

13th Annual

Thinking & Learning Conference

ERIC SHENINGER

Saturday 21 May

**Turn the Battleship on a Dime: Keys to
initiating sustainable change**

Session 3

MELBOURNE

ERIC SHENINGER

Eric Sheninger is a senior fellow and thought leader on digital leadership with the International Center for Leadership in Education. Prior to this, he was the award-winning principal of New Milford High School in New Jersey. As an innovative educator, bestselling author and sought-after speaker, Eric's work focuses on leading and learning in the digital age as a model for moving schools forward. This has led to the formation of the Pillars of Digital Leadership, a framework for all educators to initiate sustainable change that transforms school culture. Eric speaks internationally to other school leaders about embracing and effectively utilising technology.



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The following are resources I mentioned during my presentation and/or support some of the ideas/strategies that were presented. Follow, engage in, and contribute to the conversation on Twitter at anytime using [#leadered](#).

Supporting books

- [Uncommon Learning](#)
- [Digital Leadership](#)

I. What needs to change

- A. Consider major pain points.
- B. Collect perception data through surveys (Google Forms, Mentimeter, Poll Everywhere) and focus group conversations. Ensure all stakeholder groups are represented including students)
- C. Look at various points of data
 - i. Achievement (standardized scores)
 - ii. Attendance rates
 - iii. Graduation/promotion rates
 - iv. Discipline referrals

- v. Facilities inventory
- vi. Tech audit

II. Why Change

- A. Conduct a research review
- B. Essential questions
 - i. Why does change not work?
 - ii. Why has it failed in your school?
 - iii. What are surrounding schools doing?
 - iv. Are we meeting the needs of our students and preparing them for their future?

III. Why is Change So Hard

- A. How will you deal with the following pain points?
 - i. Status quo
 - ii. If it isn't broke why fix it
 - iii. This too shall pass
 - iv. Fear
 - v. Void of leadership
 - vi. No vision
 - vii. Lack of knowledge
 - viii. Instability
 - ix. Resistance
 - x. One size fits all initiatives

IV. Identifying and Overcoming Obstacles to Change

- A. What obstacles have you identified? Develop a strategy to overcome these as well as others listed below. A focus on solutions as opposed to excuses is your best motivator.
 - i. This is too hard
 - ii. I don't have time
 - iii. Lack of collaboration
 - iv. Directives and mandates



- v. Hierarchy in schools
- vi. No support
- vii. Fear of change
- viii. The resistance (naysayers and antagonists)
- ix. Poor professional development
- x. Frivolous purchases

V. A Roadmap for Change: Essential Questions

- A. Where do we begin?
- B. What are the most important factors that influence student achievement?
- C. How do you change culture and more past the status quo?
- D. How do we get educators and school system to embrace change?
 - i. [Change begins with us](#)
 - ii. [Katgar Model of Change](#)

VI. Keys to Sustainable Change

- A. What the research says ([Hargreaves & Fink, 2004](#))
- B. Ownership
- C. [Vision](#)
 - i. Coherent
 - ii. Shared
 - iii. Common
 - iv. Backed by action
- D. [Communication](#)
- E. Value
 - i. Student achievement
 - ii. Research base
 - iii. Social/emotional well-being
- F. Motivation (read Drive by Dan Pink)
- G. Strategic plan
 - i. Why
 - ii. How
 - iii. Inputs



iv. Measurement of success

H. Embracement

I. Support

i. Time

ii. Professional development

iii. Resources

J. Do one thing great instead of many ok

K. MODEL

L. [Connectedness matters](#) (develop a PLN)

M. Solutions, not excuses

N. [The No Complaining Rule](#)

O. Develop a [Linchpin](#) mentality

P. Become an [Outlier](#)

VII. Summary

A. Realize change is necessary

B. Understand issues that impede change

C. Identify major roadblocks beforehand and develop strategies to deal with them

D. Focus in key elements necessary for sustaining change

E. Learn from other areas

F. [Change is a mindset](#)

G. Key elements

i. Maintaining the change effort beyond initial implementation.

ii. Extending the change effort after its initial success.

iii. Adapting the change effort so that it survives—and thrives—over time

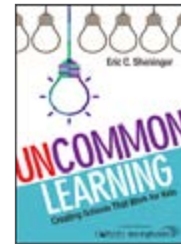
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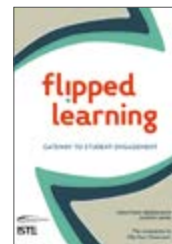
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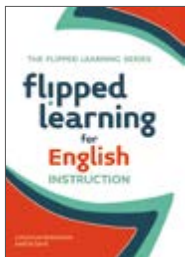
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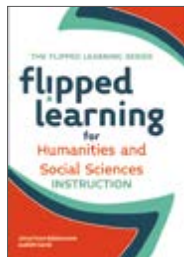
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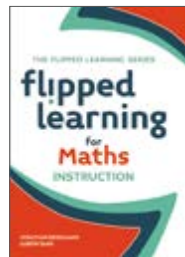
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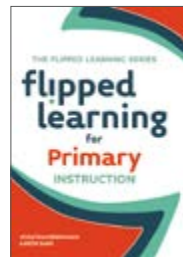
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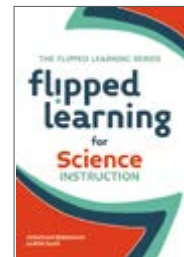
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