



Leadership Development

Anywhere, Anytime

Practical Tips for School Leaders – #18

June 1, 2020

Excerpt from 'What Leads to Meaningful Change?'

Podcast by George Couros (May 24, 2020)

Over the past few months, have you watched teachers doing things they have never done before? Have there been visible signs of teachers working from a growth mindset and beginning to embrace the characteristics of the innovator mindset? The past few months have been an opportunity for all of us to reflect on our practices and think about change in a unique way. George Couros, author of *Innovator Mindset*, states "You can't make others change; you can only create the conditions where change is more likely to happen."

Couros shares that he has been reflecting on the following:

- Change is easier to make when it is the only choice.
- Perhaps there was never a direct resistance to using technology to serve students positively; it was the lack of confidence in using it as an instructional tool that got in the way.
- Perhaps people weren't slow to change, they just didn't see the value.

In this article Couros states that he has learned that the majority of teachers will do whatever is necessary to benefit kids even if it is 'insanely' difficult. He also reminds us that each student's needs are different, which impacts the 'best ways' teachers design instruction to meet all children's needs.

As plans are being made for students in our district to return to classrooms in the fall, how will teachers assess students to determine academic placement? Will more students require reteaching of standards missed or not yet mastered? How will teachers plan for efficient individualized instruction for some while addressing the academic needs of others at grade level? Will teachers use an on-line instructional platform for certain students, allowing them time to focus on individual or small group instruction?

The ability to differentiate lessons may be tested. How can the PLC process and collaborative teaching help close the gap in learning that may be present? What steps will be taken to fully integrate new staff? Assigning mentor teachers will be increasingly more critical.

Why will conversations with teachers regarding necessary changes in classroom instruction be so imperative? How will we support teachers as they continue to navigate unexpected challenges?

"Change is an opportunity to do something amazing." George Couros