

# LEADING FOR CHANGE PROTOCOL

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<p style="text-align: center;"><b><u>ACTIVISTS</u></b></p> <p>Teacher Leaders</p> <p>The Teacher Effectiveness Initiatives Department</p> <p>Teachers' Union Leaders</p> <p>The contract mandated Professional Development Committee</p>	<p style="text-align: center;"><b><u>PLAN</u></b></p> <ol style="list-style-type: none"> <li>1. Research current variants of this type of PD.</li> <li>2. Cite current union PD as proof of concept.</li> <li>3. Leverage local universities to award graduate credit.</li> <li>4. Roll out trial PD cohorts on voluntary basis for Standards based Grading.</li> <li>5. Bring to scale district wide.</li> </ol>	<p style="text-align: center;"><b><u>BENEFITS</u></b></p> <p>Reduction in the amount of time teachers spend on system initiatives; increasing time spent on teaching.</p> <p>Teachers own their professional progress.</p> <p>Leveraging the underutilized existing intellectual capital.</p>	<p style="text-align: center;"><b><u>CAPITAL</u></b></p> <p>No additional costs as existing resources would be redirected at potential lower spending levels.</p>
<p><b><u>PROBLEM</u></b></p> <p>85% of our teachers report that the District's Institute Day professional development (PD) is ineffective or a waste of time. With the recent addition of Standards Based Grading to the secondary level, the impact of CCSS driven pedagogical shifts, and the evolution of the Infinite Campus grading/communication platform teachers are in need of a wide range of supporting PD. As sites and individual teachers are at different places along the learning continuum, we need to redefine PD to be teacher-selected, teacher-led, and differentiated to teachers' specific needs.</p>			
<p style="text-align: center;"><b><u>CHAMPIONS</u></b></p> <p style="text-align: center;"><b><u>INFLUENCERS</u></b></p> <p style="text-align: center;"><b><u>RESOURCE PROVIDERS</u></b></p> <p>Teachers</p> <p>Union Leadership</p>	<p style="text-align: center;"><b><u>TARGET</u></b></p> <p>Coordinator of Leadership Development/Professional Growth</p> <p>Assistant for Superintendent Human Resources</p> <p>Higher Education Partners</p>	<p style="text-align: center;"><b><u>PAYBACK</u></b></p> <p>Purposeful support for staff from colleagues with a potential reduction in cost.</p> <p>Potential reduction in staff turnover and increase in employees' job satisfaction</p> <p>Increased enrollment for the individual partner schools</p>	<p style="text-align: center;"><b><u>MOMENTUM</u></b></p> <p>Share model with other interested school districts.</p> <p>Create the trust necessary to begin the conversation of career pathways for teachers.</p>