AD-R - Change Model

School improvement work brings about changes in policies, procedures and practices. Some changes will be significant steps toward alignment with the Strategic Plan. Others will be significant in their broad impact on students, staff, parents or the community. Significant change is most effective when it occurs through a process which ensures clarity of purpose, agreement as to who makes the decision, an articulation of expected results, a plan for accountability, an assessment of the capacity to do the work and the early involvement of stakeholders.

Therefore, when a significant change is being considered, Cape Elizabeth school leaders need to be consistent about requiring answers to the following questions.

I. Is there a compelling reason for this change? What is the real problem?

    I. A clear grasp that the problem needs to come first, possible solution second.

    II. Research may play a role in identifying the problem or need, determining the anticipated results of the change and measuring the success of the change.

II. How and by whom will the decision be made regarding whether or not to undertake this change?

III. What are the anticipated results of this change? Do we have the capacity to do the work?

IV. After implementation, how will we know whether the change produces the anticipated results? Who will be accountable?

V. Is there an opportunity for stakeholders to influence this change during its development? Will there be follow-up communication with stakeholders?

    Stakeholders may have any of the following characteristics:

    I. Responsible for the final decision

    II. In a position to implement or prevent implementation of the decision

    III. Likely to be affected by the outcome of the decision

    IV. Has information or expertise

Cross Reference:

- AD - Educational Philosophy

ADOPTED:

- February 11, 2014

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