

# District Leadership Team

24 FEB 2014

TOGETHER WE ARE COMMITTED TO SCHOOL IMPROVEMENT.

# Relationships First

Treat others the way you want to be treated.

If you have a good idea, share it!

All team members are empowered to help assess and shape ideas.



# Beware of FAT PLANS!

“The size and the prettiness of the plan is inversely related to the quality of action and the impact on student learning” (Douglas Reeves, 2009)

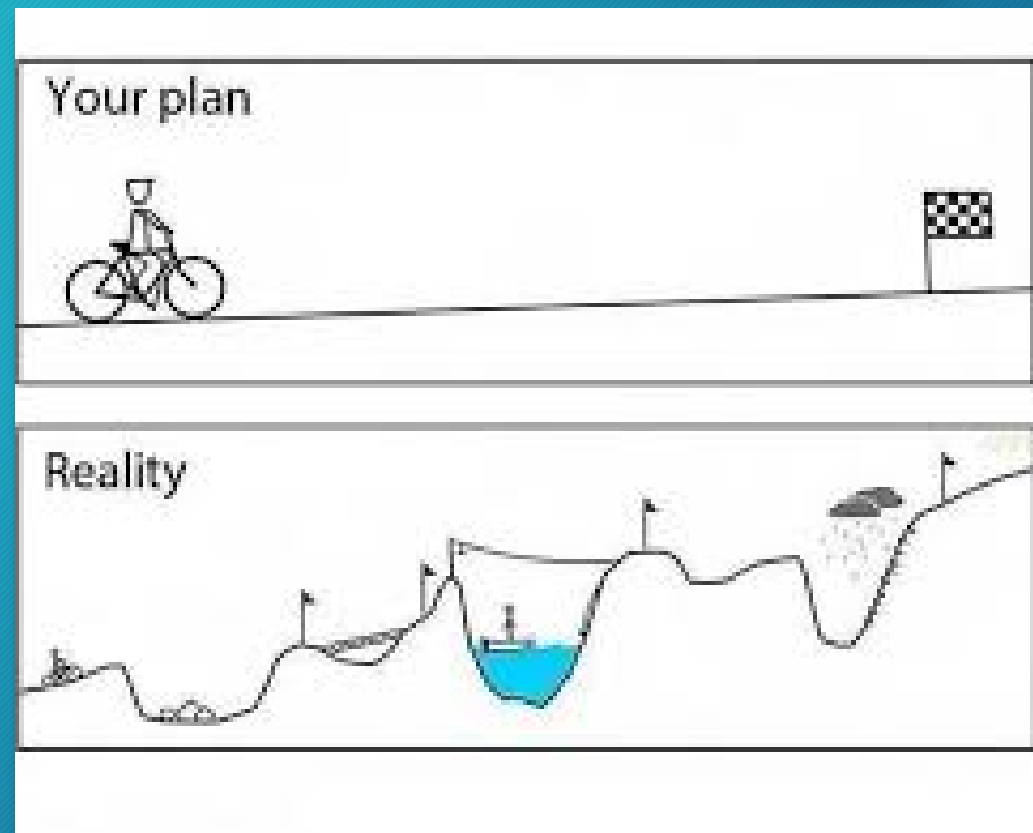
Let's make one page plans that are as simple as possible



# Honor Implementation Dip

Leaders must work together to prevent teams from getting stuck!

“Everything we know about motivation tells us that deep excitement comes from doing something worthwhile, doing it well, and getting results” (p. 28, M. Fullan).



# Leadership Teams

## Acadamians

R.T.I.

Curriculum

Common Core

S.M.A.R.T.

## Environmentalist

M.B.I.

S.M.A.R.T.

## Pathfinders

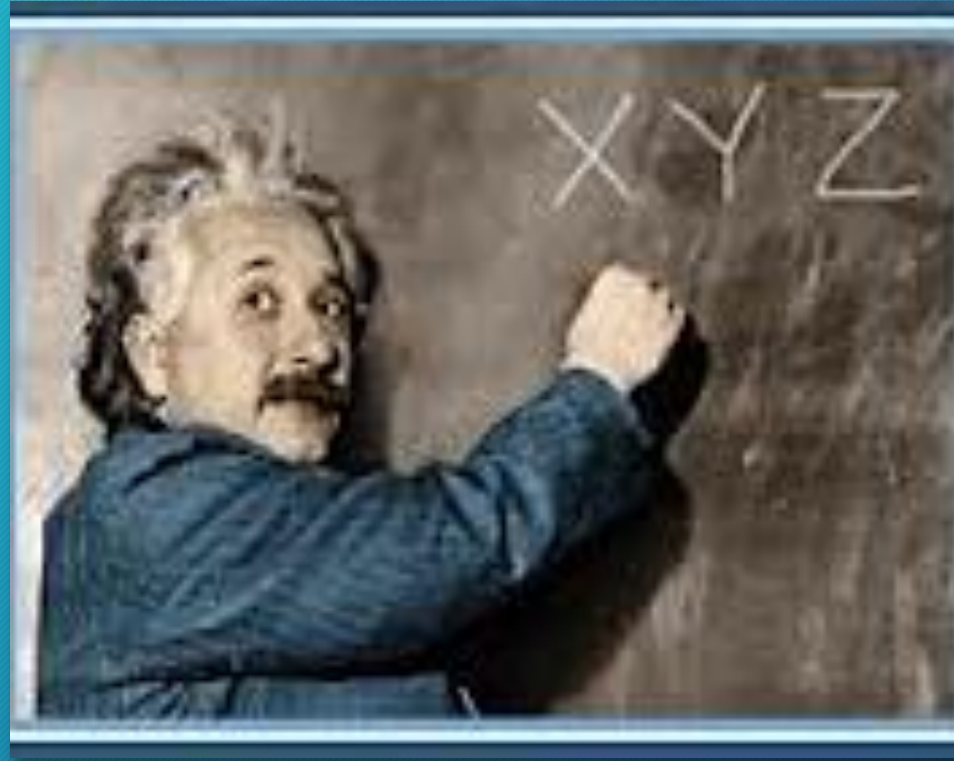
Pre-School

S.M.A.R.T.

# S.M.A.R.T. Framework

## (Ready Aim Fire) Wisdom

- Relationships first (too fast/too slow)
- Honor the implementation dip
- Beware of fat plans
- Behaviors before beliefs
- Communication during implementation is paramount
- Learn about implementation during implementation
- Excitement prior to implementation is fragile
- Take risks and learn
- It is Okay to be assertive



# COMMON UNDERSTANDINGS

## Herold and Fedor's advice FOR THE CHANGE PROCESS

- ✓ Listen and learn from one another
- ✓ Engage in fact finding and joint problem solving
- ✓ Carefully diagnose the situation
- ✓ Forthrightly addressing people's concerns;
- ✓ Be enthusiastic, genuine, and sincere about the change circumstances;
- ✓ Obtaining buy-in for what needs fixing; and
- ✓ Develop a credible plan for making that fix.

(Herold and Fedor, 2008)