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The First Penguin Jumped

How to Effectively Manage Change

By Jenny Schenck, Project Manager

Change is everywhere. It's unavoidable. You have those that love it, those that hate it, and those that simply refuse to acknowledge its existence. No matter which side you fall on, change must inevitably be dealt with. But how? We teach our children that change is possible, but do we teach them ways of introducing and navigating change? Do we have effective ways of introducing and navigating change?

John Kotter does. Known as "the authority on leadership and change," Kotter has spent his life developing an effective 8-step change management model and has written several best sellers on the topic. Wanting to take his model a step further and ensure that it was accessible to all, Kotter teamed up with Holger Rathgeber to bring you *Our Iceberg Is Melting: Changing and Succeeding Under Any Conditions*. *Our Iceberg Is Melting* takes Kotter's change management model and makes it relatable and memorable by using the tried and true method of storytelling. You follow the journey of a group of penguins with distinct personalities as they try to save their colony from the melting iceberg on which they currently reside. As with any change process, they experience resistance, hiccups, and seemingly impossible obstacles that they successfully navigate using Kotter's model.

This book is a quick and easy read (1-2 hours) and provides an introduction to Kotter's change management model. While it doesn't go into detail on each step of the 8-step model, it does give you an idea of what obstacles you'll come across when facing change and provides a little bit of hope that change is possible.

Interested in reading this fine-feathered fable? The first five people who email me will be provided with a free copy. You may also contact your district's Field Specialist if you're interested in a book study.

-MARGARET MEAD

For further information, please contact Jenny Schenck (jennifer.schenck@maricopa.gov).



**NEVER DOUBT THAT A SMALL
GROUP OF THOUGHTFUL,
COMMITTED CITIZENS CAN
CHANGE THE WORLD.
INDEED, IT IS THE ONLY THING
THAT EVER HAS.**

Your Weekly PD Nugget: TXTS4 Teachers

By Kim St. Clair, Professional Development Resources Coordinator

TXTS4 Teachers subscribers are familiar with a delightful “ping” on Tuesdays at 3:30 pm, signaling that a new, bite-sized professional development resource is a click away!

These weekly posts provide ideas and links to resources around the following categories: Instructional Strategies, Classroom Culture, Data/Assessment, and Teacher Empowerment/Inspiration.

Subscribing is easy! <http://schoolsup.org/txts>

Below are posts from the TXTS4 Teachers’ archive to wet your whistle for this unique resource!

For further information, please contact Kim St. Clair (kimberly.stclair@maricopa.gov).

The 5 E Model for Student Engagement

Published in January 2018

Great teachers are on a constant quest to meaningfully engage their learners while ensuring alignment to academic learning goals. The 5E model is a common planning strategy in STEAM classes, but it can be applied to all subjects and grade levels.

Love infographics? We all need occasional reminders and infographics serve as a great tool to have on hand to remind ourselves of key practices. For your very own key-ring of 10 handy infographics that will support you at a glance, email Jenny Schenck (jennifer.schenck@maricopa.gov).

New Year, New View: Goal Setting with Students

Published in January 2017

As teachers, we are accustomed to two “happy new years:” the academic new year and the calendar one.

Although the calendar new year marks the mid-point of the academic year, it is still a golden opportunity to take stock of our progress and to either re-commit or establish new goals. Why not have our students do the same?

The following link takes you to a blog post, “Tch Tips: Four Ways to Practice Goal Setting with Students.”

https://www.teachingchannel.org/blog/2016/12/30/tch-tips-goal-setting/?utm_source=newsletter20161231/

The article is chock full of useful tips and handy hyperlinks to additional resources, including videos. Happy New Year!

THE 5E MODEL



The process for actively engaged students in their learning.

1. ENGAGE

Learners reflect on prior knowledge about the new topic to create connections between prior and new concepts. Doing so also allows the teacher to identify knowledge gaps.



2. EXPLORE

Learners are provided with a hands-on activity to experiment and explore as they build their understanding.



3. EXPLAIN

Learners explain their thinking through open-ended processing or experimentation. The teacher supports students' explanations with clear academic vocabulary, which may include direct instruction.



4. ELABORATE

Learners are provided opportunities to apply the information by engaging in activities that reinforce their new skills and deepen their learning.

5. EVALUATE

Learners are engaged in examining their own thinking and providing feedback to support one another.



An Introduction to the Learning Library

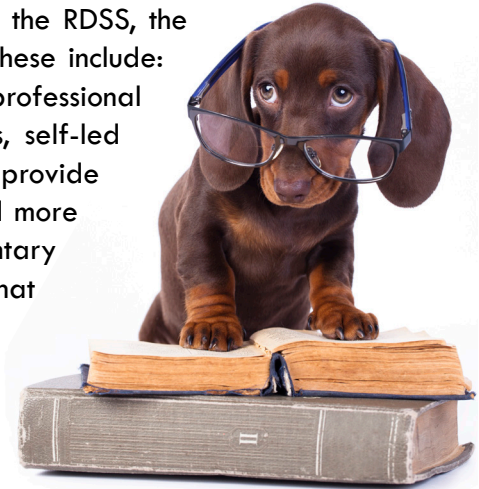
By Des Hockman, Professional Development Resource Coordinator

The Learning Library opened its digital doors in October of 2019. Located within the RDSS, the Learning Library has a multitude of resources for a variety of educational roles. These include: articles, audio articles, book studies, EGP resources, glossary videos, in-person professional development, infographics, instrument overviews, protocols, podcasts, quick guides, self-led professional development, templates, video clips, and webinars. All these together provide over 740 resources at your fingertips, and that number keeps growing as more and more resources are being created. We have also begun the process of including supplementary guides for educators. These include video support guides and walk through forms that can be used to further enhance opportunities for growth throughout campuses.

The goal of the Learning Library is to make it easy for anyone in any role on a campus to receive support and professional resources to grow within their practice. This makes the Learning Library a vital tool for Educator Goal Plans (EGPs). Imagine being able to differentiate your own professional learning, move through resources at the pace that is manageable for you, while learning and creating evidence of your learning to share with those that support your growth, and being able to save resources for later using the “view later” option which creates a personalized playlist.

The Learning Library is still new, and we have many updates to the system on the way that will make your experiences even better. However, if you haven't checked it out yet, do so, and I am sure that you will be happy with having resources you need for professional growth at your fingertips. As we grow and continue to create more and more resources we want to ensure that our time is going to the development that is needed the most by our audience, so I invite you to email me with anything that you need that you can't find so we can locate or create a resource for you as soon as possible. If you have any technical issues, contact the help desk whose contact information is always at the top right of the screen.

For further information, please contact Des Hockman (desere.hockman@maricopa.gov).



REIL Talk Podcast

Our REIL Talk podcast features Michelle Yerkes and Des Hockman who lead discussions about educational practices and how they impact schools and educators. This series currently includes episodes on the following topics: Problem Based Learning, Educator Goal Plans, Distributive Leadership, Learning Progressions, & Crucial Conversations.

Glossary Videos

Glossary videos are short videos and designed to support the audience in better understanding the vocabulary that is found in the LOI. They include the definition from the glossary, a clip that showcases the word, and identify the elements that the word can be found in. Our newest additions include: Conjecture, Generalizations, Comprehension, Misconceptions, & Outcome.



Book Studies

Our guides lead you through a variety of books with questions, reflections, and activities. We currently offer guides for the following books: *Academic Conversations*, *Best Practice*, *Dancing with the Pen*, *Focus*, *Get Better Faster*, *Total Participation Techniques*, *Mindset*, *Practice Perfect*, *Reading to, With, and By Children*, & *Rigor is NOT a Four-Letter Word*.

Audio Articles

If you've ever wanted to get more reading in, but haven't the time, consider downloading one of our audio articles. to listen to in the car on the way to work. Some of our current offers are: *Questioning: Teacher Tools*, *Five Strategies for Questioning with Intention*, *The Eight C's of Engagement*, *Raising the Level of Paraphrasing*, & *Never Say Anything a Kid Can Say*.



Engaging People to Stay

By Emily Beck, HCMS Administrator

Have you ever checked the weather forecast before leaving on a trip? How about asking for dietary preferences before hosting a dinner party or houseguests? We like to seek information in order to prepare for possibilities in our personal lives; doing so for our school campuses is no different. When given the opportunity, leaders of healthy organizations choose to be proactive rather than reactive. Enter the Stay Interview: A powerful and effective tool for employee engagement, trust-building, and succession planning.

Stay Interviews are designed to be one-on-one conversations with a staff member about what keeps them coming back to campus each year and explore which factors contribute to a positive work experience and which factors may lead to unwanted teacher exits. Data show that staff members who feel heard are more engaged, and higher engagement leads to better student and peer group outcomes. By scheduling this time with educators and asking thoughtful, probing questions, we also build trusting relationships and create opportunity to delve into some of the topics that are too often skimmed over in daily interactions and check-ins. Sometimes, this also means hearing about the things that frustrate, hurt, or otherwise negatively impact a person's work experience. This feedback is particularly valuable because it offers an opportunity to adjust practices, revamp communication, or offer professional development—before it's too late.

Check out the Stay Interview planning guides and sample questions at: www.schoolsup.org/hcms

For further information, please contact Emily Beck (emily.beck@maricopa.gov).



REIL-Extend Goals

Goal 1: Attract, place, retain, and sustain effective educators through implementation of a high-quality, LEA-wide human capital management system focused on expanding leadership and cultivating an engaged workforce.

Goal 2: Redesign high-need schools to accelerate access to effective educators by extending the reach of excellent teachers.



RESPONDING TO STUDENT ANSWERS
After planning the perfect lesson questions, are you ready to respond if the answers are wrong? Partially correct? Correct?

MARCH 2ND, 2020
8:30AM - 11:30AM


4041 N. CENTRAL AVE.
11TH FLOOR
PHOENIX, AZ 85012

REIL-Extend
Rewarding Excellence in Instruction and Leadership

TO REGISTER, VISIT:
SCHOOLSUP.ORG/LEARNING

NEWSLETTER FEEDBACK

Did you really enjoy a particular article? Have a suggestion for the next issue? Take our [3-question survey](#) to tell us what you think!




INSTRUCTIONAL CONFERENCE MICRO-CREDENTIALS

TO REGISTER, VISIT:
SCHOOLSUP.ORG/MICRO-CREDENTIALS

Three new micro-credentials have been added to the Instructional Conference stack to complement the "Know Thy" series and to encourage leaders to deepen their conferencing skills.

 MCESA DP PARAPHRASING TO SUPPORT ACTIVE LISTENING	 MCESA DP SELLING THE REINFORCEMENT	 MCESA DP PRACTICE IN THE POST-OBSERVATION CONFERENCE
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