

Turning Negative Heat Into Positive Energy

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Engaging Presentations About Public Schools

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Part I: Reflective Conversation

1. Identify two or three changes that were attempted in the past but were not particularly effective.
2. For each ineffective change, identify a derailing factor as a Rider, Elephant, or Path Issue.
3. What changes in your school/district do you anticipate in the coming year?

Part II: What change should be your main focus for the coming year?

1. Select the change you believe would have the greatest impact on teaching and learning in your school/district. Consider at least three possibilities and decide collectively on a single priority. Write it below:

Part III: Create Positive Energy

1. Direct the Rider

- What are the bright spots?

- What critical moves will you script?

- What is the destination?

2. Motivate the Elephant

- How will you help people “feel” something?

- How can you shrink the change?

- How will you grow your people and instill a growth mindset?

3. Shape the Path

- How can you tweak the environment?

- How can you help others build habits?

- What can you do to rally the herd?

Part IV: Now what?

Task needed to make a change	Who will get this done?	Resources	Deadline