

Reflection on the CHANGE MODEL

ENVISION—How did you dream the impossible and what steps have you taken to attain it during this process?

The second strategy was **DISCOVER**—What have you found out about the strengths of your staff, and your school? Have you celebrated them? If not, today is the day!

CREATE was our third strategy—How have you gone about expanding people's perspectives and ways of thinking this Fall?

The fourth strategy was **BUILD**. Getting people on your staff to think alike, and to make your desired changes is never easy, however building relationships with them, along with your students and staff will enhance any new change you may throw their way! Keep building! It will be worth it!

DEVELOP was the fifth strategy in our change process. Communication is key to all that you dream of changing. What steps have you taken in setting a climate in which your staff has rich opportunities to learn and share their experiences this Fall? Celebrate the communication that is going on in your school!

The final strategy was **SUPPORT**, which often times is the most neglected strategy. When things get busy, we forget to support our staff in follow-up and coaching, but it is at this point when they need you the most to support and encourage them in the change process.

Remember, improvement must be an ongoing commitment. You have already committed, so continue on with your change journey!