



# A Change Process

that impacts both culture and achievement

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**Purpose:** To share how schools and districts can improve achievement and culture using Kotter's framework and energy from dissatisfied educators.

**Outcome:** To think about how this framework of change might take roots in your school or district.

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## Practical School Improvement Timeline for Michigan

**Upcoming Sch. Imp. Conference (11/20)**

11/10/2017 0 Comments

**A Change Process that impacts adult culture and student achievement**

Join us on Monday, November 20, at 2:45 p.m. in banquet room 8 of the Lansing Center.

"Perfection is not attainable, but if we chase perfection we can catch excellence." - V. Lombardi.

As we continue to reflect on what defines success in some area schools, we see some of the same principles from Kotter's Change Process, which begins with a sense of urgency. Learn how we create urgency through the lens of poverty and multiple elements of schools across two districts. Common steps in an initiative to begin in a district. [View our presentation resources from the day of the conference.](#)

Learn more about the conference and register: [HERE](#).

[www.siTimeline.com](http://www.siTimeline.com)

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### Kotter's 8 Step Change Process



- 1) Create a sense of urgency
- 2) Form a powerful coalition
- 3-5) Create, Communicate, and Empower the VISION
- 6-8) Reflect, Celebrate, and Refine (repeat 6-8)

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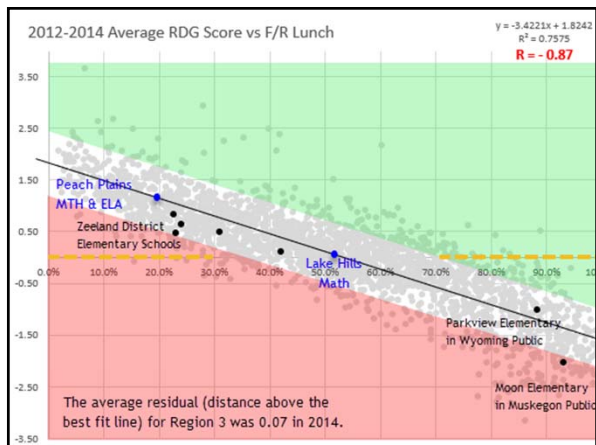
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### Safe, Valued, & Loved



Zealand Public Schools

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### Sense of Urgency: Only School Not Showing Growth



"It is not only what we do, but also what we do not do for which we are accountable." - John Baptiste Moilere

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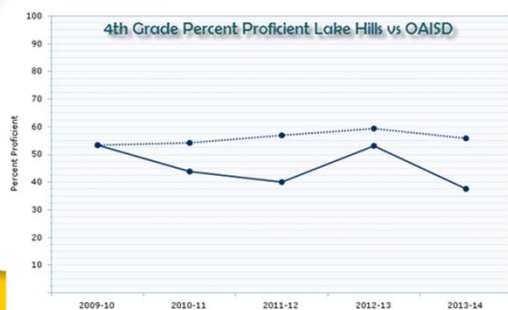
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### 4<sup>th</sup> Grade vs. OAISD % Proficient



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### Reflection

Thinking about these different examples, how might you create a sense of urgency in your context?



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**Form a Powerful Coalition: Courage**

Changed from making poverty an excuse to taking on a collective attitude of

**“Whatever it Takes”**



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**Form a Powerful Coalition: The Tipping Point**



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### Vision and Empower: Focused Practices

15-16 Dashboard

File Edit View Insert Format Tools Table Add-ons Help Last edit was made on June 16, 2016 by Jason Lawson

Lake Hills Elementary	September – November 2015	December – February 2016
All students will be proficient in Mathematics.	Teachers will follow the new assessment calendar	Teachers will follow the new assessment calendar
	Teachers will teach the essential standards to mastery.	Teachers will teach the essential standards to mastery.
	Teachers will use the data meeting protocol for weekly grade level meetings to track student achievement.	Teachers will use the data meeting protocol for weekly grade level meetings to track student achievement. (Excel Doc.)

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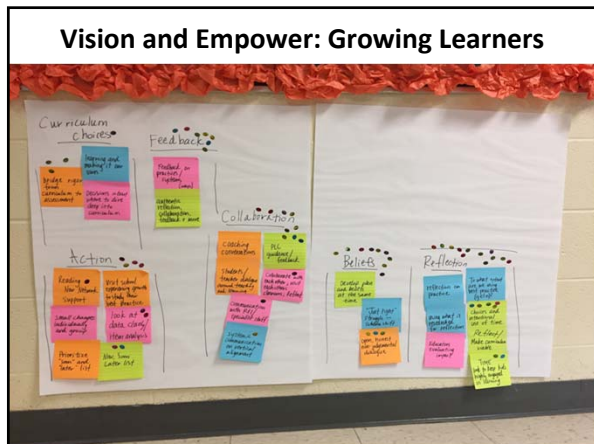
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### Reflection

When you have successfully created focus and empowerment in the past, what key factors were in place?



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### Celebration, Reflection, and Refinement



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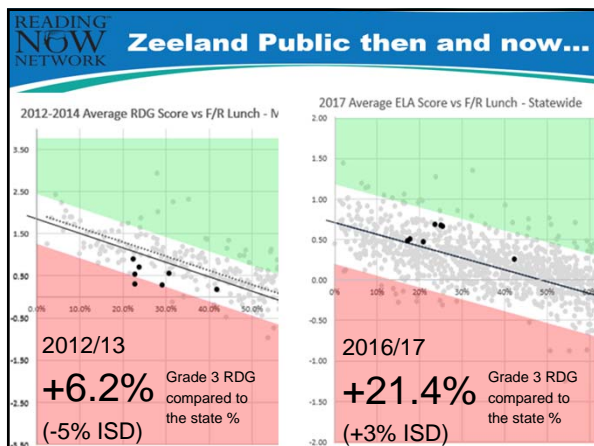
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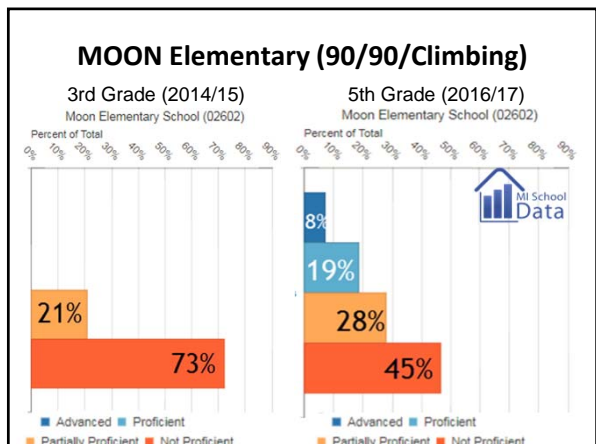
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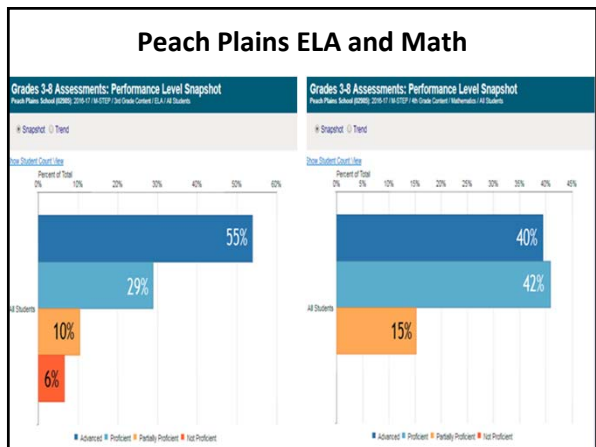
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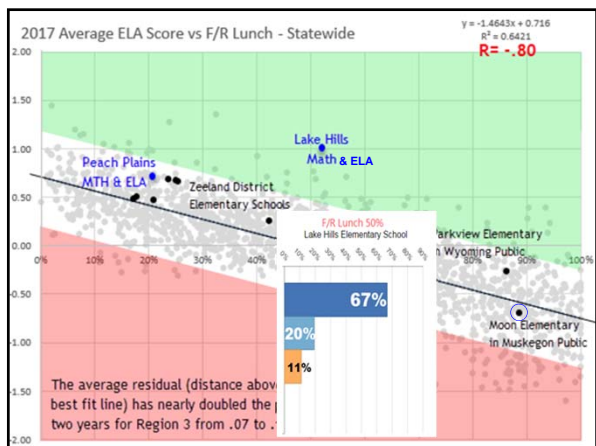
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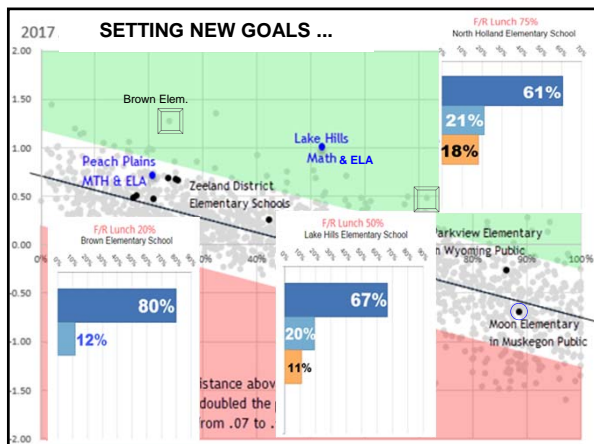
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### Kotter's 8 Step Change Process

VISION

Refine Celebrate

Create, Communicate, & Empower a VISION

Form a powerful coalition

Create a Sense of Urgency

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### How will you begin writing your story?

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