



# Change Management Readiness Academy

“Change is a process through which people and organizations move as they gradually learn, come to understand, and become skilled and competent in the use of new ways.”- Hall, G.E. & Hord, S.M. Implementing change: Patterns, principles, and potholes, 4th Edition 2015

## Helping Districts Create a Roadmap for Systemic Transformation

Is your organization prepared to embrace uncertainty, navigate turbulence, and turn resistance into resiliency? Many districts recognize the need and desire to improve but may not have the tool set or processes to help guide them through strategic change. These sessions will guide your team to create and adopt the necessary systems and principles to cultivate a culture of change and harness the power of continual growth.

### Academy Expected Outcomes

- Strategic Alignment of your vision across the organization and to a strategic plan
- Identification of challenges from both internal and external stakeholders
- Construction of a communication and professional development plan to address stages of concern
- Creation of key performance metrics to identify gaps and measure growth throughout implementation

### The Change Management Readiness Academy includes the following components:



#### Professional Learning Sessions

Sessions 1, 2, and 5 are full-day, face-to-face professional learning and planning sessions. Session 3 is two full days, separated into hour long face-to-face stakeholder interviews to gather information and data during the change process.



#### Individualized Coaching

Session 4 includes up to 10 hours of support and feedback through follow-up virtual coaching sessions. Research reveals that ongoing coaching paired with professional development substantially increases the transfer and application of new learning.

### Professional Learning Sessions

#### Session 1: Preparing for Change

Articulate the types of challenges for varied initiatives, conduct a stakeholder analysis, and align desired outcomes to district vision and strategic plan.

#### Session 2: Planning for Change

Construct a communication plan, design a professional learning plan and create a timeline for gathering data to measure desired outcomes.

#### Session 3: Executing Change

A member of our team will interview and collect data from various stakeholder groups, identified in previous sessions, in relation to the ongoing change initiative.

#### Session 4: Monitoring Change

Participants will review desired outcome data, and stakeholder feedback then determine the next steps to close the identified gaps.

#### Session 5: Sharing Success and Redefining Change

Participants will use reviewed outcome data and stakeholder feedback to communicate success and map future desired outcomes as they continue to make progress.

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