EPISODE 303

Yes, But Not Yet: Timing Initiatives To Ensure That They Succeed

INSTRUCTIONAL LEADERSHIP SHOW

Essential Question

How can time initiatives so we can succeed with what we say “Yes!” to?

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Reality Intrudes

Even when we want to say "Yes!" right now:

- We run out of money
- We run out of time
- We run out of bandwidth

Teacher/Leader Lag Time

- Leaders' work on initiatives is front-loaded—deciding, budgeting, purchasing, training
- Their work may seem 90% done after initial training
- Teachers need much longer to follow through on implementation—often 2+ school years

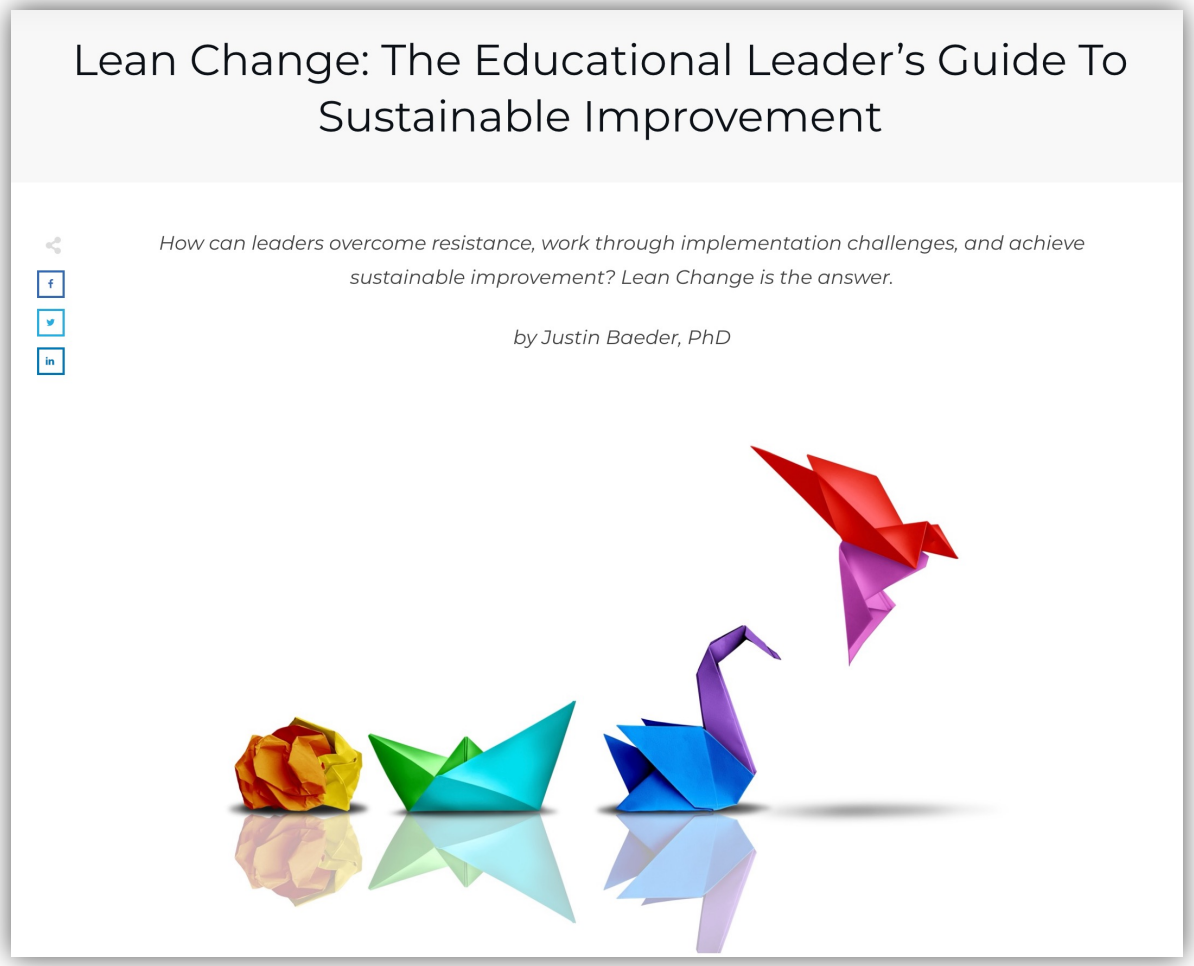
Leader Attention Deficit

- Too often, leaders mentally move on to the next initiative when their role in the current initiative is wrapping up
- However, teachers will continue to:
  - Need support from the leader
  - Not be ready for anything else that's new

The School Year Cycle

- Summer/welcome-back PD days
- Messaging and focus for the year
- Implementation with students
- Coaching support for teachers
- Faculty/leadership team meeting focus

Article



Lean Change: The Educational Leader's Guide To Sustainable Improvement

How can leaders overcome resistance, work through implementation challenges, and achieve sustainable improvement? Lean Change is the answer.

by Justin Baeder, PhD

PrincipalCenter.com/lean

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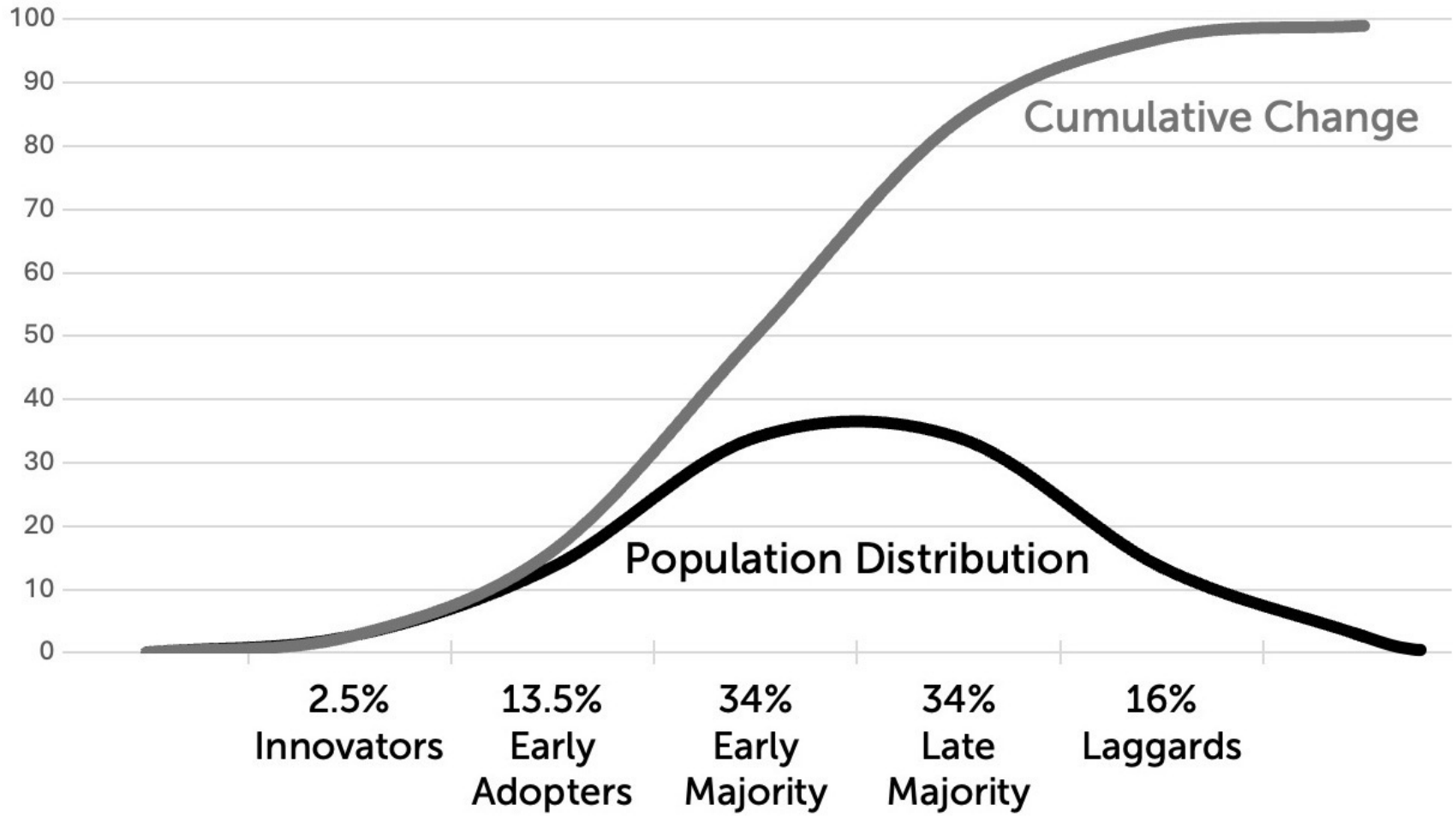
Everett Rogers' Adopter Categories
Diffusion of Innovations Theory



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Waves of Change

- Pilot—Innovators & Early Adopters
- Wave 1—Early Majority
- Wave 2—Late Majority

EVIDENCE-DRIVEN

CLASSROOM WALKTHROUGH

CERTIFICATION

MODULE 4

DISCOVERING YOUR BEST OPPORTUNITIES FOR SCHOOL IMPROVEMENT