

Schools Can Change



Step-by-Step

- *System for Building Innovative Schools and Increasing Student Learning*
- *Focus must be on creating the right leadership, vision, culture, and relationships in school to support and sustain the Change Creation system.*

School Improvement

- ~The School Board and the Management support the principal in creating an environment that nurtures excellence, trust, risk taking, and creativity.*
- ~Faculty and staff develop meaningful relationships, build collaboration and action teams for solving priority learning issues, and share findings across the school toward becoming an authentic learning community*
- ~Members see the big learning improvement picture, create shared values and vision, and empower and inspire each other.*
- ~Where all personnel are committed to learning, sharing, and relearning to improve learning for all students.*
- ~Where time and preparation are provided to help everyone understand the essentials of change, share them collectively, and execute them effectively to create learning innovations.*

Whole Faculty Study Groups (WFSG)

- ~best way to build learning is to employ “collaborative teams”, we can have **study groups** and **action teams***
- ~research exists to show the **WFSG** system works*
- ~they have the greatest change of changing the culture*
- ~they provide a vehicle for dealing with change, now and in the future*
- ~they can be accomplished with a limited budget*
- ~professional development becomes site specific, which creates a buy-in*

Learning begins with Teachers

- ~What are students learning and achieving as a result of what educators are learning and doing in their action teams*
- ~Need to set out Action Teams, Sharing Results and Best Practices*
- ~It all begins with “Creating Team Action Plans”*

Change Creation Process

Schools follow a general cycle of work over the course of the school year - within this general cycle, a Change Creation system is needed to build a Change Creation process. A five-step process, starts with creation of Action Teams

*1 - **The Faculty and Leaders** identify student learning needs and for action teams*

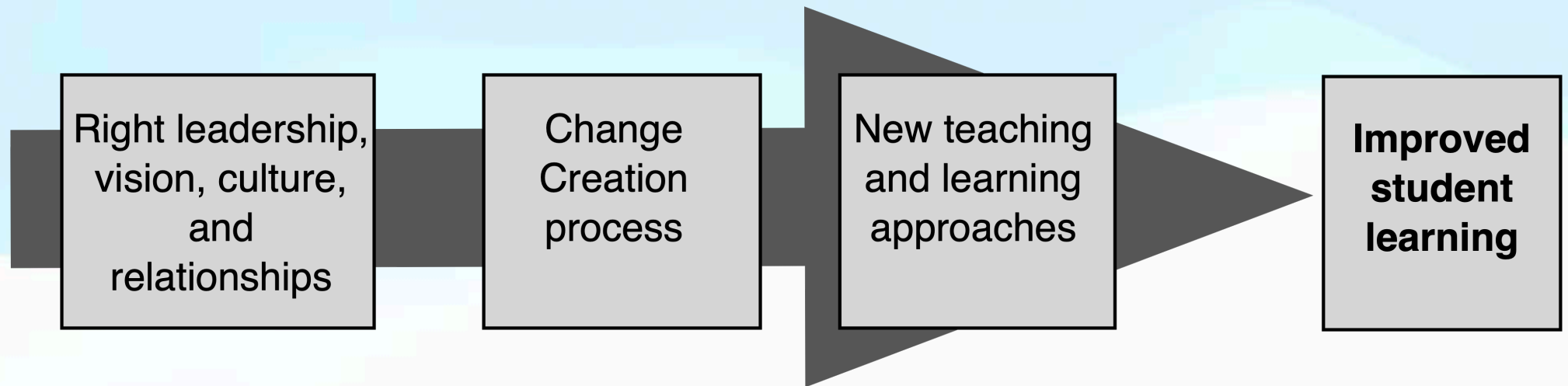
*2- **Each Action Team** creates action plans*

*3 - **Implement inquiry cycles** to change practice and improve student learning*

*4 - **Action Team and the Faculty** impact is assessed, and evaluate the effect on teacher practice and student learning*

*5- **Share results and best practices** across the school and apply lessons learned*

The Change Creation System



One brick at a time

- ~School reform efforts over the past two decades tell us that there is no silver bullet for significantly improving our school.
- ~If we want to improve our school substantially, **especially teaching and student learning**, we'll have to do it ourselves one brick at a time
- ~If real, ongoing school improvement is to be, then it is up to us as educators to find ways of doing it
- ~We have to follow a step-by-step process, this will require **a culture of discipline** and help our school to move from 'Good to Great'.
- ~It will require us developing and implementing in our school a culture of

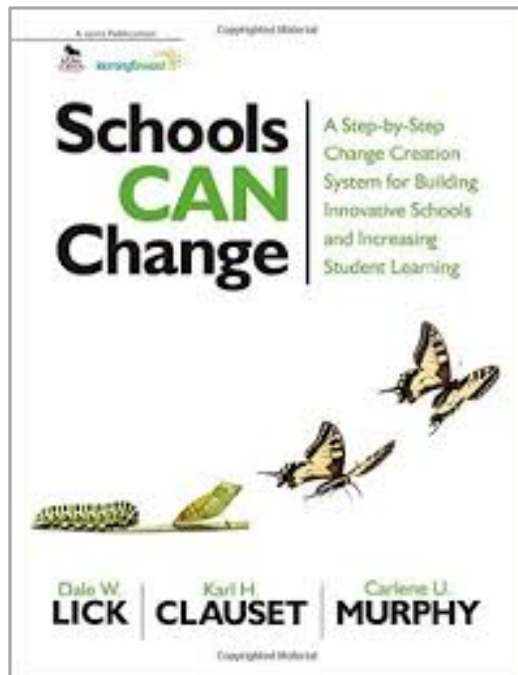
Disciplined people

Disciplined thought

Disciplined action

School Culture Transformation

Our Inspiration



Schools Can Change: A Step-by-step Change Creation System for Building Innovative Schools and Increasing Student Learning

Dale W. Lick, Karl H. Clauset, Carlene U. Murphy
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