

Making Change Happen

Managing Complex Change



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Managing Complex Change

Vision: How will you create a clear, compelling, motivating, and measurable vision for your organization?	Confusion
Skills: How will you build the skills and capabilities for your organization to implement the vision?	Anxiety
Incentives: How will you create a system of incentives to support and sustain the vision?	Gradual Change
Resources: How will you ensure you have the resources to support the vision?	Frustration
Action Plan: How will you develop a clear, actionable plan to implement the vision?	False Starts

Handout


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Vision


~~Confusion~~



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How will you develop a vision?



- Brainstorm strategies you can use to **develop a vision** for implementing electronic portfolios in your organization.

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What did you come up with?

- Vision

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Develop a Vision

- Explore other school websites
- See what others are doing
- Develop a prototype
- Conduct a pilot project
- Be willing to change your vision



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Skills

~~Anxiety~~



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How will you develop skills?

- Brainstorm strategies you can use to **develop the skills** necessary for implementing electronic portfolios in your organization.



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Student Skills

- **Collect** evidence of learning
- **Select** specific evidence that demonstrates a particular outcome, goal or standard
- **Reflect** metacognitively on learning represented in evidence, making a case that the artifacts constitute evidence of achievement
- **Make connections** in their learning
- **Set goals** for future learning



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Teacher Skills

- Model all of student competencies PLUS:
- Articulate the difference between assessment OF learning and assessment FOR learning
- Implement classroom-based assessment FOR learning strategies
- Provide specific and detailed feedback to learners about their learning
- Support student reflection through modeling and research-based practices
- Create an environment that facilitates students' deep learning



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What did you come up with?



- Skills



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Develop Skills

- Begin with current software
- Add new skills when you are ready
- Go slowly
- Take Time
- Be willing to learn along with your students
- Do your own e-portfolio!



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Incentives

~~Gradual Change~~



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How will you develop incentives?

- Brainstorm strategies you can use to **develop incentives** for implementing electronic portfolios in your organization.



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What did you come up with?



- Incentives



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Develop Incentives

- Release time?
- Equipment & software for early adopters
- What works in your school?
- With individual teachers?



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Resources

~~Frustration~~



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How will you find resources?

- Brainstorm strategies you can use to **find resources** for implementing electronic portfolios in your organization.



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What did you come up with?



- Resources



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Find Resources

- Grant
- Fees?
- A good plan attracts \$\$



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Action Plan

~~False Starts~~



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How will you develop an Action Plan?

- Brainstorm strategies you can use to **develop an action plan** for implementing electronic portfolios in your organization.



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What did you come up with?





- Action Plan



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Handout



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What are the elements of your action plan?


- Brainstorm the elements that you will need to include in your action plan for implementing electronic portfolios:
 - Infrastructure (hardware and software)
 - Curriculum Issues
 - Training Issues (Skills)
 - Incentives
 - Resources
 - Other?

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Curriculum Issues

- Where is the concept of the e-Portfolio introduced to students?
- Does the curriculum require “appropriate digital artifacts for electronic portfolio?”
- What kind of support is available to student & faculty... class? lab?
- How is the portfolio assessed?



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🔍 Develop an Action Plan


- Identify standards to be addressed
- Identify curriculum areas to be “tweaked”
- Create a timeline and milestones
- Assign responsibility
- Develop a e-portfolio handbook
- Identify success indicators
- Develop rubrics
- Examples



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Planning into Action

- Focus on what you can do with current resources (technological & skills)
- Designate an ePortfolio champion
- Faculty support
- Identify opportunities in the curriculum to develop digital artifacts
- Tie to standards




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🔍 Your Small Group Task

- Brainstorm Vision Strategies
 - What is your vision for e-portfolios for K-8 or 9-12? (“your elevator speech”)
 - How will you communicate that vision?
- Brainstorm Action Plan Steps
 - What is on your “to do” list?
 - What changes need to happen?
 - What support do you need?

30 minutes



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