

# IDEAS TO INTEGRATE CHANGEMAKING FROM SCHOOL LEADERS



## TIPS FOR COVERING CLASSES

Get creative!

**Rotating substitutes:** Form small group substitutes where 20 group teachers are pulled out for 90 min each.

**Combined classes:** Create activity for all the students (50 to 100 students) and pull teachers out during that time.

**Ted Talks:** Have 3 TED talks around a topic and have one teacher in charge of it and get a parent volunteer to facilitate the discussion circles. This works for half-days.

**2-hour Early Dismissal:** Have once per month for all the teachers.

**Full-day and Half-day PD Days:** Schedule into school calendar a year ahead.

**Teachers covering each other:** Have system of peer covering each



*"Teachers are changemakers, but they don't see themselves as changemakers. The thing that helps is to highlight and celebrate them as such."*

Impact Year Coordinator,  
Capitol Region Education Council (CREC)  
Magnet Schools (CT)

## TIPS FOR SUPPORTING TEACHERS

**Be transparent.** Not all teachers will be able to participate in every PD or conference opportunity, so best choice is to create a culture of lifting each other up in the profession – not competition – and being transparent to manage expectations.

**Take any opportunity to celebrate teachers for their changemaking, within schools as well as with board of education and other district leadership.**

**Give teachers an additional hour of planning per week. Create integrated community stakeholder teams:** teams of people from healthcare, media, business, higher ed., small businesses, as well as students, parents and teachers, to meet with schools to review curriculum, brainstorm new modules, and internship opportunities.

**Share with teachers a roadmap of "What's Next" to show concrete outcomes of Changemaker Journey process for them and the district.**



*"We needed everyone to be at every training together, or else they'd lose out... I had to be creative."*

Superintendent (Retired),  
Cromwell Public Schools (CT)

## TIPS FOR FINDING FUNDS

**Look for funds from federal, state, and local government and grant entities. For example, Title 1 & Title 2 gives funding for "teacher enhancement" that can be used for PD and hiring substitute teachers.**

**Budget for changemaking a year ahead. Primary costs to account for are:**

1. Paying for substitute teachers.
2. Teachers & change leaders attending conferences to share changemaking work with others and bring back new ideas.



*"We built it into the budget the previous year, and found grant funding for substitute teachers."*

STEM Coordinator,  
Anne Arundel County Public Schools (MD)