



## Fall 2011 SLCP Project Director Meeting

# MAKING CHANGES THAT STICK: STRATEGIC USE OF RESOURCES TO ENSURE SUSTAINABILITY

**Presenters:** David Ruff, GSP; Angela Hernandez-Marshall, ED; Jennifer Brianas, ED

Funding provided by the SLCP program offers a great opportunity to change learning for students, but in reality, it only provides a start for the ongoing change process. Successful implementation of SLCP strategies requires changes in the organizational design of the school, instructional strategies, and the culture—changes that are both time consuming and ongoing.

Past experience with SLCP grantees has demonstrated that sustainability of these efforts hinges upon several key factors. Teachers and administrators need to be active participants and partners in this work, buying into the goals and strategies of the effort, and being willing to make a commitment of their time and energy necessary to see these changes to fruition. Grant funds need to be expended strategically to focus on high leverage strategies. And over time, schools and districts need to review and reassign funding and personnel resources to meet the needs of these changing schools.

This workshop will provide an introduction and overview of these issues and successful ways that SLCP grantees have addressed them, and provide participants an opportunity to reflect on their work in their context.

### Outcomes:

- Understand the flexibility parameters in using SLCP funds to best promote successful implementation of practices aligned with the SLCP
- Learn key strategies to promote teacher buy-in and commitment to engaging in the opportunities offered through SLCP funding
- Explore ways to ensure the likelihood of sustainability of SLCP activities beyond the scope of program funding.

### Agenda

Time	Activity	Lead	Materials
0:00	<b>Welcome and Introductions</b>	David Ruff	None
0:05	<b>Warm Up: Imagine a Kaleidoscope...</b> <i>Imagine a kaleidoscope. It is all the same color of gray. You have the option of changing the image by adding, removing, or swapping beads in the kaleidoscope. What do you do first? Are you adding, removing or changing beads? Are they the same color? How do you make decisions about next steps?</i> <i>Quick think for 30 seconds; conversation with a partner about these questions.</i>	David	Keynote

	<i>Whole group conversations</i>		
0:10	<b>Change and Sustainability: Key Points</b> <ol style="list-style-type: none"> <li>1) Change is a process of addition <u>and</u> subtraction</li> <li>2) Change doesn't entirely remove what is, but builds on where you are</li> <li>3) Change needs new voices, ideas, and commitments to succeed</li> <li>4) Change has to be sustainable within our parameters (although these can and do shift)</li> </ol>	David	Keynote
0:15	<b>What Needs to Change?</b> <i>In pairs, go to each of the three charted questions (there will be multiple charts for each question) and write your comments:</i> <ol style="list-style-type: none"> <li>1) <i>What practices have to change to entice increased buy-in and participation from teachers, building administrators, and district administrators?</i></li> <li>2) <i>What cultural realities need to change to entice increased buy-in and participation from teachers, building administrators, and district administrators?</i></li> <li>3) <i>What building and district level policies need to change to entice increased buy-in and participation from teachers, building administrators, and district administrators?</i></li> </ol>	David	Chart paper on walls, markers
0:30	<b>Response from Presenting School</b> <i>Looking over the charts, what have you done that addresses some of the concerns that have been raised? The presenting school will start by sharing the practices, cultural realities, and policies that have already changed in their locations. Follow up questions and answers from the audience</i>	Tim Ivey Sean Halpin Susan Gann Erica Pifer	None
0:50	<b>What Flexibility Exists in Your Grant Funding?</b> <i>Overview by ED staff regarding regulations for flexibility in usage of grant funds</i>	Angela or Jennifer	None
1:00	<b>Deletion: The Hardest Step</b> <i>Whole-group discussion. What have you stopped doing in your school(s) that was once considered important? How did you do this? What are you doing now instead? How was this change financially supported?</i>	David	None
1:10	<b>Closing and Final Thoughts</b>	David	None