

Making an Impact in Six: Leading Change With Accountability

The following six ideas provide opportunities for further reflection and action. We provide three reflections on what great leaders do and avoid doing to gain focus, as well as three considerations for how to make an impact in six minutes, six weeks, and six months to guide your leadership planning and practice.

Thoughtful Leaders Do . . .	Thoughtful Leaders Avoid . . .
1. Take time to thoughtfully understand and plan professional development and support based on what staff know and do not know to get the results they expect.	Assuming staff members understand how to get the results they expect without providing professional development opportunities and checking in to coach, support, and provide feedback
Current reality and next steps:	
2. Create opportunities to celebrate and recognize both the skill and will of staff by sharing artifacts and specific details that create awareness, shared pride, and ownership.	Not finding the time and effort to notice the details and acknowledge how the culture is changing
Current reality and next steps:	
3. Empower staff to lead by modeling, coaching, and sharing expectations for a results-driven focus. This includes hosting data talks with individual teachers, collaborative teams, and students.	Spending too much time with top-down leadership; not taking the time to explain and show <i>why</i> and <i>how</i> their expectations will build a results-driven culture
Current reality and next steps:	

REPRODUCIBLE

4. What will you do in six minutes to lead change with accountability?

For example:

- Ask yourself, "Am I clear about what results I expect and what is important to me as a leader? How do I communicate these goals to staff? What would staff say if someone asked them what the expected results are for our organization?" Talk with some of your staff and students to determine the answers if you are unsure.
- Intentionally participate in one collaborative team meeting to observe the use of data in determining the next steps for students. Provide support and coaching to deepen conversations as needed.

My ideas:

5. What will you do in six weeks to lead change with accountability?

For example:

- Create a professional development plan based on staff needs so they learn and understand how to work toward the expected results. Ensure this plan includes follow-up observations, coaching, support, and feedback, and intentionally builds in time for you to connect with staff members. Create time for follow-up professional learning as needed for collaborative teams and individual teachers. Develop a progress-monitoring tool that will allow you to measure changes being made toward your results. Report out on this progress to staff and adjust your plans as needed.
- Develop a progress-monitoring plan that includes ongoing data meetings with teachers and leaders. Intentionally seek to understand the information in the data to inform next steps. Ask clarifying questions and build a shared understanding of the use of data, and celebrate small and big wins.

My ideas:

REPRODUCIBLE

6. What will you do in six months to lead change with accountability?

For example:

- Create data walls (virtual or physical) that provide a visual of progress. Include staff as you progress monitor and update data walls. Find every opportunity to celebrate growth and achievement, and use the data walls to inform next steps.
- Implement student-data tracking expectations for all students. As you visit classrooms, engage students in results-driven conversations using their own goals and data. Host a family night for students to explain their progress through their data-tracking products.

My ideas: