

# Building a Strategic Framework for Shifting Teaching Practices

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**Capture the Urgency:** Effective change begins, when educators understand the prevailing narrative around teaching and are willing to move towards a vision of the future. Own the disillusionment.

**Gather the Champions:** We identify, inspire and support leaders and aspiring leaders from all levels who will lead and sustain the work. this is necessary to build a coalition of change.

**Engineer the Solution:** Move past causes and deficit thinking by focusing deeply on the solution state. Engineering change involve the construction of collective visions, strategies and actions.

**Take Action:** Focus on doing the 'real' work of change that supports growth in teachers. Implement and monitor key actions.

**Tell the Story:** Communicate the progress, struggle and hope of the change efforts to leaders at all levels to grow the coalition and sustain momentum.

