



almaTM

STUDENT INFORMATION SYSTEM

Empower progress. **Spark potential.**



Leading Change

PRESENTED BY:

Michelle Cosner
Regional Sales Director

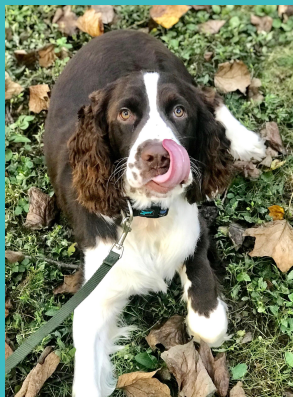
Jillian Sciacca
Regional Sales Director

Introductions



Jillian Sciacca, M. Ed

- Preschool, Kindergarten, First Grade, Fourth Grade Teacher
- M. ED Early Childhood Reading and Literacy
- Graduate Level Course Instructor for the College of Education at the University of Phoenix
- Director of the Children's Center at Monarch Mountain
- Pk-12 Principal, Moffat Consolidated School District
- Family Engagement/Summer Learning Loss Specialist
 - ◆ CCIRA Presenter 2020
 - ◆ Children's Book Review Article Publications 2016, 2017
- Director of Pk-12 Solutions at Alma



Michelle Cosner, M. Ed.

- Experienced Ed Tech Project Director
- M.Ed. Instructional Design and Technology
- Led NAEP's Digital Transformation Project
- Led College Board's Advanced Placement Program Course and Exam Redesign Project
- Passionate about access and equity
- Mom to two boys
- Cooking, hiking and exploring the outdoors with my husband and fun springer spaniel Samson

AGENDA

- The Optimist Story
- Creating a positive culture for change
- Leading with a growth mindset
- 21 tips for 2021 to lead change
- Q&A



The Optimists Story



► Did you know?

“Optimistic people live about 20% longer than pessimists”

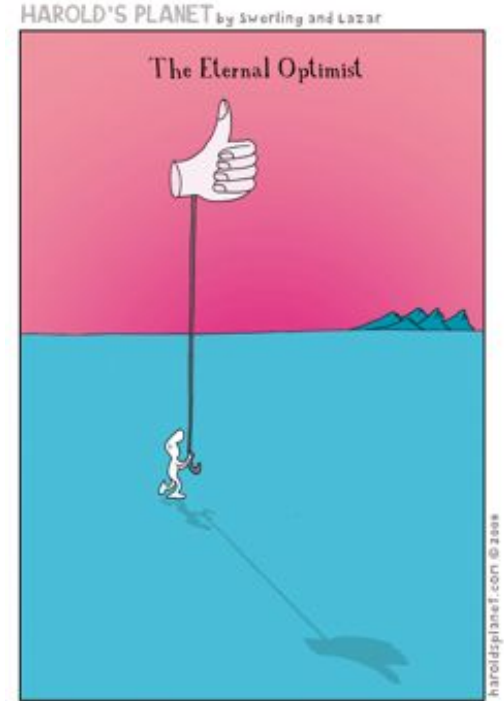


Source: Dr. Martin Seligman, “Learned Optimism”, Univ of Penn.

► Optimist Performance

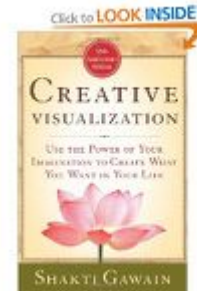
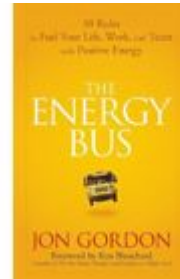
**People who are optimistic
will out perform people who
are pessimistic by up to 50%**

Source: Dr. Martin Seligman, "Learned Optimism", Univ of Penn.



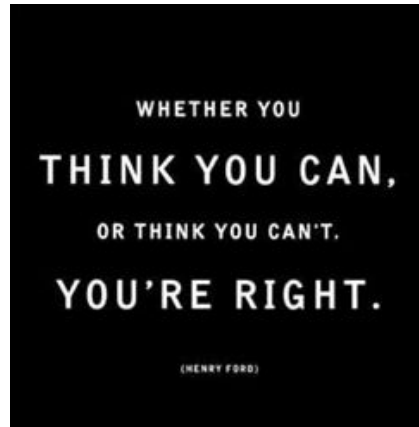
► What you radiate is what you attract

- Do you know any energy vampires?
- Get energy vampires off your team
- Recommended books:
 - The Energy Bus, by Jon Gordon
 - Creative visualization, by Shakti Gawari



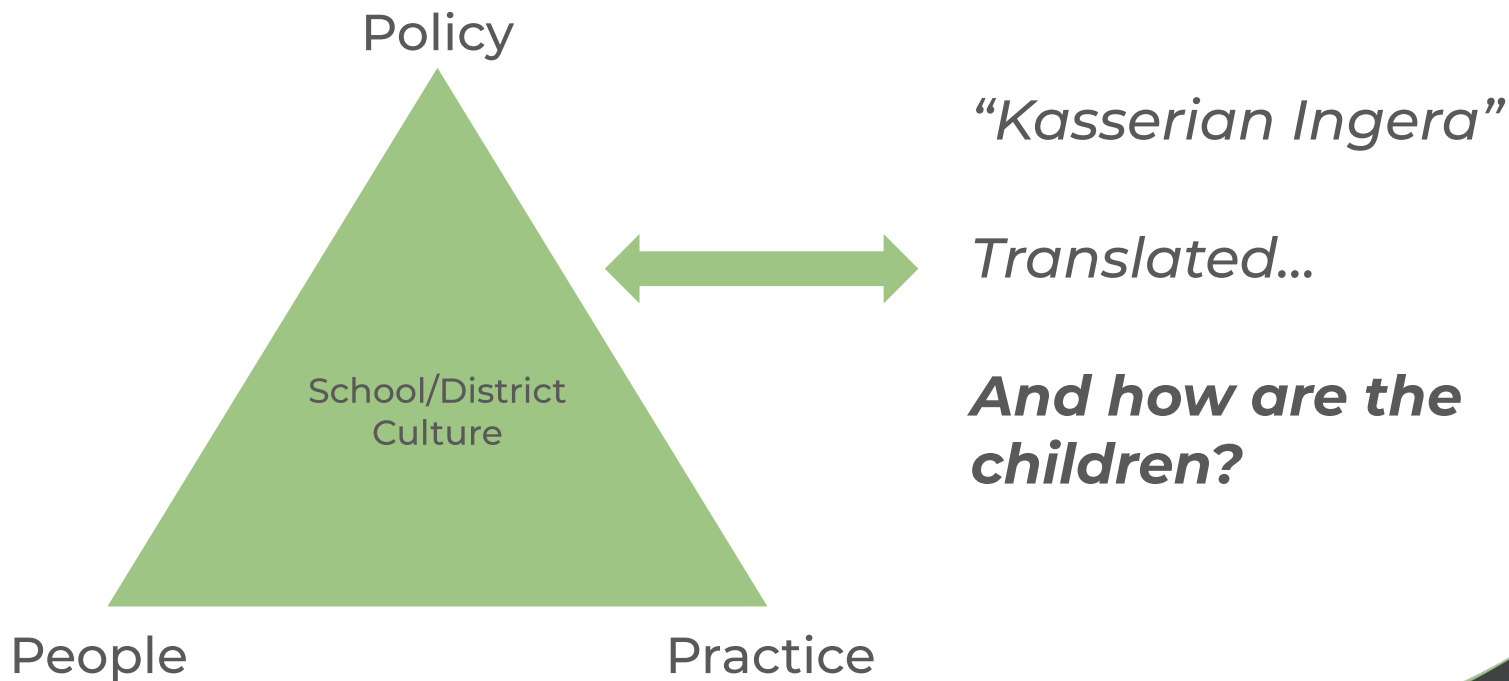
► Your choice: Pessimist or Optimist?

- **Pessimists** embrace bad stuff and discount bad stuff and discount good stuff.
- **Optimists** embrace good stuff and discount bad stuff.




Create a Positive Culture for Change

► The 3 P's of school district culture



Alma's Standards based gradebook



Ms. Leonard's 3rd Grade Class : Language Arts

Mareksa Leonard

Class Info

14 Students

Add Link

Message Class

Options

dashboard

bulletin

attendance

curriculum

assignments

gradebook

roster

recommendations

settings

admin panel

GRADEBOOK FOR LANGUAGE ARTS

Show Level Colors

Grading Period: Q3

Transfer Grades

Student Report

Accountability

Mastery

Report Card Input

Targets

Arnone, Tiffany

School ID: 5307

Barnhouse, Zane

School ID: 5207

Barnickel, Hamlin

School ID: 5394

Brisby, Kerwin

School ID: 5373

Burnside, Janice

School ID: 5272

Dack, Ellery

School ID: 5231

Daughtrey, Wesley

School ID: 5241

Diloreto, Ezra

School ID: 5253

Foos, Carla

School ID: 5391

Gilligan, Coleman

School ID: 5265

Gooch, Elias

School ID: 5269

Kudrewatych, Eliza

School ID: 5301

Larstone, Warren

School ID: 5270

McKibben, Ferdinand

School ID: 5320

Unenrolled on 7/8/2020

Phillips, Edwina

School ID: 5269

Overall Class Grade	SAT (4)	PRG (3)	EMG (2)	PRG (3)	PRG (3)	PRG (3)	EMG (2)	PRG (3)	PRG (3)	PRG (3)	EMG (2)	PRG (3)	PRG (3)		SAT (4)
Common Core State Standards → English Language Arts Standards → Anchor Standards → College and Career...															
CCSS.ELA-Literacy.CCRAL.1 Demonstrate command of the conventions of standard English grammar and usage when...	SAT (4)	PRF (5)	IEV (1)	IEV (1)	EMG (2)	IEV (1)	EMG (2)	IEV (1)	EMG (2)	IEV (1)	EMG (2)	IEV (1)	SAT (4)		IEV (1)
CCSS.ELA-Literacy.CCRAL.2 Demonstrate command of the conventions of standard English capitalization, punctuation,...	PRG (3)	IEV (1)	EMG (2)	SAT (4)	EMG (2)	EMG (2)	IEV (1)	PRG (3)	EMG (2)	EMG (2)	EMG (2)	SAT (4)	PRF (5)		SAT (4)
CCSS.ELA-Literacy.CCRAL.3 Apply knowledge of language	SAT	EMG	PRG	SAT	PRF	PRG	EMG	SAT	SAT	SAT	PRG	SAT	EMG		SAT

Kids talk about **what is there**
Grown-ups tend to talk about **what is missing.**

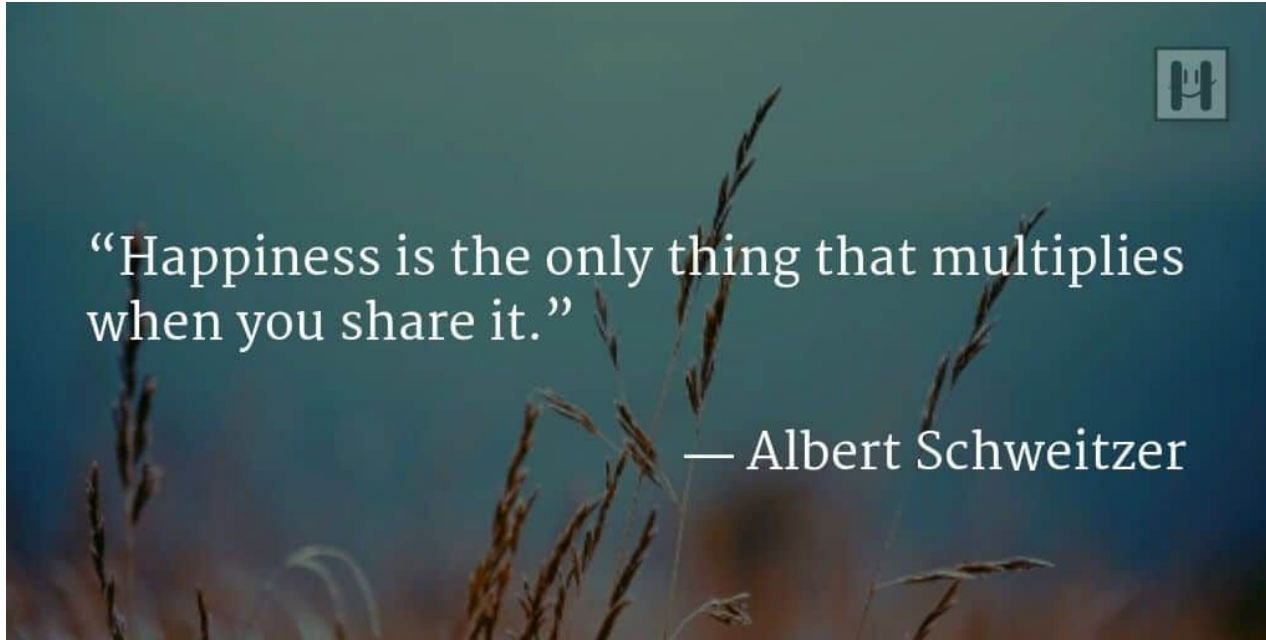


Therefore, kids focus on
EXISTENCE and create
positive culture of **INCLUSION.**

► Create a positive culture for change

PROBLEM FOCUSED	SOLUTION FOCUSED
bossy	natural leader, visionary
defiant	holds strong beliefs, bold, determined
demanding	knows what they want, outspoken
dramatic	expressive, passionate
fearful	cautious, careful
fussy	has strong preferences
hyperactive	energetic, enthusiastic, on the go
impulsive	spontaneous, instinctive
oppositional	advocates for a different perspective
rebellious	is finding their way
stubborn	persistent, determined, steadfast
talkative	enjoys communicating
tattletale	seeks justice, respects rules
unfocused	multitasks, pays attention to many things
wants attention	advocates for needs, seeks connection

► Optimism is contagious

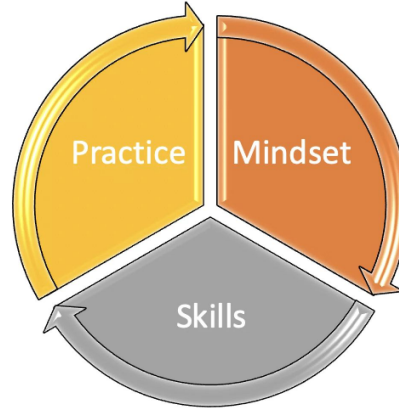


Growth mindset for leading change

► Growth Mindset Leadership



► Growth Mindset Leadership



Pulse Check

Right now, how true are the following statements for you?

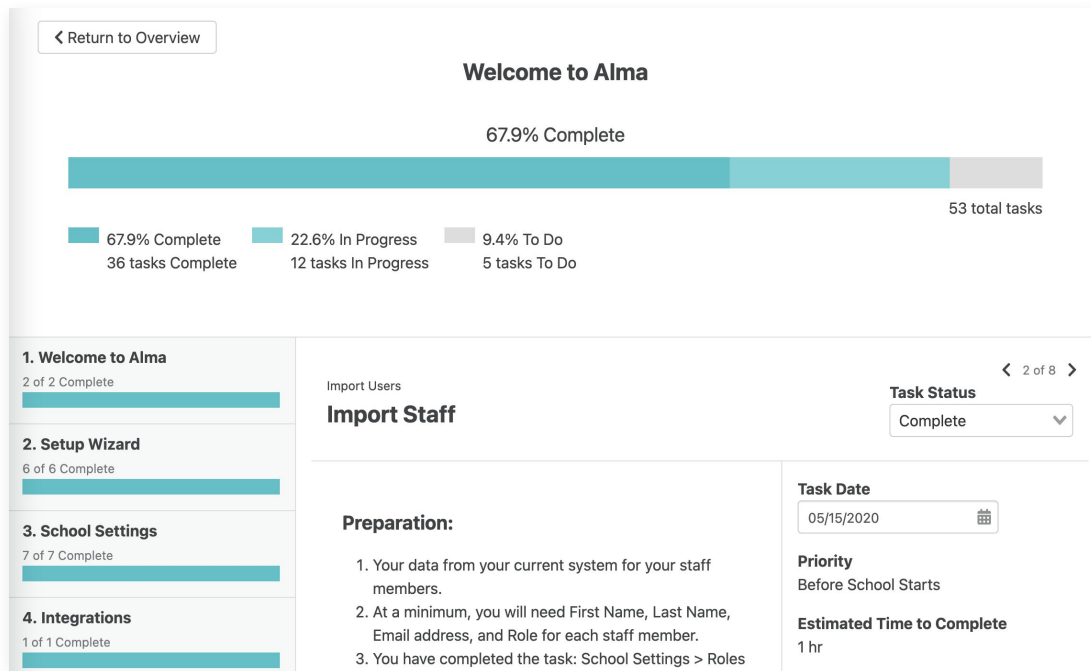
(5 being very true, 1 being not true at all)

1. After I make a mistake, I always look for ways to learn from it.
2. I love challenges because they make me smarter.
3. I truly believe that people can change.
4. I can always change how intelligent I am.

► Model it, Celebrate it, Enable it



▶ Leading a Smooth Change



► Leading a Smooth Change

If I waited until I had all my ducks in a row, I'd never get across the street. Sometimes you just have to gather up what you've got and make a run for it.

21 tips
FOR 2021

To Better Lead Change

► 21 tips for 2021 to Better Lead Change

- Acknowledge the need for change
- Prepare your organization for change
- Establish a vision for change
- Establish an evaluation committee
- Develop change plans
- Evaluate possible solutions
- Make it a team decision
- Ensure staff feel heard
- Appreciate the skeptics
- Make change a part of school culture
- Celebrate success
- Acknowledge and embrace your imperfections: don't hide your weaknesses

▶ 21 tips for 2021 to Better Lead Change

- View challenges as opportunities for self-improvement
- Replace the word “failing with the work “learning” in your vocabulary
- Don't put the lid on
- Cultivate a sense of purpose, and keep things in perspective
- Reward actions instead of traits
- Redefine “genius” as hard work plus talent, rather than talent alone
- Disassociate improvement from failure: “room for improvement” does not mean “failure”
- Take risks and be vulnerable with others.
- Take ownership of your own attitude, and take pride in your developing mindset

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DeWitt, Peter. "Why Leaders Need to Develop Their Own Growth Mindset (Opinion)." *Education Week*, Education Week, 8 Dec. 2020, www.edweek.org/education/opinion-why-leaders-need-to-develop-their-own-growth-mindset/2020

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Haimovitz, Kayla, and David Yeager. "Growth Mindset." *Character Lab*, characterlab.org/playbooks/growth-mindset/.

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<http://www.oprah.com/omagazine/Protect-Yourself-from-Energy-Vampires#ixzz2PlcApYGc>



**Q&A
THANK
YOU!**

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This has been an



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