Leadership Development
Anywhere, Anytime

Practical Tips for School Leaders – #29   July 15, 2020

The Brian Dassler Leadership Academy (BDLA)

In the BDLA virtual session today, participants shared plans for returning to schools in the fall following the EO of this week. We applied The 5 Step Process for Reopening Schools today as a structure for considering the complexity of items which may need to be addressed. Facilitative Leadership is grounded in the use of process, relationship and results. There are many processes we use for problem solving, decision making and team building. The following is an additional strategy you might add to your quiver of leadership tools.

5 Step Process for Reopening Schools
1. **Identify the Knowns, Unknowns and Unknown Unknowns.** These should be as specific or as focused as you are able to list. Create a comprehensive item analysis which may be broken into segments as the process evolves. As you list items you will recognize connections between many of them. These connections will be beneficial as you move through the planning process.
2. **Build Scenarios around the items in #1**. Reflect, review and dissect the items listed in Step 1. When building scenarios consider the people you will identify as team members in the process. Who will participate in the guiding coalition to realize the scenario?
3. **Recognize Consistencies, Inconsistencies and Prioritize**. What are the key processes? What will the team members tackle in the redesign or action initiative?
4. **Reimagine Learning.** What steps must be taken to support and develop teacher learning? During this step it is important to consider the following:
   - Context
   - Articulation of clear teacher and student outcomes
   - Articulation of implementation expectations
   - Identification of the resources and support plan
   - Identification of the structure for professional learning
5. **Iterate and Communicate.**
   - Why is it important to make leadership practices and processes public? How will you communicate to combat the anxiety of uncertainty?
   - What is the timeline of key actions to be addressed?
   - How will the plan and implementation phases be communicated?
   - Articulate dependencies and connections to successfully accomplish the plan.

I know you have a plethora of items to think about, perhaps this process will be helpful.

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