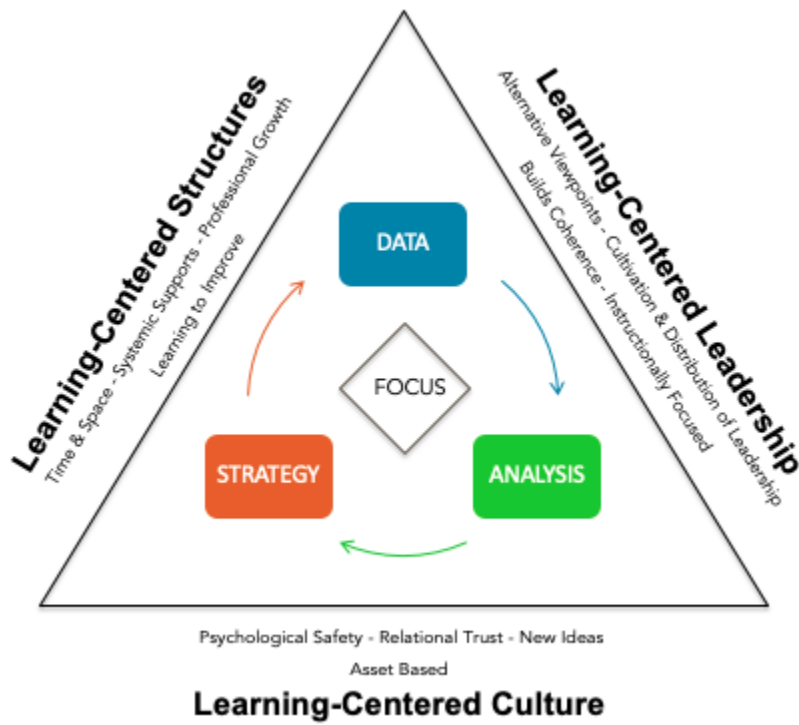




# Leading Systemic, Transformational Change

## A Framework for Continuous Learning



Components	Key Indicators
Learning-Centered Culture:  A safe, supportive, & inclusive environment that reflects our shared purpose.	Psychological Safety: The level of comfort individuals feel in expressing their honest thoughts (including sensitive issues) about the work at hand  Relational Trust: Interpersonal social exchanges in a group setting - respect, personal regard for others, competence & integrity  New Ideas: The willingness and desire of the organization to entertain new ideas, even ones that conflict with existing values and norms  Asset Based: Language and strategies reflect the belief that, when empowered, students and staff have strengths and resources to contribute to the school community and that can be leveraged for growth.
Learning-Centered Structures:	Time and Space: Adequate time and space for ongoing inquiry, reflection, and analysis





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<p>Processes, policies &amp; practices that are aligned with our shared purpose.</p>	<p>Systemic Supports: Processes and structures within the school system support collaborative planning, collegial dialogue, and ongoing new learning aimed at improving student outcomes.</p> <p>Professional Growth: Develop and support professional growth through regular and effective feedback that allows for continuous learning, reflection and action.</p> <p>Learning to Improve: Individual and Collective professional development utilizes inquiry and equity based processes in support of collaborative reflection and action.</p>
<p>Learning-Centered Leadership:</p> <p>Cultivation &amp; distribution of leadership that reinforces our shared purpose.</p>	<p>Alternative Viewpoints: The willingness of formal leaders to seek alternate points of view and the expectation that all members of the organization will exercise judgment in the best interests of the mission</p> <p>Cultivation &amp; Distribution of Leadership: Concrete structures and practices designed to cultivate and distribute leadership (building shared ownership and) capacity in order to support change or innovation.</p> <p>Instructionally Focused: The ability to make well-informed decisions and take actions in support of instructional practice and curriculum development to improve desired student outcomes.</p> <p>Builds Coherence: Communicates and monitors connections among instructional and cultural initiatives, programs, and practices ensuring coherence and alignment with the school’s purpose (i.e. the ideal graduate).</p>

Source for Learning Organization Framework (modified): Garvin, Edmonson, Gino. (2008) [\*Is Yours a Learning Organization?\*](#) Harvard Business Review.

