

# LEADING FOR CHANGE PROTOCOL

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| <b><u>ACTIVISTS</u></b>  | <b><u>PLAN</u></b>  | <b><u>BENEFITS</u></b>   | <b><u>CAPITAL</u></b>  |
|--|---|--|--|
| <ul style="list-style-type: none"> <li>• Current 2<sup>nd</sup> Year MCLs</li> <li>• Public Impact</li> </ul>  | <ul style="list-style-type: none"> <li>• Redesign professional learning activities for the remainder of this school year</li> </ul> | <ul style="list-style-type: none"> <li>• Giving MCLs and the Opportunity Model the chance to be successful.</li> </ul>   | <ul style="list-style-type: none"> <li>• Public Impact’s MCL professional learning modules</li> <li>• Time to redesign winter and spring professional learning activities</li> <li>• Time of stakeholders to address this change</li> </ul>  |
| <b><u>PROBLEM</u></b>  |   |  |  |
| <p>Current professional learning activities are not meeting the needs of Multi-Classroom Leaders (MCLs), which is compromising the credibility, innovation, and purpose of the role.</p> |   |  |  |
| <b><u>CHAMPIONS</u><br/><u>INFLUENCERS</u><br/><u>RESOURCE PROVIDERS</u></b>   | <b><u>TARGET</u></b>  | <b><u>PAYBACK</u></b>  | <b><u>MOMENTUM</u></b>   |
| <ul style="list-style-type: none"> <li>• Administrators with effective MCLs</li> <li>• Other MCLs</li> </ul>   | <ul style="list-style-type: none"> <li>• Zone Superintendent</li> <li>• HR director</li> </ul>                                      | <ul style="list-style-type: none"> <li>• Role that has had a lot of investment will be executed with fidelity and will realize expected gains in teacher recruitment, retention, and satisfaction. In addition, many more CMS students will have consistent access to excellent teaching.</li> </ul> | <ul style="list-style-type: none"> <li>• Measure changes in MCL satisfaction with professional learning activities</li> <li>• Observe changes in how MCLs are implementing their role and improvements</li> <li>• Measure student learning gains on interim assessments</li> </ul> |

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