

MARICOPA COUNTY SCHOOL SUPERINTENDENT

2023 APRIL CULTURE AND CLIMATE CALENDAR

CHANGE LEADERSHIP

WEEK 1

Leadership is Key

What is a school leader's role in change leadership?

- Developing vision
- Motivating people
- Planning and monitoring implementation
- Creating and sharing knowledge
- Supporting coherence
- Keeping students at the center of reform

[School Leadership Imagined Podcast](#)

WEEK 2

Start with the end in mind

Use these reflective questions to assess readiness

- What is the level of knowledge about this initiative among my staff?
- Do I have the resources available for implementation?
- Does my current team have full capacity?
- Does this initiative align or conflict with existing programs?
- Does this initiative align or conflict with core values?

[Preparing for School Change by Assessing Readiness](#)

WEEK 3

Understanding Change

Change leadership includes anticipating challenges

- Innovate selectively and with coherence
- Appreciate the implementation dip- bumpy is to be expected
- Redefine resistance- welcome dissent and address concerns
- Reculturing is key- change is not superficial but about transforming culture
- Don't approach it as a checklist

WEEK 4

Key Things to Keep in Mind

Apply these lessons learned

- Change initiatives must be grounded in **institutional legitimacy** (not the same as buy-in)
- Deep change must be inclusive and address opportunity and resource gaps
- Transformational leaders are adept at reframing challenge as opportunity for personal and organizational growth
- Effective change often comes from mining existing "bright spots"

[Leading through Change](#)