

Creating Effective Change in Schools

In order to effectively implement new products and strategies into your instructional setting, a process of change must occur. Change happens over time but can be expedited by considering the following five key elements. Including these fundamentals in your implementation plan is essential.



If you are not able to effectively articulate the vision, there will be confusion. What is your vision for instructional technology? Can you communicate it clearly to your staff? Do they support the vision and are open to change?



If the users do not possess the necessary skills, there will be anxiety. How will you identify the areas of need for your staff? When and how will your staff obtain the skills necessary for a successful implementation? Has a Professional Development plan been established?



If incentives are not present and valued by individuals, there will be gradual change. What are the expected outcomes of the implementation? Does your staff understand the value of the tools and resources? Do the students and parents understand how the instructional technology will enhance their educational experiences?



If usable and appropriate resources are not included, there will be frustration. **Have you identified the needed resources for success? Are there supports you have not included? Has the plan for accessibility been communicated to your staff?**



If a solid action plan does not exist, there will be false starts. Have you chosen a focus or target group? What are the goals for student use? Have you established an action plan for the implementation of instructional technology?