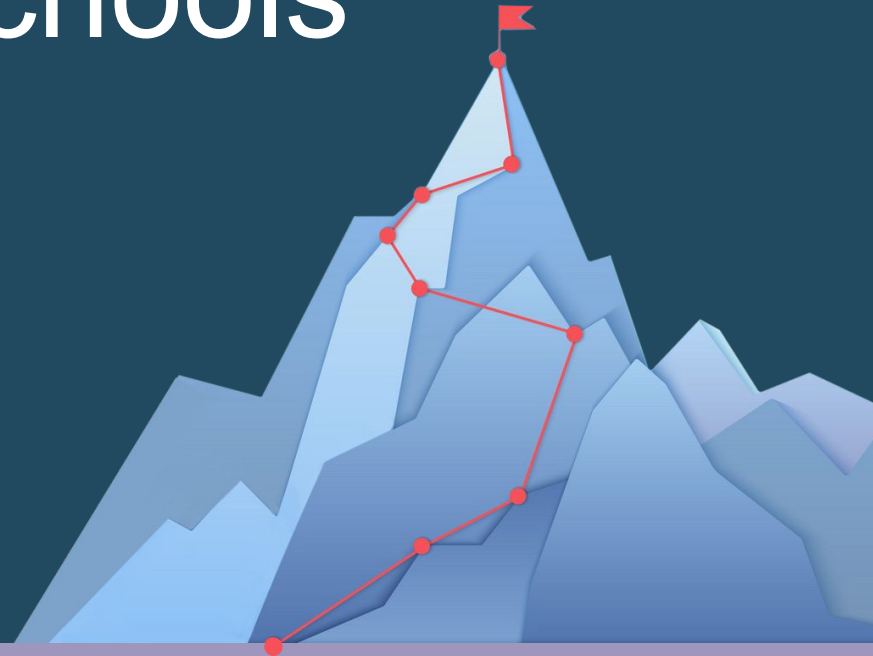


Transforming Schools

First you have to know where they are starting from.



School Transformation Paradigm



School Transformation Paradigm



School Transformation Paradigm

Willing/Unable

5-7 years

- Strong ability to communicate concerns, but offer no viable solutions.
- Ability to build trust and cooperation, but rarely take on conflict that might erode trust with partners.
- Often spend time building capacity over getting the work done.
- Willing to look at data, but unable to address data challenges that might lead to conflict.

Willing/Able

3-5 years

- Intrinsically motivated
- Driven by students needs over adults desires.
- Willing to focus on the tougher work for better outcomes.
- Willing and able to have difficult conversations
- Proactive not willing to accept status quo
- Student outcomes drive all decision making.

Early Adopters/Adopters/Innovators

Unwilling/Able

6-8 years

- More concerned about maintaining control/power in decision making than impact on students.
- More focused on compliance than improvement.
- Unwilling to embrace change, but have capability.

Late Adopters Resistors.

Unwilling/Unable

8-10 years

- Lack confidence in new initiatives. “This too shall pass” mentality.
- Complain about lack of resources
- Rely on others to do the work.
- Motivated by power and control.
- Few concerns about organizations well-being or student outcomes.
- Focus often on low hanging fruit to delay real improvement on student outcomes.

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