

Theory of change and logic model

Use these tools to develop a shared vision and goals to help your organization move from its current condition to its desired outcome, and define the essential steps and possible challenges that may arise.

THEORY OF CHANGE

Learning strategies reflect a thoughtful, grounded theory of change. The strategies answer the questions:

- How will we get from where we are to where we want to be?
- What will it take for me and my leadership team to authentically incorporate our new learning into our everyday work?

Expected impact on my leadership, teacher practice, and student learning:

LOGIC MODEL

Principals set a logical pathway or model for accomplishing their goals by breaking their theory of change into checkpoints.

10 MONTHS FROM NOW	7 MONTHS FROM NOW	3 MONTHS FROM NOW	ESSENTIAL RESOURCES	INPUTS
Long-term outcomes (student achievement gains expected and shifts in teacher practices)	Intermediate goals	Short-term goals		
Measures of effectiveness				
Artifacts				

BENEFITS	IMPEDIMENTS TO ACCOMPLISHING MY GOAL(S)	ESSENTIAL INVOLVEMENT I NEED FROM OTHERS
To students		
To me		
To the school team		
CHECKPOINTS FOR ASCERTAINING PROGRESS	EVIDENCE I WILL ACCEPT THAT I AM ACHIEVING MY GOAL(S)	THOUGHTS ABOUT MY PORTFOLIO

Source: **Psencik, K. (2011).** *The coach's craft: Powerful practices to support school leaders.* Oxford, OH: Learning Forward.

THE COACH'S CRAFT: POWERFUL PRACTICES TO SUPPORT SCHOOL LEADERS

By Kay Psencik

Explore ways to improve the coaching practices of listening, observing, planning and committing to new action. Included in the book is an Innovation Configuration map of effective coaching. With a self-assessment tool, coaches can hone in on their own strengths and weaknesses to find ways to support leaders in improving schools.

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