

It is no secret that established organizations struggle with change and that is certainly true for public education as well. This is one of the reasons transformation is so difficult. Organizations especially seem to struggle with where to start making the change. The Institute has developed a change strategy to guide districts as they participate in the Personalized Learning Initiative, based on our honeycomb model. This strategy is based on change in three areas and in three phases: learning and teaching; relationships and roles; and structures and policies.

Learning and Teaching

The work of transforming schools into personalized learning systems must begin at the nexus of learning and teaching. By personalizing learning, we create a circumstance where we can take advantage of student strengths. When we have a deep understanding of each learner, we can determine the correct blend of learning modalities and strategies to ensure success for each student.

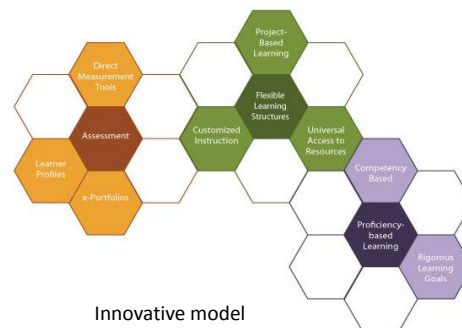


Innovative modules

This past year the districts involved in Wave 1 and 2 projects have been engaged in this phase of change. The projects are pieces or innovative modules that are building blocks for change but don't by themselves put too much pressure on the current system. This stage can be considered the "proof of concept."

Relationships and Roles

A commitment by educators to engage in modules of personalization will make a difference in individual classrooms, but in order to build the capacity to move forward, change needs to be made to the relationships and roles surrounding learning and teaching. This would include identifying specialized roles for educators that tap into individual strengths such as coach, content expert and assessment specialist. Moving to these new roles will undoubtedly require "re-tooling" and support for educators and this support should be personalized, just-in-time and when and where they need it.



Innovative model

Over the next year, we will engage with districts in the CESA #1 region that are willing to take some of those innovative modules and begin to pull them together into part of an innovative model. They will use those pieces that make sense to combine where readiness already exists. This will inevitably put additional pressure on the structure of the current system.

