields Analyzed

Professional fields experiencing growth and contraction.

📊 04

EPOCH Emerges

EPOCH: Empathy, Presence, Opinion, Creativity, and Hope.



+ The EPOCH Framework

Distinctly human capabilities AI struggles to replicate

Empathy

Presence

Opinion

Creativity

Hope

Empathy

Empathy is Built, Not Assumed

.....

EMPATHY

PRESENCE

OPINION

CREATIVITY

HOPE

EMPATHY

Current Pedagogy and Research

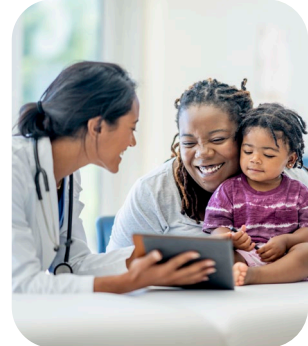
A teacher's own social and emotional competence is among the most powerful drivers of classroom outcomes.

— Jennings & Greenberg, The Prosocial Classroom, 2009

ONE	TWO	THREE
Name Emotion	Take Perspective	Model It to Others

What jobs require *empathy*? ▼

Healthcare



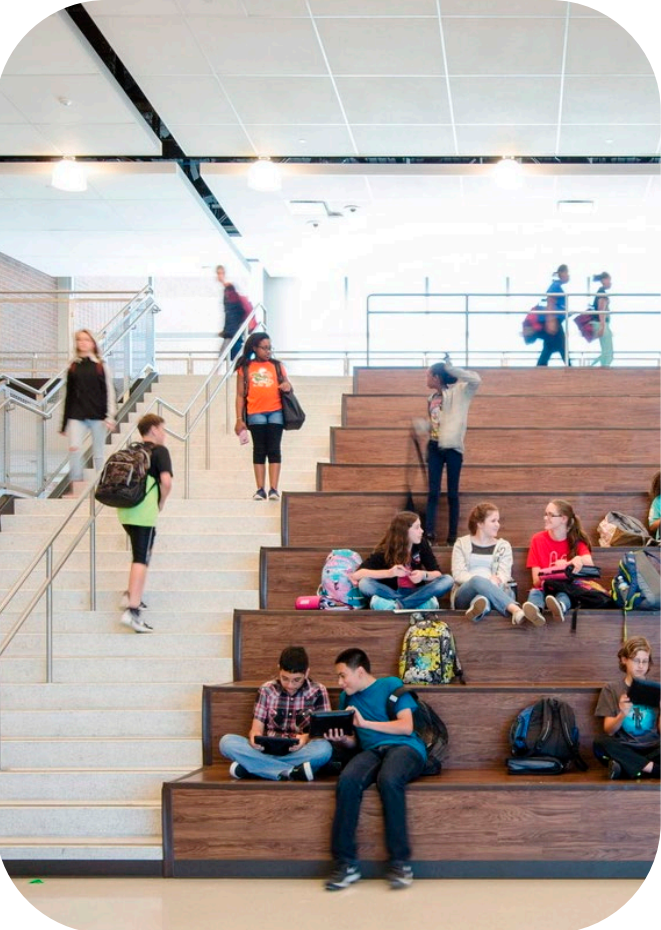
Advocacy

Education



Leadership





Empathy is built through movement between perspectives. Circle seating, small-group alcoves, and self-selected regulation areas give students the physical conditions to engage, step back, and re-engage.

Spaces that Support:

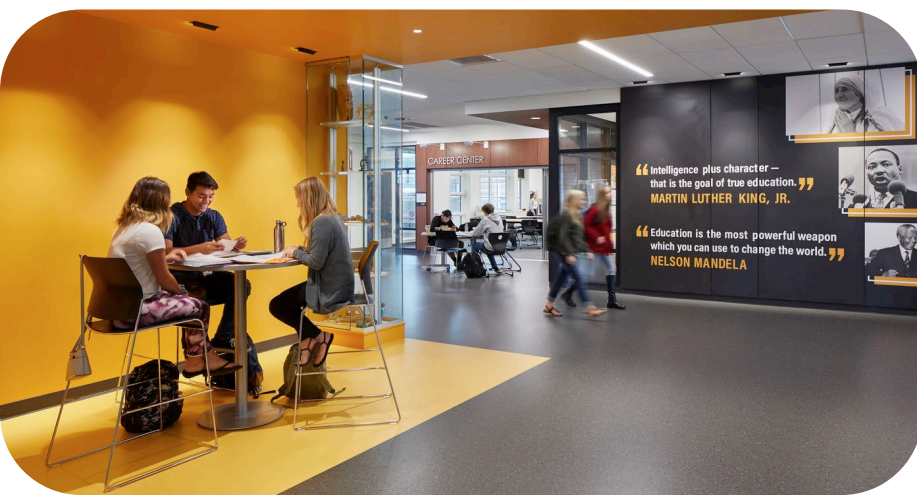
EMPATHY



1
Different sizes of spaces
(together and separate)



2
Activity-based learning
spaces



Presence

Grounded In Self.
Attuned to Others.

.....

EMPATHY

PRESENCE

OPINION

CREATIVITY

HOPE

PRESENCE

Current Pedagogy and Research

School-based mindfulness curriculum produces measurable gains in executive function, attention, emotional regulation, and prosocial behavior — findings supported by a randomized controlled trial and confirmed across two independent meta-analyses.

— Schonert-Reichl et al., 2015; Zenner et al., 2014; Dunning et al., 2019

ONE

**Grounding
Routines**

TWO

**Public
Performance**

THREE

**Unstructured
Time**

What jobs require *presence*? ▼

Community Leaders



Teachers



Managers



Doctors





“

Acoustics matter most: a room where speech carries without strain makes listening feel effortful in the right direction. A quieter edge lets lower-stimulation learners stay engaged without being centered.



Spaces that Support:

PRESENCE

1



Acoustics and design of common space (Air quality, lighting, etc.)

2



Deliberate wi-fi dead zones for easier focused attention

3



Forms of stages (black box, improve rooms, galleries)

4



Digital element of space (music studios, recording rooms, green room, etc.)

5



Curriculum around self-exploration

Opinion

Diverse Perspectives, Respectful Debate:
Growing Through Ideas.

.....

EMPATHY

PRESENCE

OPINION

CREATIVITY

HOPE

OPINION

Current Pedagogy and Research

Structured, evidence-based dialogue — Socratic seminars, Paideia seminars, and peer critique — produces measurable gains in reading comprehension and reasoning. Students who articulate and critique an alternative position improve more than those who simply receive feedback.

— Murphy et al., 2009; Lundstrom & Baker, 2009; Wu & Schunn, 2021

ONE

**Quiet
Verification**

TWO

**Seminar
Friction**

THREE

**Public
Testing**

What jobs require *opinion*? ▼

Researchers



Consultants



Surgeons



Lawyers



Callback.

Introspection.

Instruction.

Friction.

Verification.



Spaces that Support:

OPINION



Opinion needs space for all its stages: somewhere quiet to verify a source, a table small enough that no one can hide, and a forum where an argument meets a real audience.



Space exploration and discovery (library, reading alcove, etc.)



Flexible and inviting furniture (movable seating, collaborative tables, etc.)



Art rooms displays (student work pinned up, accessible materials, etc.)



Creativity

Master the Rules.
Break Them on Purpose.

.....

EMPATHY

PRESENCE

OPINION

CREATIVITY

HOPE

CREATIVITY

Current Pedagogy and Research

Students trained in improvisational practice score measurably higher on divergent thinking tasks than those trained in fixed forms alone.

— Fink & Woschnjak, 2011; Palmiero et al., 2019

ONE

**Rigor Beneath
Experimentation**

TWO

**Open to Mess +
Exploration**

THREE

**Loose Outdoor
Materials**

What jobs require *creativity*? ▼

Scientists



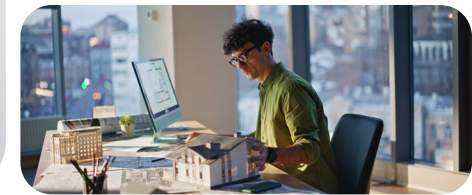
Analysts



Product Designers



Architects





Spaces that Support:

CREATIVITY



Some creativity is kinetic: a dance floor, a music studio, an outdoor space. Some is structured: a fabrication lab, a science bench. The ecosystem needs both: rigor and freedom are not opposites.



1 Spaces that tolerate mess and experimentation (CTE labs, workshops, etc.)



2 Expressive performance spaces (indoor/outdoor, kitchens, dance studios, etc.)



3 Outdoor spaces that support creative play and exploration



Hope

Hope in Action:
Envision, Adapt, Overcome.

EMPATHY

PRESENCE

OPINION

CREATIVITY

HOPE

HOPE

Current Pedagogy and Research

“The solution isn't to do away with dreaming and positive thinking. Rather, it's making the most of our fantasies by brushing them up against the very thing most of us are taught to ignore or diminish: the obstacles that stand in our way.”

— Dr. Gabriele Oettingen, psychologist and creator of WOOP

ONE

Established Frameworks

TWO

The WOOP Model

What jobs require *hope*? ▼

Engineers



Lawyers



Business Leaders



Hospice Workers



Wish,

Outcome,

Obstacle,

Plan ...

Students who use the WOOP protocol completed 60% more practice work than peers who only visualized success. Students studied showed improvements in grades, attendance, and classroom behavior. The obstacle step is what separates hope from fantasy.

— Duckworth, Kirby, Gollwitzer & Oettingen, 2013



“

CTE spaces: maker spaces, culinary kitchens, student-run enterprises, are already built for hope's architecture: work that persists, fails visibly, and gets revised. Long-term storage and posted pathway maps make goal-pursuit sustainable.



Spaces that Support:

HOPE



Maker spaces, kitchen CTE program



Long-term storage for projects (science fair, art showcase, theater sets)



After school engagement spaces (security needs of the school)



Spaces that build value and feel comfortable

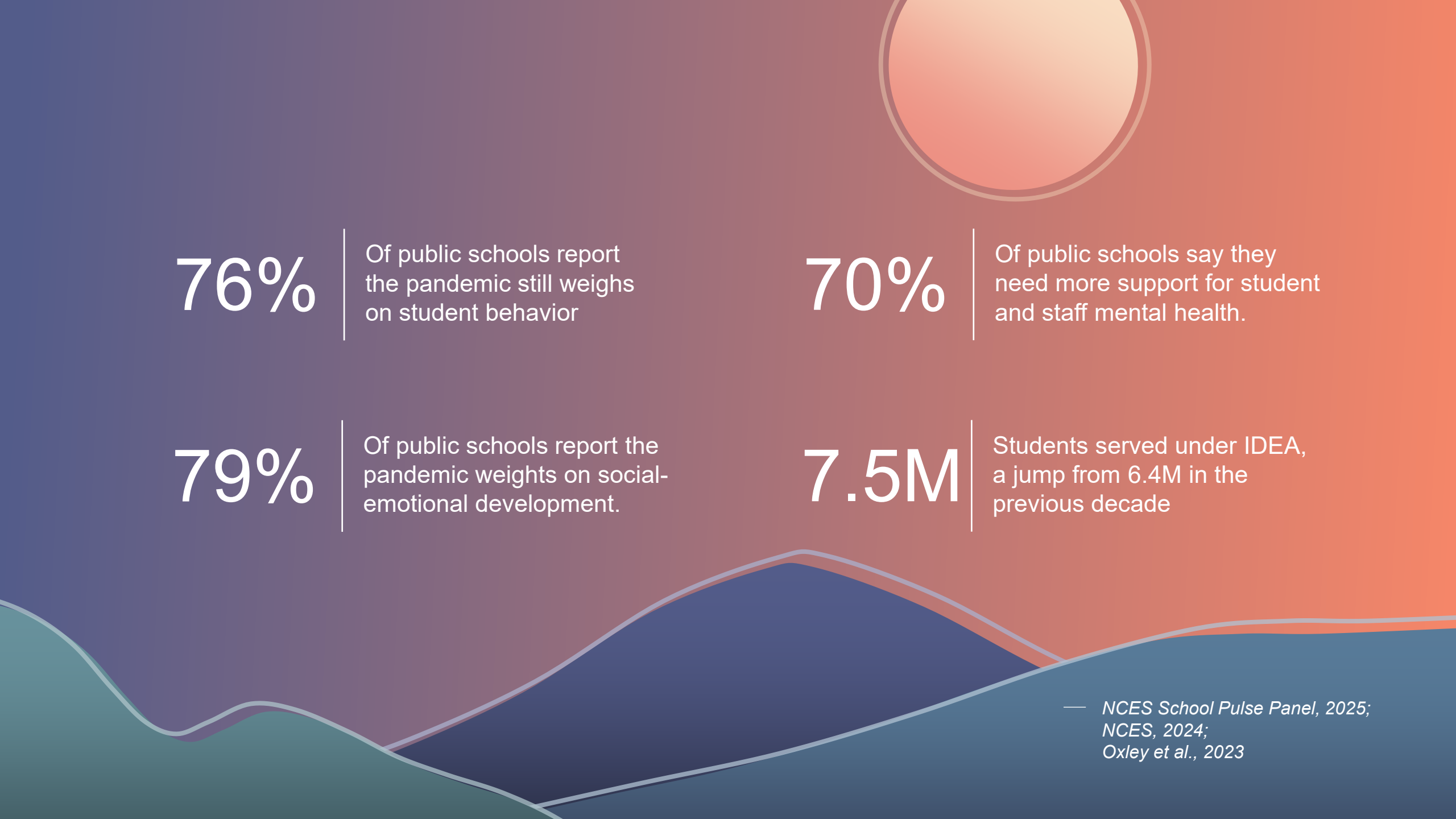


Spaces built for people, not built for an image

The background features a stylized landscape with a large, glowing sun in the upper left corner, transitioning from orange to a deep purple. Below the sun, there are rolling hills in shades of teal and dark blue. The overall aesthetic is modern and artistic.

How are changing social-emotional skills reshaping teaching?

Students are entering school with different developmental needs, creating new challenges and shaping the skills they'll need in the workplace

The background of the infographic features a large, stylized sun in the upper right corner, rendered in a gradient of orange and red. Below the sun, the background transitions into a series of rolling, stylized mountains in shades of blue and teal. The overall color palette is warm and calming, with a gradient from dark blue on the left to light orange on the right.

76%

Of public schools report
the pandemic still weighs
on student behavior

70%

Of public schools say they
need more support for student
and staff mental health.

79%

Of public schools report the
pandemic weighs on social-
emotional development.

7.5M

Students served under IDEA,
a jump from 6.4M in the
previous decade

— NCES School Pulse Panel, 2025;
NCES, 2024;
Oxley et al., 2023

Teachers

Teachers Need Space to Learn Too.

.....



Gone and 's Past..."

The Winter Tale, Act III, scene ii
re...I've done that..."

from would drive up and down this main street at
hem two mph and wave at their friends as they
passed by. These are
Ms. Winter's fondest
memories of high
school.



Thomas Noon then...

For Thomas
Noon, school was a
struggle due to bad study
habits. Meanwhile, the
Vietnam War was
occurring. Mr. Noon
feared the potential
reality of being

best drafted. As a motivation to college students,
the draft board created
a deferment program,
in which students with
a GPA of 2.0 or higher
could not be drafted.
Nevertheless, Mr.
Noon was drafted at
the end of his second
year of college because



Thomas Noon today...

*What are your
fondest or best
memories of high
school?*



Chan Faraone

*"Gymnastic competitions, I
had great friends and a
good team..."*



Tammy Huss

*"I met my future husband
there, and just having a good
time with my friends."*



Sherrie

Sandy Preugschat
Gene Rempel
Dawn Riley
Mark Robertson
Sherrie Schneider

Bob Severson
Laura Simmers
Shamsher Singh
Pete Sorenson
Jane Sproul

Mr. Sorenson

Charlotte Squier
Lori Taylor
Tim Tramp
Sarah Van Alstyne
Tony Walker

Jim Waters
Margaret Watson
Doug Wenk
Sharon Winter
Dawn Wyatt

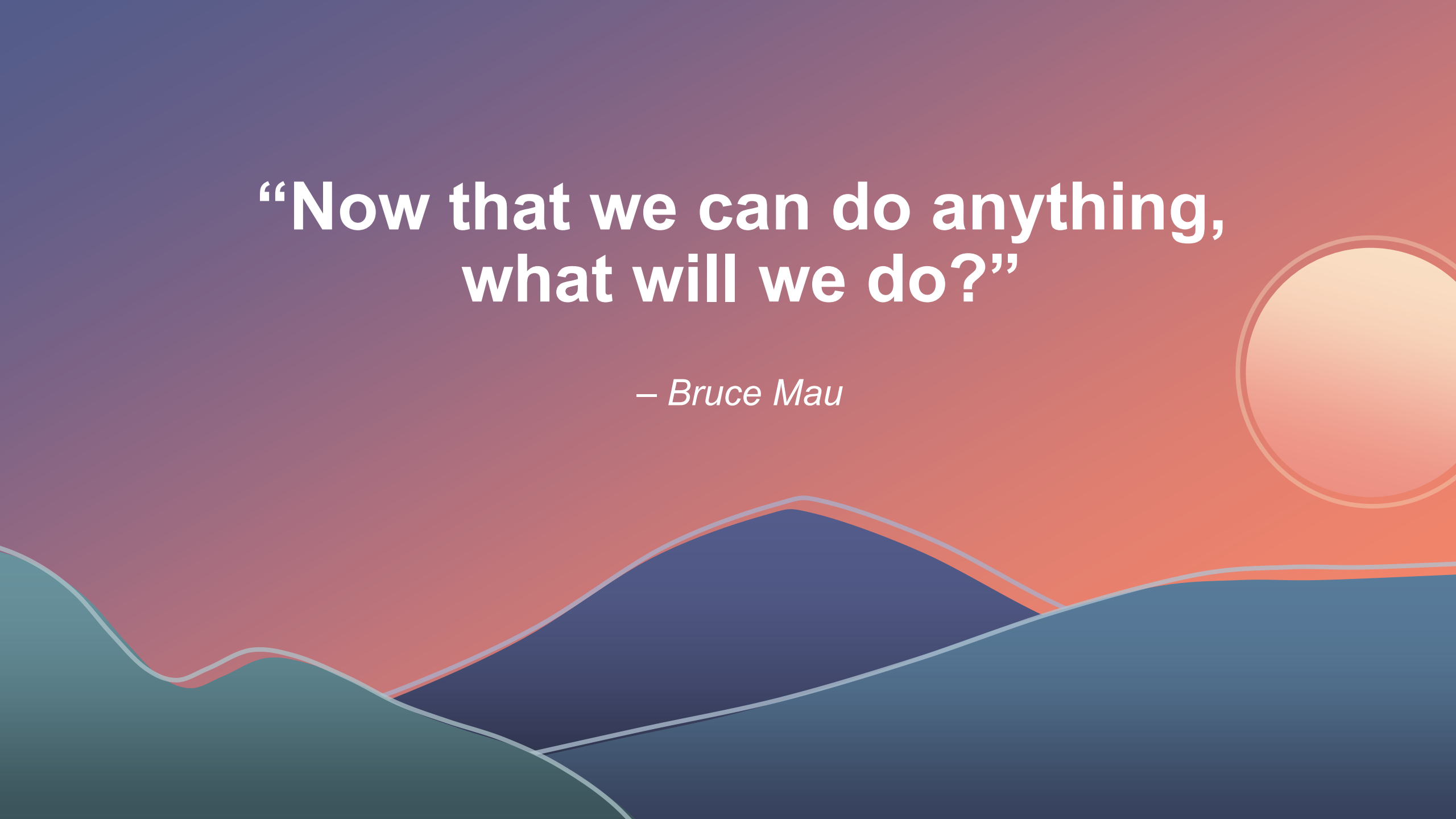


Lee Bates today...



"When I was in high school,
for my senior prank, a friend of mine
stripped naked and ran across the main
hall during lunch with a stocking cap
over his head. I was carrying his
clothes running right behind him.
There was a car waiting outside for



The background features a stylized landscape with rolling hills in shades of teal and blue. A large, bright orange sun is positioned in the upper right corner. The sky transitions from a deep purple on the left to a warm orange on the right.

**“Now that we can do anything,
what will we do?”**

– Bruce Mau

Instructions for Boards Activity

Visit each EPOCH board stationed around the room. Utilize the provided sticky notes to answer the question-prompts written on each board. Be prepared to discuss your answers with others.

Empathy

Presence

Opinion

Creativity

Hope