

# BRINGING ABOUT AND SUSTAINING CHANGE IN SCHOOLS

**Reed Deshler:**

1. Change occurs at many different levels – the district, the school and the classroom.

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2. The emerging area of change mastery is an imperative for educators and administrators alike.

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3. "To everything there is a season and a time to every purpose..." How do you know if you're ready for change?

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**Barbara Ehren:**

1. The issue isn't as much "change" as "transition." It is important to understand the human side of change (Bridges, 1980; 2001; 2003). The process is more about helping people move and grow than altering events.

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2. Change facilitators (Hall & Hord, 2001) have to be Labrador Retrievers, not Pit Bulls. They have to be kind, gentle, but persevering, understanding that change is difficult for all concerned, even them.

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3. When planning for innovation adoption, pick “best bet” circumstances and people to demonstrate positive outcomes. Start small (less is more) and cultivate the targeted person/group; then market results to the more skeptical.

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**Jim Knight:**

Leading change involves ....

1. Learning conversations

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2. Discontinuity

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3. Deep thinking

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