# Kotter's 8 Step Change Model

@ mutomorro

2



# **Anchor Change**

Integrate the change into the culture, systems and process and make it stick.

# **Create Urgency**

A clear, powerful narrative that captures the need for change.

# Build Coalition

A passionate, diverse group to carry the change through.

#### Consolidate

Keep the momentum going and consolidate gains across the organisation.

### **Short-Term Wins**

Focus on enabling and promoting short-term wins across the organisation.

6

# Change Model

8 Step

# Empower Others to Act

Enable the business to define, plan and carry out the change.

.

# Communicate the Vision

Define and clearly communicate the change.

4

# Develop Vision

The ability to manage feelings to achieve goals.







# **School Change Models And Processes A Review And Synthesis Of Research And Practice**

**Daniel F McAuley** 

#### School Change Models And Processes A Review And Synthesis Of Research And Practice:

School Change Models and Processes Marshall Sashkin, John Egermeier, 1993 This report examines a 30 year history of educational change to identify differing perspectives strategies and useful principles The three most influential perspectives in educational change are the rational scientific perspective which proposes that change is created through the dissemination of innovative techniques the political perspective which generates change through legislation and other directives outside the school district and the cultural perspective which seeks improvement through value changes in organizations There are four strategies for implementing change fix the parts fix the people fix the schools and fix the system Systemic education reform offers new hope because it brings together the technical knowledge needed for improvement with a locally sensitive education strategy Through the Goals 2000 Initiative the U S Department of Education supports reform efforts within the framework of the six National Education Goals The Department and the Office of Educational Research and Improvement support standards based assessment techniques They also assist states in developing curriculum frameworks and help disseminate sound research and practice based knowledge A reference bibliography illustrative programs and additional School Change Models and Processes Marshall Sashkin, John Egermeier, 1992 sources are included JPT Resources in Education ,2001-04 School Improvement for the Next Generation Stephen White, Raymond L. Smith, 2010-03-01 Discover a fundamentally different way to improve schools Learn best practices from successful schools that use next generation school improvement methods Focused chapters guide you through the modified planning implementation monitoring and evaluation cycle at the core of this school improvement model Specific strategies empower you to put the knowledge to use Making Good Schools Robert Bollen, Bert P.M. Creemers, David Hopkins, Nijs Lagerweij, David Reynolds, Louise Stoll, 2005-06-21 The disciplines of school effectiveness research and school improvement practice and research have been apart for too long This book is the first major attempt by leading writers and practitioners in these fields to bring the areas together in a coherent way Existing knowledge about the characteristics of good schools is outlined together with the knowledge base about how to make schools good schools The book also makes an entirely original contribution to re thinking practice in school improvement that can revolutionise our thinking in the late 1990s and which can be of use to academics to policymakers and to the practitioners which much existing work has neglected Recent **Department of Education Publications in ERIC** United States. Department of Education, 1994 **Recent Department** of Education Publications in ERIC United States. Dept. of Education, 1994 **Restructuring** Cyril Poster, 2005-10-05 This book provides an introduction to and analysis of the restructuring of schools It includes detailed case study material and offers practical solutions to the problems of understanding and managing restructuring The ERIC Review ,1991 Provides information on programs research publications and services of ERIC as well as critical and current education information ERS Bulletin Educational Research Service (Arlington, Va.),1993 **Monthly Catalogue, United States** 

Public Documents ,1995 Monthly Catalog of United States Government Publications ,1995 Planning & Changing ,2004 Resources in Education ,1997 Improving Schools Wayne K. Hoy,Michael F. DiPaola,2008-03-17 Improving Schools Studies in Leadership and Culture explores leadership and culture s impact on school improvement It emphasizes trust s role in school culture with Patrick Forsyth s analysis highlighting how trust among faculty students and parents fosters high academic achievement and positive outcomes The Handbook of School Psychology Cecil R. Reynolds,Terry B. Gutkin,2009 As the standard reference in the field this edited handbook focuses on how a school psychologist can operate and create change within the educational system instead of focusing solely on the diagnosis and treatment of an individual Chapters have been updated and revised to provide a contemporary view of the field

Handbook on Restructuring and Substantial School Improvement Herbert J. Walberg,2007-05-22 This Handbook provides principles for restructuring and improving schools focusing on districts as the driving force for change Sponsored by the U S Department of Education it includes modules by leading experts to help states districts and schools establish effective policies and support systems 
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