



THE INTERVIEW CHAIR

EPISODE 50: SHOW NOTES

SIX DRIVERS OF SUCCESSFUL **CHANGE**.

Each letter of CHANGE represents one of the six drivers that school and district leaders can follow to make the greatest impact possible.

Clarify

To effect successful change in schools, administrators must be clear about why we are considering making a change, spelling out why we are changing and what we hope to accomplish by the change. We also must paint a clear picture of what the change process will look like and the results we hope to see when it is fully implemented.

Help

To effect successful change in schools, leaders must provide every affected stakeholder with the help, support, and resources necessary to manage the change. We must ask and answer the question, “How can we help the organization as a whole, and each individual within the organization, adapt to the change with as little disruption to their productivity and comfort as possible?”

Act

To effect successful change in schools, we must establish both a sense of urgency and a feeling of importance related to the change. Then we must act. There is a time for talk and a time for action. In the same way we would never withhold an educational service or intervention from a child who needs it—even if they did not want it—we also must not allow individuals to opt out of a change that is best for the organization and, ultimately, for every member of the organization.

Navigate

To effect successful change in schools, leaders must proactively anticipate the obstacles we are likely to face and carefully navigate them as they arise. Bumps along the road from the status quo to the desired state are inevitable. We must anticipate these proactively and respond swiftly when they arise. We cannot allow these barriers to distract us from the ultimate destination.

Generate

To effect successful change in schools, we must generate momentum and keep it going until the change takes root organically throughout the organization. We must generate small wins, finding ways to celebrate successes along the way.

Evaluate

To effect successful change in schools, we as administrators must identify success metrics and schedule periodic measurements along the way to gauge what impact the change is having.