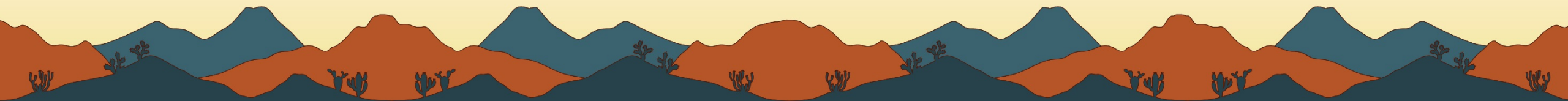


2017 NACSA LEADERSHIP CONFERENCE

OUR CHOICES MATTER

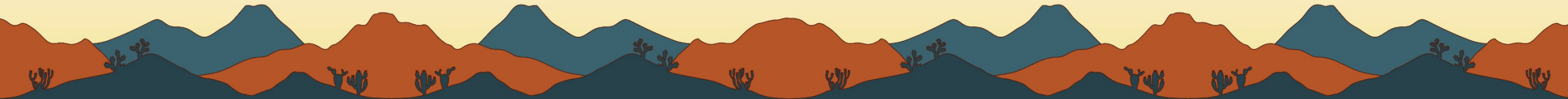


CHANGE MANAGEMENT

COLLESTON MORGAN, ORLEANS PARISH CHARTER SCHOOL BOARD

KATIE POULOS, NEW MEXICO PUBLIC EDUCATION DEPARTMENT

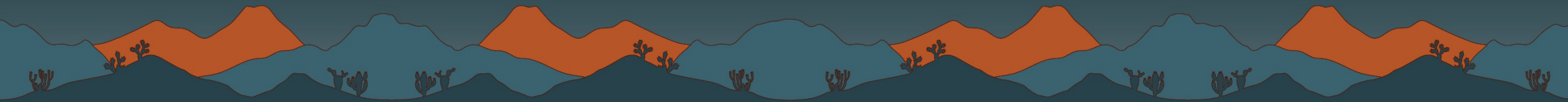
MARY BRADLEY, CHICAGO PUBLIC SCHOOLS



WHO'S IN THE ROOM?

- What is your level of experience with change management?
- What has been the most difficult thing you've faced when managing change?
- What is a current issue you face with change management?
- What initiative are you working on to manage change?

PLAN FOR CHANGE



IN THE WORDS OF A WISE PHILOSOPHER

Sun Tzu



Those who are victorious plan effectively and change decisively. They are like a great river that maintains its course but adjusts its flow...they have form but are formless. They are skilled in both planning and adapting and need not fear the result of a thousand battles: for they win in advance, defeating those that have already lost.

AZ QUOTES

PLANNING FOR CHANGE: THE CHANGE EQUATION



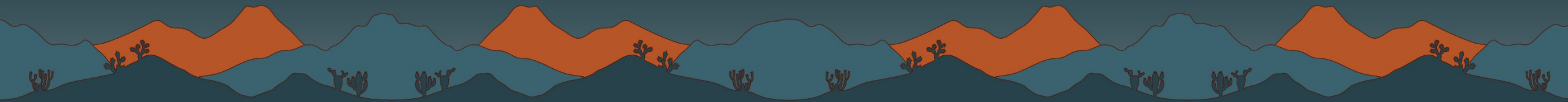
PLANNING FOR CHANGE

- Know (deeply) your context, your challenge, and your goals
 - What are your non-negotiables? Where can you be adaptable?
- Move urgently, but deliberately
 - Change is hard, and hard things take time
 - Too much time, however = trouble
 - Stack & snowball early wins
- Clear & candid communication
 - Early and often – and especially to internal audiences (sponsors, core team, others whose work will be impacted) + key stakeholders (know your power/influence map)

AND FINALLY, REMEMBER THE WORDS OF ANOTHER
WISE PHILOSOPHER...



CHANGE CHAMPIONS



CHANGE CHAMPIONS

Change Champions can assist with securing a smooth transition and successful adoption of change within an organization.

A change champion:

- Understands and advocates for the shared vision, milestones, and end goal
- Assists with the transition and assessment during each critical stage
- Assist with the development and implementations of communication plan
- Represents the needs and interest of the initiative
- Influential and are the “cheerleaders” for change
- Resilient

WHO ARE CHANGE CHAMPIONS?

Depending on the initiative, Change Champions can be:

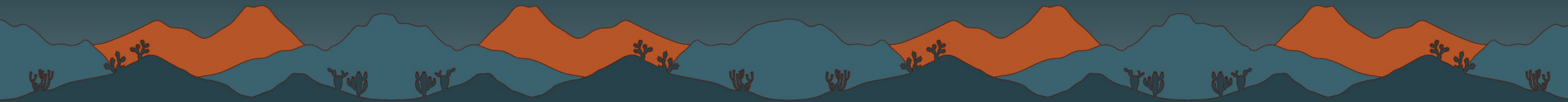
- Board members
- Senior leadership of authorizer
- Authorizer staff
- School leadership
- Advocacy groups
- Elected Officials
- Content area experts

TRAITS OF CHANGE CHAMPIONS

1. A willingness to listen to new ideas
2. Good networkers
3. Focused on solutions
4. Understand the organization
5. Not afraid to take risks
6. Able to communicate in the positives
7. Not afraid to ask for help
8. People focused
9. Not afraid to speak up
10. Values driven

Julie Gordan, cHRysos HR Solutions Limited

ANTICIPATE CONSEQUENCES AND RESISTANCE



“Nobody likes to change. There will always be resistance to change, and there always will be change.”

— Nick Nolte

ANTICIPATING RESISTANCE TO CHANGE

Potential consequences, or the embodiment of resistance to change, may include:

1. Task avoidance or postponement
2. Hostility
3. Resignation or termination of relationships
4. Underproduction
5. Impatience and frustration
6. Sabotage

“Resistance to change is proportional to how much the future might be altered by any given act.”

— Stephen King

MANAGING CHANGE

- Fear of the unknown
- Mistrust
- Potential for loss
- Bad timing
- Lack of information
- Lack of input
- Predisposition toward change

“Some of those who are resisting change most strongly are only doing so because they care. They’re the ones you need to be listening to.”

— A.J. Sheppard

ANTICIPATING RESISTANCE TO CHANGE

Prior to making changes that will affect others, it's important for change managers to carefully think through:

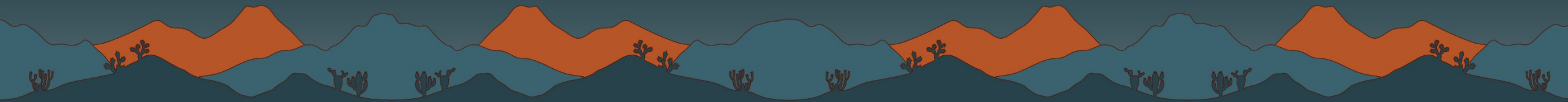
1. what the specific changes include,
2. who the changes will impact,
3. how it will impact them, and
4. how they might react.

ANTICIPATING RESISTANCE TO CHANGE

Resistance red flags:

1. The change has a low perceived need.
2. There are unclear expectations.
3. The change has unknown outcomes.
4. There are negative impacts.
5. The change seems to be irreversible.
6. The change has low rewards, and high costs.
7. It will cause a high-level of disruption.
8. There has been low involvement in how the change will be implemented.
9. The change implies poor past performance.

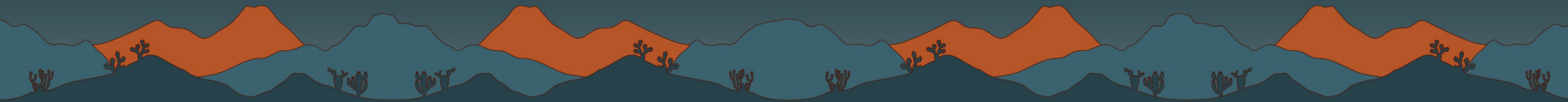
BREAKOUT



BREAKOUT GROUPS

- Group 1 (Colleston) Case Study – Managing change within your organization.
- Group 2 (Katie) Case Study – Performance Framework and change implementation.
- Group 3 (Mary) – Workshop to create your plan for change.

WRAP-UP



CONTACT INFORMATION

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nacsa

NATIONAL ASSOCIATION OF
CHARTER SCHOOL AUTHORIZERS

