

LEADING FOR CHANGE PROTOCOL

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<p align="center"><u>ACTIVISTS</u></p> <p>Myself and a small, hand-picked team of mentors from HCPS</p>	<p align="center"><u>PLAN</u></p> <ul style="list-style-type: none"> • Develop “business-like” plan • Create a timeline that is realistic • Assign roles and duties 	<p align="center"><u>BENEFITS</u></p> <ul style="list-style-type: none"> • More effective teaching • Teacher morale increased 	<p align="center"><u>CAPITAL</u></p> <p>Human Capital – More mentors or mentors with an increased case-load; site based or area based Monetary Capital - ???</p>
<p align="center"><u>PROBLEM</u></p> <p>Teachers need support. Mentoring and coaching in HCPS is available for first and second year teachers, but not to the site-based support folks or anyone else with experience in the district. Virtual mentoring just might be the solution.</p>			
<p align="center"><u>CHAMPIONS</u></p> <ul style="list-style-type: none"> • District administrators • Mentors • Teachers willing to participate in a pilot 	<p align="center"><u>TARGET</u></p> <ul style="list-style-type: none"> • HCPS • New Teacher Center 	<p align="center"><u>PAYBACK</u></p> <ul style="list-style-type: none"> • More effective teachers • A lower cost option for other districts 	<p align="center"><u>MOMENTUM</u></p> <ul style="list-style-type: none"> • Develop a pilot • Analyze results and adapt for year two implementation • Repeat in other districts that show need