

Learning Forward resources for managing change

When introducing a new change in your school, scholar laureate Shirley Hord offers these tips.

- Use **data** to establish a need and create a sense of urgency. Be sure to first celebrate where students and teachers are doing well before scrutinizing where the results need improvement.
- Use the **stages of concern** at the beginning of and throughout the change effort to read people's feelings on change and to provide support and assistance to help them address those feelings.
- Use **Innovation Configurations** to illustrate what the change will look like. Principals, administrators, coaches, and teachers can use these to determine what the change will look like once it is put in place.

Here are some tips for using Learning Forward's resources to learn more about each of these important elements.

LEARN ABOUT THE STANDARDS

Visit Learning Forward's free online resource, Standards for Professional Learning, to learn more about the Data and Implementation standards. Here you'll find in-depth valuable readings, videos, and practitioner stories: www.learningforward.org/standard

SEARCH LEARNING FORWARD'S PUBLICATIONS ARCHIVE

Search each of the above terms — data, stages of concern, and Innovation Configurations — in the publications archive to find valuable readings: www.learningforward.org/search

DOWNLOAD A FREE RESOURCE

Download Learning Forward's workbook on managing change, *School-Based Professional Learning For Implementing the Common Core Unit 1: Managing Change*: www.learningforward.org/docs/default-source/commoncore/tplchange.pdf

This workbook addresses each of the above tips and will help you

1. Describe the three phases of the change process.
2. Explain how to apply six strategies for managing change within your schools or districts.
3. Use the Stages of Concern to plan for and provide differentiated support to those implementing new initiatives.
4. Identify and explain strategies for addressing resistance to change.

BROWSE AVAILABLE BOOKS

Learning Forward's bookstore offers the latest acclaimed works in implementing systemic change: <https://store.learningforward.org>

USE INNOVATION CONFIGURATION MAPS FOR STANDARDS-BASED CHANGE

Applying major change in schools requires deep study and commitment to a shared vision of what that change will look like once implemented. Innovation Configuration maps identify and describe the major components of the standards in operation, helping those in various roles understand the actions they take as part of systemwide implementation. A free sample set is available for teacher-level leaders: www.learningforward.org/standards/innovation-configurations