

# LEADING FOR CHANGE PROTOCOL

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<p><b><u>ACTIVITS</u></b></p> <p>A. Lead Teachers B. Content and Lead Teachers</p>	<p><b><u>PLAN</u></b></p> <p>A. Utilize permanent substitute to (same as B) B. Restructure schedule to provide more release time to serve as peer observer, co-teach in classrooms, mentor new teachers, analyze data, help good teachers become great and great teachers greater.</p>	<p><b><u>BENEFITS</u></b></p> <p>A. Time to collaborate and establish goals in order to improve student proficiency in reading and writing and provide a culture of collaboration. B. Increase AP scores, better acquisition of content, and develop teacher leadership/collaboration.</p>	<p><b><u>CAPITAL</u></b></p> <p>A. Use of building substitute—cost of being already scheduled. B. Space for 50-60 students and time for teachers who are co-teaching to merge content.</p>
<p style="text-align: center;"><b><u>PROBLEM</u></b></p> <p>Currently there is no time built into the school day for professional learning, teacher collaboration, or co-teaching. Retention of effective teachers who might leave the classroom to pursue leadership positions.</p>			
<p><b><u>CHAMPIONS</u></b> <b><u>INFLUENCERS</u></b> <b><u>RESOURCE PROVIDERS</u></b></p> <p>State, district, and building administrators</p>	<p><b><u>TARGET</u></b></p> <p>A. Substitute teacher, other school personnel who could rotate time, teacher buy-in B. Guidance department, other potential co-teachers, teachers who will be observed/mentored</p>	<p><b><u>PAYBACK</u></b></p> <p>Increase teacher effectiveness, increase student achievement, highly effective teachers will stay in our classrooms and impact other classrooms, create a culture of on-going learning.</p>	<p><b><u>MOMENTUM</u></b></p> <p>Share success of the pilot project with all stakeholders, present the models at content conferences, teacher leader conferences, etc.</p>