

# LEADING FOR CHANGE PROTOCOL

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<p style="text-align: center;"><b><u>ACTIVIST</u></b></p> <ul style="list-style-type: none"> <li>- TEAM KENTUCKY</li> <li>- CSDE STAFF</li> <li>- Pilot Districts</li> <li>- CEA/AFT</li> </ul>	<p style="text-align: center;"><b><u>PLAN</u></b></p> <ul style="list-style-type: none"> <li>- Develop a 3-tiered Educator Network Program</li> </ul>	<p style="text-align: center;"><b><u>BENEFITS</u></b></p> <ul style="list-style-type: none"> <li>- Provide Career Pathways to build internal capacity</li> <li>- Retention of educators</li> <li>- Creates policy cohesion</li> <li>- Strengthens student learning</li> </ul>	<p style="text-align: center;"><b><u>CAPITAL</u></b></p> <ul style="list-style-type: none"> <li>- CSDE Support</li> <li>- Pilot Districts</li> <li>- CEA/AFT Support</li> <li>- Funding             <ul style="list-style-type: none"> <li>■ Training</li> <li>■ Selection</li> <li>■ Stipends</li> </ul> </li> </ul>
<p><b><u>PROBLEM</u></b></p> <p>Because the CSDE lacks a systemic approach of engaging a broad network of practitioners in formation and implementation of education policy, Connecticut is losing ground in the retention of exceptional educators</p>			
<p style="text-align: center;"><b><u>CHAMPIONS</u></b> INFLUENCERS RESOURCE PROVIDERS</p> <ul style="list-style-type: none"> <li>- Bureau/Division Staff</li> <li>- RESCs, CAPSS, CAS, CABA, CEA/AFT</li> <li>- District Administration</li> <li>- Educators, PTA, Students</li> <li>- Legislative Support</li> </ul>	<p style="text-align: center;"><b><u>TARGET</u></b></p> <ol style="list-style-type: none"> <li>1. CSDE STAFF</li> <li>2. STAKEHOLDERS</li> <li>3. DISTRICTS</li> <li>4. OUTSIDE FUNDERS</li> </ol>	<p style="text-align: center;"><b><u>PAYBACK</u></b></p> <ol style="list-style-type: none"> <li>1. Better implementation of policy, expanded capacity, Educator support, elevation of the profession</li> <li>2. Educator Voice, Transparency, elevates role as problem solvers, benefits constituents, strengthen membership</li> <li>3. Retention of educators, creates consistency, improves student performance, provides a path to Teacher Leadership, reduces Administrator work load</li> <li>4. Mission, strengthen their organization, positive public perception, creates support</li> </ol>	<p style="text-align: center;"><b><u>MOMENTUM</u></b></p> <ul style="list-style-type: none"> <li>- Pilot informs rollout</li> <li>- Network creation ensures continuation</li> <li>- Increased internal capacity</li> </ul>