

Leading Change in Your District

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Introductions

Name: Heather Brazik Smith, Speaker & Moderator
- *Principal, Purple Key Consulting*



Jenn Nimke, Speaker
- *Director of Strategic Planning & Communications, Lombard District 44*



Ted Stec, Speaker
- *Superintendent, Lombard District 44*



Courtney Simek, Speaker
- *President of the Board of Education, Lombard District 44*

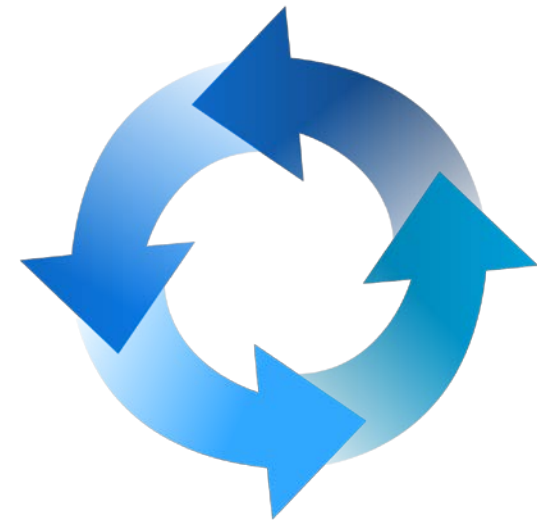


Principles of Change Management



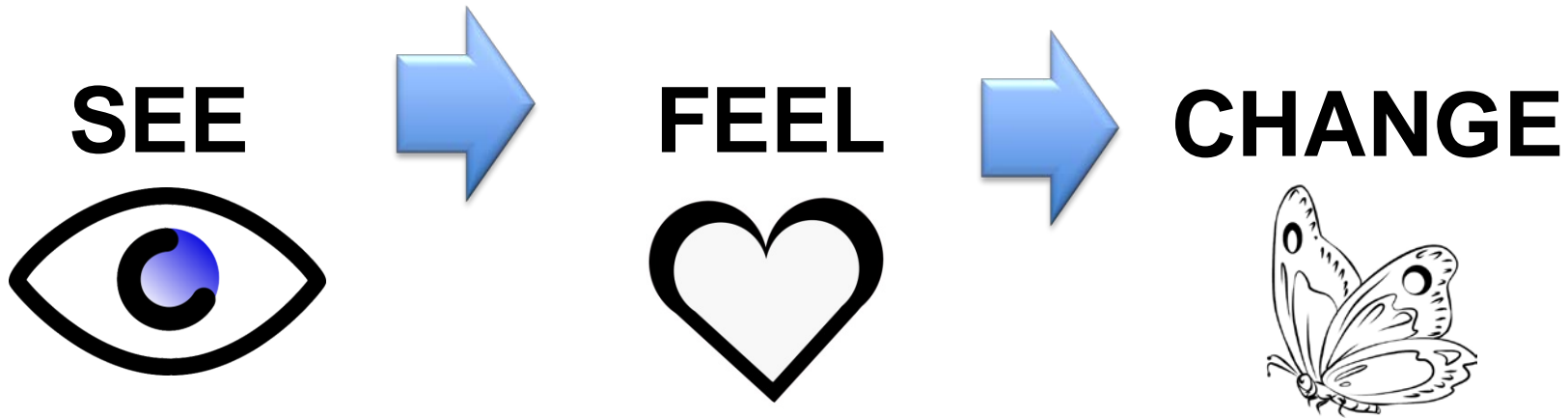
A linear, rational process focusing on the planned implementation of a specific change

Behavioral change is an emotional, cyclical process



The Heart of Change

People change what they do because they are shown a truth that influences their feelings.



- Help people see the need for change with compelling, eye-catching dramatic situations to visualize problems and solutions
- Let people feel as though they are hit with the reality of their situation and feel the need to act
- Let people take their emotionally charged ideas into action

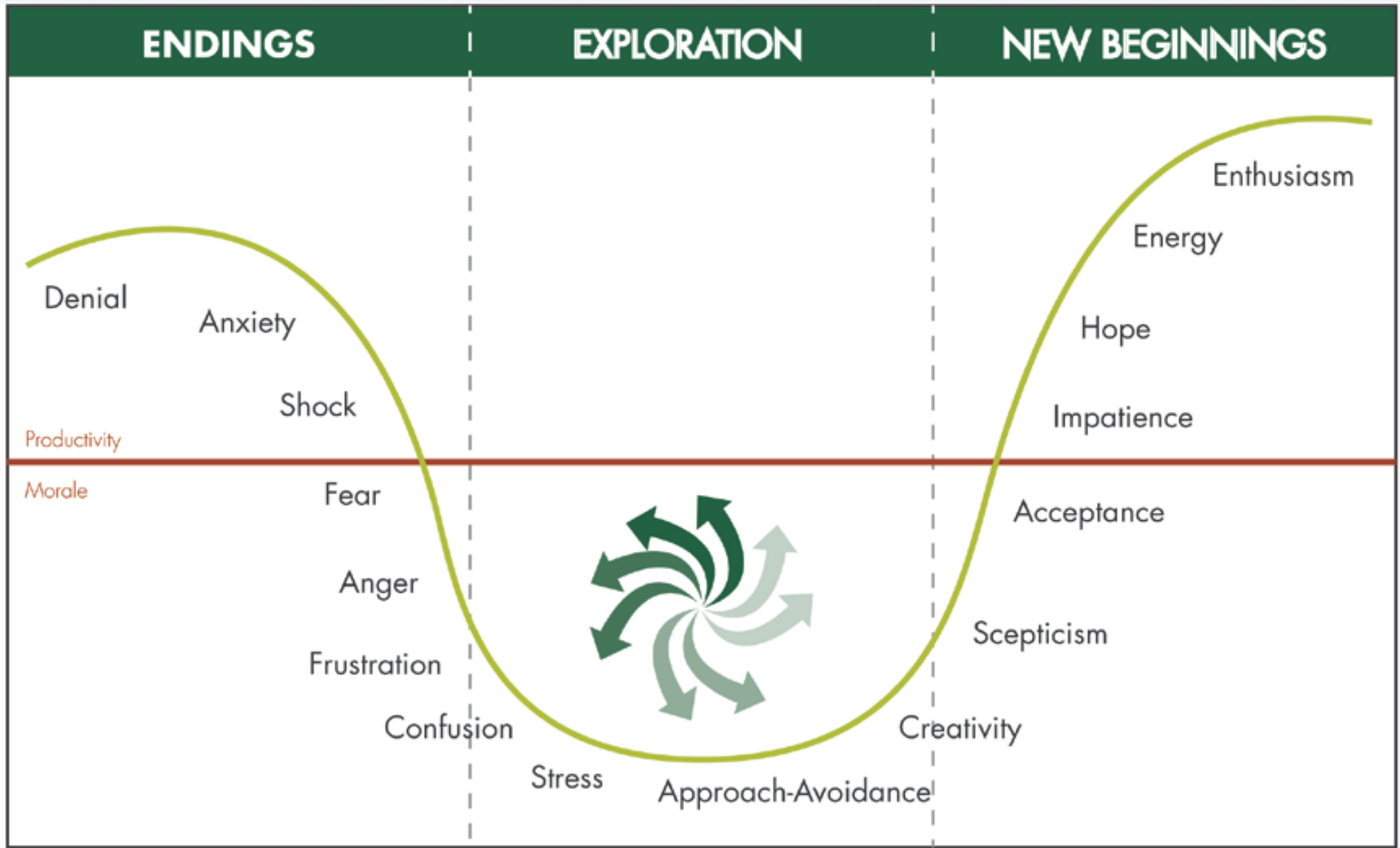
Increase Urgency – “The Burning Platform”

What behaviors stop change?

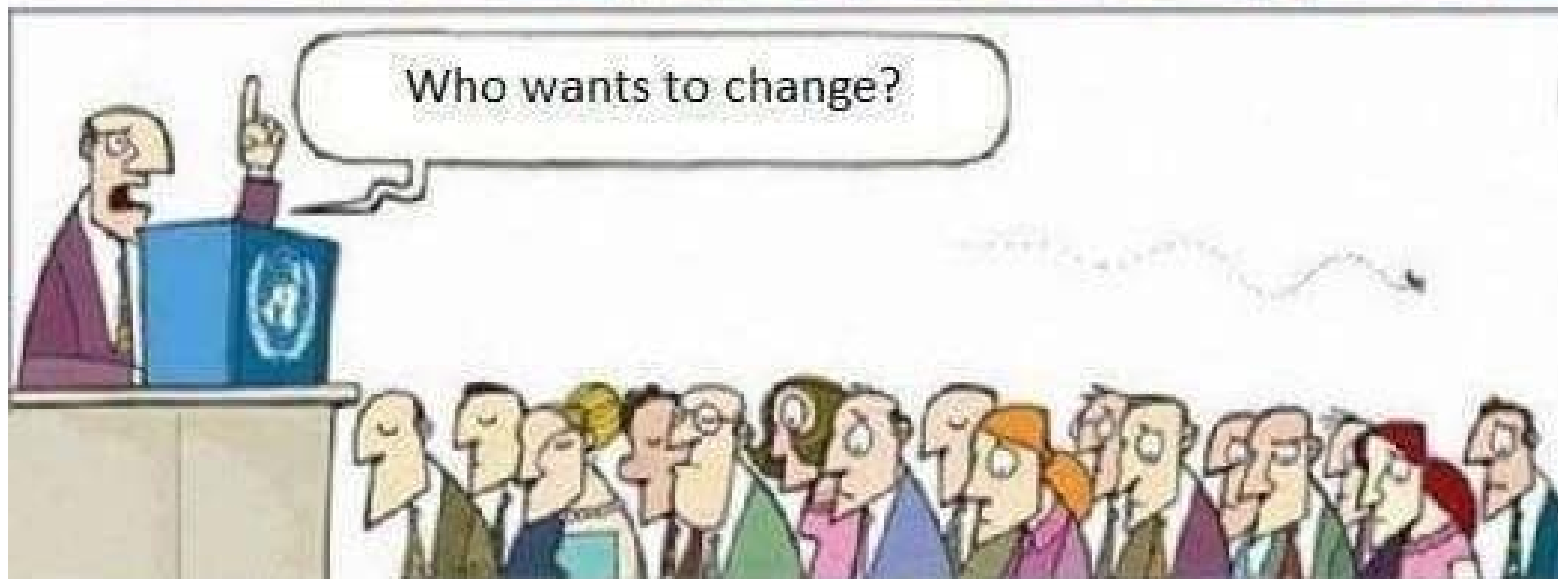
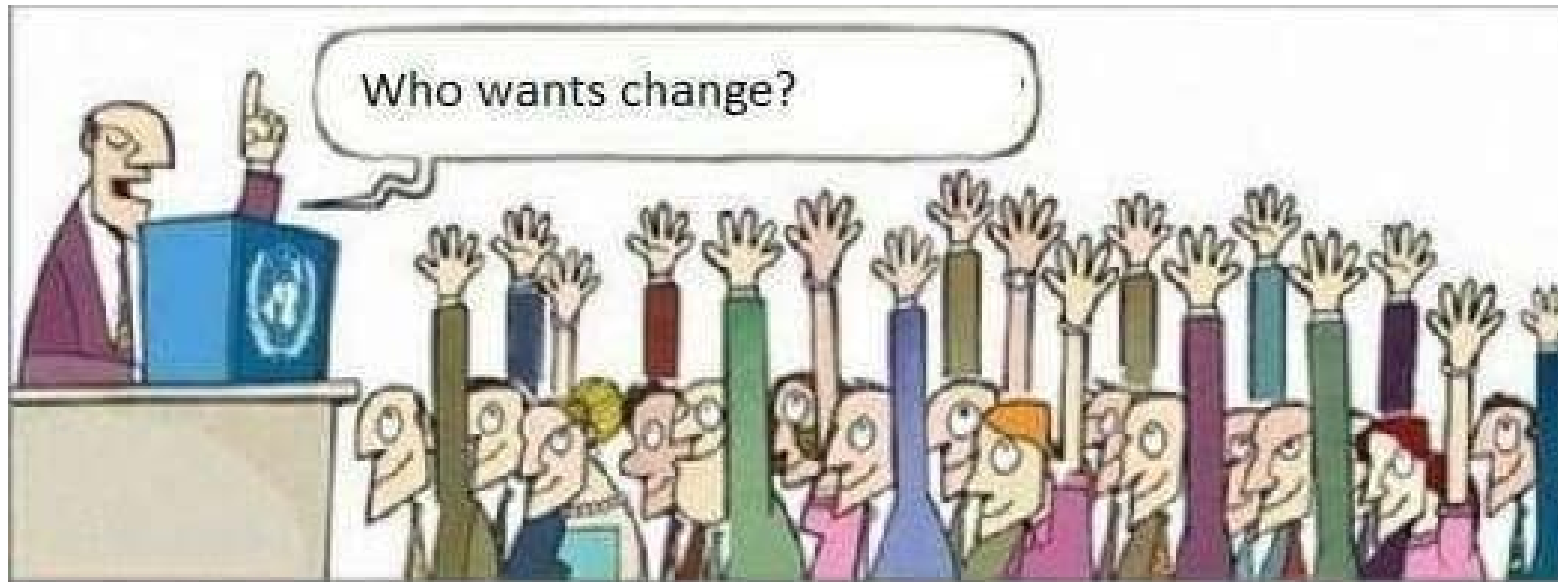
- Complacency
- Immobilization/self-protection
- “You can’t make me move”,
driven by anger
- Pessimistic attitudes



The Individual in Change



Lombard's Case for Change



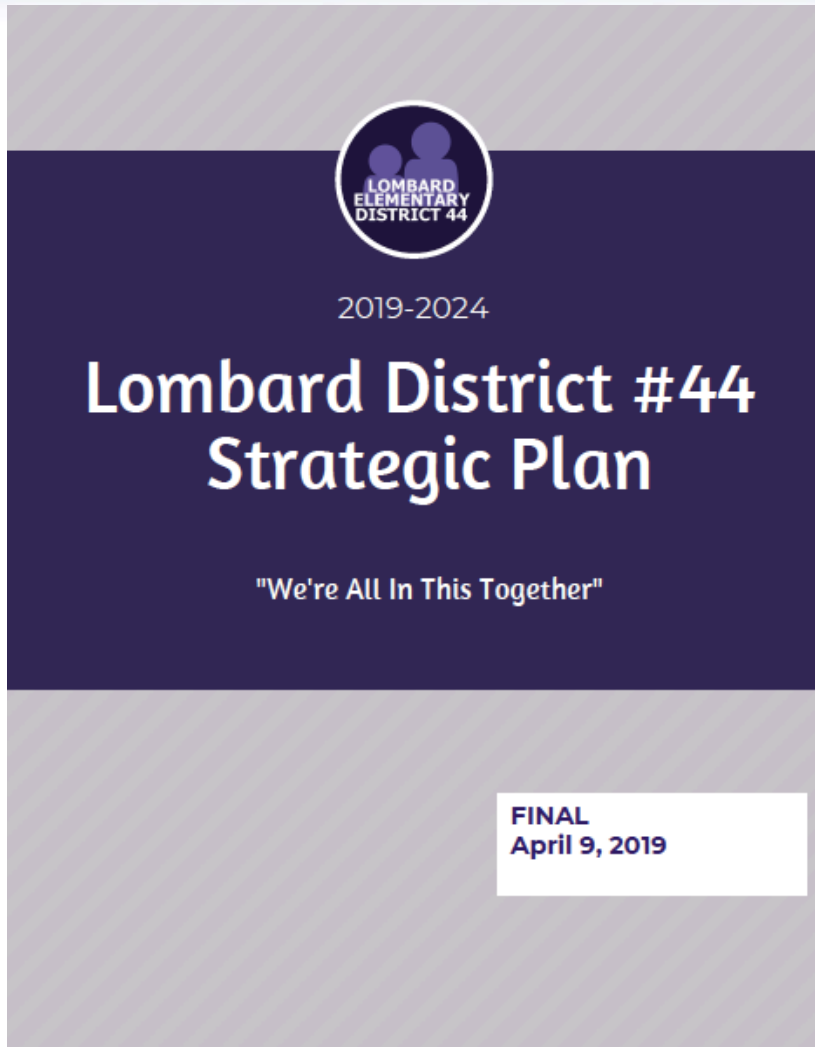
Lombard's Case for Change



The Heart of Our Process

**The opportunity is not
to discover the perfect
company for ourselves.
The opportunity is to
build the perfect company
for each other.**

The Leader's Role in Change



The Outcome: A New Way to Define Success



Increased Home/
School Connection
& Parent
Involvement



Strengthened
Community
Partnerships & Civic
Opportunities



Improved
Communications



Increased
Employee &
Student
Satisfaction



Improved
Resources &
Support to
Students and Staff



Increased
Employee &
Student
Engagement



Prioritized
Spending



Enhanced
Opportunities for
Collaborative
Decision-Making



Increased
Leadership
Opportunities



Increased
Alignment with
ESSA (Every
Student Succeeds
Act)

MEASUREMENT TOOLS

In order to gauge our success, we will be utilizing the following tools or data sets to measure our yearly progress and growth.

- Employee Satisfaction Survey
- Parent Satisfaction Survey
- Student Engagement Survey
- Annual Budget
- Student & Staff Attendance
- Community, Parent & Staff Volunteers at School Events
- Development of Community Partnerships
- Student Participation in Co-Curriculars
- Student & Staff Leadership Opportunities
- Behavioral & Discipline Referrals
- Home Visits



The Board's Role in Change

- Our Vision
 - Shared Goals with Superintendent
 - Strategic in Board Participation
- Key Relationships
 - Committee Members, Stakeholders, & Board Members
 - Trust & Support

More About Our Process

- We allowed for and encouraged emotion.
- We honored that change is a fluid, flexible process by having a structured process that moved with team...not against it.
- Our end goal was to gain advocates and ambassadors for the district, not just have a plan.
- We identified early on what items were already “in flight.” This is not about soliciting input on everything.
- We were careful about keeping the team focused on the “why” and the “what.” The “how” remained with the Cabinet.
- We were very clear that this was about building a foundation and that the change would be immediately felt but potentially not seen for several years.

Presenters:

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