

Planning Ahead & Managing the Change

Questions to Consider for Supporting Teachers

Goal: Optimize support & minimize obstacles for implementation

1. How can we **tailor this initiative** based on teachers' existing knowledge & skills?
2. What capacity can we **leverage** in this process?
3. What **resources can we tap into** to see models of this initiative in practice with success?
4. How can we create a **continuum of support** for teachers to gradually increase competence & confidence with its application?
5. What is the **essential information** teachers need to know? How will that be communicated? How often? By whom? How will we have two-way feedback loops?
6. What is the **inessential information** that is “nice to know” but is not necessary? When might we want to introduce this information if needed?
7. How can we **simplify complex information** so it is **digestible** for teachers? How can we create space for understanding?
8. How can we **walk teachers through a process** so we can talk out **barriers & strategies** for addressing them *before* they arise in application?

Adapted from: Heifetz, R. A., Heifetz, R., Grashow, A., & Linsky, M. (2009). *The practice of adaptive leadership: Tools and tactics for changing your organization and the world*. Harvard Business Press.