Lead4Change
A Framework for Successful Large-Scale School Change Initiatives

Organizing what you know about Leadership (and maybe extending it a little) based on what works in changing schools.

Key Desired Outcome
- Learning
  - Assessments
  - Grades
  - Student Work
  - Attendance
  - Behavior
  - Engagement
  - Attitude

Critical Components
- Leadership
  - Building a Common Vision
  - Inspire & Build Capacity
  - Expectancy
  - Supervision for Level of Implementation
  - Policies & Procedures
  - Creating a Safe Environment
  - Change is Someone's Job

- Teacher Practice
  - Engaging Teaching
  - Classroom Management and Planning
  - Integration of Modern Learning Tools
  - Level of Implementation

- Funding
  - Seed Money
  - "We'll Find a Way" Attitude
  - Savings from Avoided Costs
  - Sustainable and Integrated Funding

- Partnerships
  - Cheerleader Partners
  - Pedagogical Partners
  - Implementation Partners

Supporting But Necessary Components
- Resource Management
  - Having What Folks Need When They Need It
  - "We'll Find a Way" Support
  - Stuff Just Works

- Branding and Buzz
  - Naming the Initiative
  - Stating Your Case
  - Communicating with Your Community and Beyond
  - Telling Your Story
  - Presenting Your Evidence
  - Dealing with Controversy

- PD for Paradigm Shift
  - Models
  - Play-Debrief-Replay
  - Coaching
  - Just-in-Time Support
  - Engagement & Pedagogy Focus
  - Building a Human Network

Inspire & Build Capacity
Integration of Modern Learning Tools
Engaging Teaching
Classroom Management and Planning
Level of Implementation
Sustainable and Integrated Funding
"We'll Find a Way" Attitude
Having What Folks Need When They Need It
"We'll Find a Way" Support
Telling Your Story
crear un ambiente seguro (Creating a Safe Environment)

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Lead4Change is a framework for successful large-scale school change initiatives. It organizes what is known about leadership by extending it a little and basing it on what works in changing schools. The framework includes critical components such as leadership, teacher practice, funding, and partnerships. Supporting components include resource management, branding and buzz, and professional development (PD) for paradigm shift. The Key Desired Outcome is learning, which includes assessments, grades, student work, attendance, behavior, engagement, and attitude.
Learning As Key Desired Outcome

Critical Component: Leadership

Critical Component: Teacher Practice

Supporting But Necessary Component: Resource Management

Supporting But Necessary Component: PD for Paradigm Shift

Supporting But Necessary Component: Branding and Buzz

Supporting But Necessary Component: Funding

Supporting But Necessary Component: Partnerships

Supporting But Necessary Component: PD for Paradigm Shift

Lead4Change Framework
How the Components Interrelate

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