“Leading Innovation from the Grassroots”
Our Path to Personalized Learning Following Kotter’s Framework

Create a Sense of Urgency
“If Rip Van Winkle woke up tomorrow morning, the one place he would feel most comfortable would be in one of our schools. Schools are more like 1980 than unlike 1980.” Daggett

Build a Guiding Coalition
“People must weigh in before they can really buy in.” Lencioni

Gather Information and Research
By cutting the budgets for travel and training we eliminate external communication, people interact with outsiders less frequently, and new ideas are cut off. Education professionals are not dull or slow-witted, they are just too familiar with own routines and are isolated from outside influences. We must keep the doors open to the outside to allow ideas and information to flow freely into the organization. As professionals we must remain receptive and expose ourselves to broader views. New ideas must be a priority. Kouzes and Posner

Develop and Communicate the Vision
“Stretch yourself with ideas that seem unachievable. If the thoughts are laughable, then that is exactly what we are looking for. Create your own position. Create our future.” Kouzes and Posner

Empower Broad-Based Action
"At every crossway on the road that leads to the future, each progressive spirit is opposed by a thousand men appointed to guard the past.” Maeterlinck in Schwahn & McGarvey

Make it Last…
Make the change become a part of the normal routine. Keep the momentum. Celebrate the short term wins. Sooth the worried, encourage the downtrodden, calm the frantic, and use creativity. Some may get lost, but they will find their way back. Kotter, J., & Rathgeber, H.

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