

# LEADING FOR CHANGE PROTOCOL

State Teachers of the Year 2014



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<p><b><u>ACTIVISTS</u></b>                  Lesley Hagelgans                  Kristin Biggs                  Renee Baril                  Amanda Morick</p>	<p><b><u>PLAN</u></b>                  A pro-active approach to increase student proficiency by diagnosing learner intervention needs through a medical approach that looks at the whole child (academic, behavior, socio-economic status, and past learning experiences) using existing assessment data from the last three years as well as student attitude surveys</p>	<p><b><u>BENEFITS</u></b>                  Intentional focus will increase student achievement specifically decreasing the achievement gap between at-risk students and accelerated learners.                  Reduces stress for families, students, community members, and educators                  Intentionally-focused instructional practices</p>	<p><b><u>CAPITAL</u></b>  <u>Have:</u>                  Data gathering, input, and analysis                  Supportive administration    <u>Need:</u>                  User-friendly and electronic computer-based data tools                  Time for research and data purposes                  Funds for personnel                  Research to support efforts</p>
<p><b><u>PROBLEM</u></b>                  How can we take a pro-active approach to increase student achievement with a specific focus on at-risk populations?</p>			
<p><b><u>CHAMPIONS</u></b>                  Parents                  Teachers                  District Administration                  Michigan Department of Education                  US Department of Education                  Community members                  Teach to Lead supporters</p>	<p><b><u>TARGET</u></b>                  AFT Research                  Title II Funding                  Local and Federal government agencies                  Community foundations</p>	<p><b><u>PAYBACK</u></b>  <u>Short Term:</u>                  Informed teachers to create improved resources                  More homework completion                  Reduction in failure rate                  Improved outcomes on standardized tests                  Improved attitude toward school                  Teacher-led professional development targeted at current needs of students and staff  <u>Long Term:</u>                  Educated citizens who contribute positively to society through employment and economic contribution                  Increased graduation rate</p>	<p><b><u>MOMENTUM</u></b>                  At the end of the school year, every student 5th-8th grade will take an attitude survey to evaluate motivation and behavior. During a Fall professional development each teacher will receive results of the survey and three years' worth of data. Parent nights will be held monthly. Training for teachers as to how to express data results at parent-teacher conferences. We will participate in summits and conferences yearly to continually improve our methods.</p>