

Appendix 17

Planning the Change Process

STAGE	I. INITIATE THE CHANGE	II. IMPLEMENT THE CHANGE	III. INSTITUTIONALIZE THE CHANGE
Possible Activities	<ul style="list-style-type: none"> • Gather input from stakeholders • Offer speakers, workshops, professional learning activities • Assess participants' reaction to change to ensure buy-in—through exit surveys, or so on 	<ul style="list-style-type: none"> • Use PLCs, instructional coaching, and inquiry to support learning • Measure knowledge and skills learned from experiences • Pay close attention to alignment of professional learning 	<ul style="list-style-type: none"> • Persistence and patience is required! • Celebrate successes! • Assess transfer of knowledge into teacher practice—over time and through interviews, observations, portfolios, videos, and so on • Begin to look at student achievement through standardized tests and grades.
Action Steps			

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