

**Celebrate professional
transitions and successes
to drive and sustain
implementation**



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Download the article and accompanying tools

This presentation is a supplement to the full article. Download more information, resources, and tools to help you implement these ideas in *Tools for Learning Schools* (2013, Fall).

Available at www.learningforward.org/publications/tools-for-learning-schools.



“Celebrations are critical to effective change.
Celebrations bring people together at
important times during the life of a school and
reinforce the social fabric.”

-Kent Peterson

Co-author of *Shaping School Culture* (2009)



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Build a sense of purpose

Too much of a focus on following procedures turns change efforts into mechanical procedures and often misses opportunities to connect the change to core values.

Use ceremonies, informal or formal, to sustain staff commitment and motivation during change efforts and connect school improvement to core values.

Source: Armstrong, A. (2013, Fall). Celebrate professional transitions and successes to drive and sustain implementation. *Tools for Learning Schools*. 17(1). (p.1, 4-5). Available at www.learningforward.org/publications/tools-for-learning-schools.



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Plan ahead

Educators are so overwhelmed with things to do, slowing down and making time to acknowledge small successes can be a significant challenge.

The first step to planning celebrations is to look for natural transitions within the change efforts.

Source: Armstrong, A. (2013, Fall). Celebrate professional transitions and successes to drive and sustain implementation. *Tools for Learning Schools*. 17(1). (p.1, 4-5). Available at www.learningforward.org/publications/tools-for-learning-schools.



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Plan ahead

“We set aside time at each meeting to invite celebrations large and small, and we build in structures to acknowledge great work. When the rituals of an organization emphasize its values, the culture shifts in ways that support both gratitude and collaboration.”

-Stephanie Hirsh

Executive Director, Learning Forward

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Mark transitions

Any effort to bring in new skills or techniques inherently has critical transition points that should be recognized and celebrated.

“If you don’t mark the beginning of a major change effort, such as using data for decision making, people won’t see it as important.”

-Kent Peterson

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Bring everyone on board

Making teams comfortable with celebrations starts with consciously planning time during daily activities to take a moment and focus on their strengths.

When it is important to recognize the individuals, show how those contributions couldn't have been accomplished without the support of the team.

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