SESSION 2
LEADING INCLUSIVE CHANGE

Through the equity lens offered by our CRSP instructional framework, explore key leadership moves and a change management process to support targeted improvements infused with the flexibility and resiliency required to reach sustainable scale.

APRIL 8 • 4:00PM - 5:30PM ET

PRESENTED BY

Shawn Rubin
Chief Education Officer

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Partner
Sphere of concern
Everything you are concerned with or care about, regardless of your power of control

Sphere of control
Everything you can directly control (Control = Awareness + Choice)

Sphere of influence
Everything you can influence outside of your direct control (via relationships, networks, etc)

Adapted from Covey et al 1992
4 Key Leader Moves

- Bringing Stakeholders Together
- Aligning Around Vision
- Implementing Priority Practices
- Building Culture of Continuous Improvement
# Leader Move #1: Bringing Stakeholders Together

| Explanation | Convene a design team with multiple stakeholders of diverse representation: families, students, community members, teachers & administrators working together to define big picture goals, identify challenges & understand their root causes to design a new path forward. |
| Practice | Start by analyzing your current mindsets and levels of stakeholder (family) engagement. You have to know where you’re starting so you can set goals and prioritize your time around this high-touch work. |
| Resources | Flamboyan Family Rubric, student and family surveys & focus groups |

# Leader Move #2: Aligning Around Vision

| Explanation | Consensus building around a vision connected to the CRSP theory of action. It’s an iterative vision that gets revisited as more people join the change effort. Must be memorable and bite sized enough for leaders to bring into everyday conversations. Aligning all initiatives to the vision. |
| Practice | Make people comfortable to share their lived experience and honest reflections on the current situation. Get them to dream of an ideal situation. Document their thinking and look for areas of consensus to elevate. Tie back to instructional practices and strategies in CRSP for implementation. |
| Tools | Shadowing students, Atlas protocols, YouTube Playlists, World Cafes with Jamboards & breakout rooms, Thinking Routines & Vision Templates |
Leader Move #3: Implementing Priority Practices

| Explanation | Meaningful change requires a commitment to new ways of thinking for educators. Supporting sustainable change includes clear alignment of all initiatives, operational & logistical support, and a system to identify & resolve barriers as they are uncovered. |
| Practice | Create safe spaces for teachers to share the practices they have tried and had success with. Let teachers be their own advocates for scaling practices by documenting and codifying their work in classrooms. |
| Strategy | Walkthrough tools, 1:1 coaching cycles, PLCs, instructional practice video libraries aligned to priority practices |

Leadership Move #4: Building Culture of Continuous Improvement

| Explanation | No change effort is perfect right out of the gate. Even with a strong instructional framework you are going to need to iterate and make improvements for students, families and educators as you go. Data will guide your way, but you must make time for collection, analysis, and action. |
| Practice | Commit to an ongoing process for collecting, analyzing and discussing data. Make the process actionable so it leads to iterative suggestions or actionable changes to the implementation of your priority practices. |
| Strategy | PDSA framework, Midpoint check-in meetings, Process/Balance/Outcome measures, Tableau data dashboards, SEL measures side by side with outcome measures |
1 More Session This Month

bit.ly/SpringLearningSeries
Ready for more?
Learn about our 2021-22 Engagement Offerings!

Supporting Teachers & Leaders

Professional Development
Through our Professional Development series, participants receive an overview of the CRSP framework for instructional equity. The series offers opportunities for reflection and discussion, introducing high impact instructional moves across the four domains of Awareness, Community Building, Cognitive Development, and Critical Consciousness.

PLC Facilitation
Through facilitated Professional Learning Communities, groups of committed Teachers and Leaders gather to discuss and reflect on CRSP content. Teachers share lessons, practice new instructional strategies and engage in implementation activities, while Leaders share ideas, implement new routines, and facilitate school-level data analyses.

1-on-1 Teacher Coaching
Through 1-on-1 Teacher Coaching, teachers ready to lead implementation efforts receive individualized, embedded support to help grow their practice. Coaching centers on knowledge building, self-reflection, student feedback, and the strategic implementation of CRSP practices. Emerging best practices are codified and shared with the larger faculty.

1-on-1 Leader Coaching
Through 1-on-1 Leader Coaching, leaders receive personalized and structured support, focusing on managing sustainable change, advancing instructional equity, and enhancing family engagement. Coaches help leaders grow in their roles as instructional leaders, organizers, consensus-builders, communicators, and problem-solvers.

Satisfaction, Interest & Engagement Surveys

Student Experience Surveys
Pre & Post Participant Reflection Surveys
WAYS TO ENGAGE

PD
PD + PLC
PD + PLC + COACHING
FULL CHANGE MANAGEMENT

When partnering with us, you can choose your level of engagement based on your current context and capacity. Explore our Culturally Responsive & Sustaining Pedagogy framework as a full faculty in Professional Development; develop internal change agents through the facilitation of a CRSP Professional Learning Community; establish implementation expertise and best practices through 1-on-1 Coaching of teachers and leaders; or connect implementation more fully with leadership moves to support whole school change.

TESTIMONIALS

“I have been to a lot of PD in my career and am blown away by the content and organization of these sessions.”
- Teacher

“Highlander coaching has helped me move forward on my continuous journey of improved instruction.”
- Teacher

“The partnership with Highlander has been one of the very best experiences I have had in education.”
- Teacher

“Our CRSP presenter was terrific! She presented complicated ideas in a clear way that was directly relevant to our work in schools.”
- Leader

“I really appreciate how highly engaging CRSP sessions were for us as a district leadership team.”
- Leader

“This is truly an amazing, compelling, hopeful model for change.”
- Leader

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