



A program designed to help schools adapt to 21st Century Learning Reform in the k-12 environment

Introduction and Purpose:

Corporations are constantly organizing and reorganizing in search of the most up to date, innovative and efficient methods of doing business. Ultimately, businesses want to make the most of their money and increase their bottom line. Their results are more efficient work practices, better products in the marketplace and attention to detail and quality, be it product or service.

As the building block of our society, our schools deserve the same diligence that we give to our businesses. *Who Took My Chalk?TM* is a program aimed at meeting this goal. This program, developed specifically for educators, focuses on the cultural aspects of change within each school and expands the 21st Century Skills concept to school climate and motivation. Along with the technology tools and skills that 21st Century Learning demands, come shifts in the way we as teachers think and teach in the classroom. For many, this represents a huge change from the chalkboards and lesson plans we have relied on for years. The purpose of *Who Took My Chalk?TM* is to assist both principals and teachers with the transition to 21st Century Learning Environments through change management skills, team building and innovative communication. All components parallel the 21st Century Skills Initiative and are designed with the education environment in mind. Most importantly, we don't take a one size fits all approach. We know that each school is different and we work with each school to help them create an approach to change that works for them so that they sustain the results long after we have left the picture.

The course is broken into two content focuses that will be delivered simultaneously. The first content focus is for Administrators. The content in this area is aimed at helping principals lead change in their schools and manage the change as it occurs through coaching and facilitation. The second content area focuses on teachers. Through the multi-phase program, we teach school teams to 1) become aware of common barriers to change, 2) recognize their own approach to change and 3) to create and implement a plan for change that is focused on the 21st Century Learning Tools and Skills concepts.

Objectives:

- Build a strong school team environment led by Principal as Coach
- Understand the change process
- Recognize common responses and barriers to change
- Learn to use innovative communication skills with peers and students
- Learn strategies to excel through change and meet long term goals

Step 1. Administrator Kick-Off Coaching Session and Pre-Work

Change at the school level should be led by the principal in a positive and supportive manner. The purpose of the orientation is to engage the principal in the change process so that he or she can serve in a coaching role for the school team. This step includes an initial phone coaching session with a nationally certified executive coach for the principal by The EdVenture Group as well as surveys that the principal and teachers complete prior to the first face to face session. The Principal(s) holds vision for the school, keeps people on track and serves as overall coach.

Step 2. Who Took My Chalk?™ Team Training

This is a one day face to face training session for administrators and teachers held at their school or designated facility. The purpose of the training is to engage the group as a team and introduce the skills and concepts to them in an interactive environment. The following is flexible agenda for the full day session.

Full Day Session Sample Agenda:

- I. Opening Session
- II. What is a 21st Century Learning Environment?
- III. Understanding the Change Process
- IV. Recognizing Barriers and Response Styles to Change
- V. Goal Setting
- VI. Team Time
- VII. Working Lunch
- VIII. Introduction to 21st Century Communication Skills (Coaching)
- IX. Coaching Skills with Practice Exercises and Role Playing
- X. Team Coaching Time
- XI. Closing Exercise

Step 3. 21st Century Communication—Feedback, Coaching and Accountability

During this step, teachers return to their environments to put into place their plans for 21st Century Learning in their classrooms. Teachers will be paired so that they can coach each other and provide accountability for one another. In addition, there will be several vehicles for feedback and communication using technology. The EdVenture Group will create resources that are posted to a central *Who Took My Chalk?*TM website. Resources will include information as well as communication tools such as blogs that can be used by the teachers to learn and communicate with one another through the process. The purpose is to keep up the momentum between face to face sessions and provide support to the teachers as they make changes.

Step 4. Coach the Coach (Administrator Follow-Up)

Step 4 is a coaching session for administrators via phone by The EdVenture Group. During this call, The EdVenture Group coach will share additional coaching skills and how they can be applied with teachers as well as provide follow-up and support.

Step 5. Program End Celebration! Session

The EdVenture Group helps put together a presentation that highlights the successes of the year. The principal can show the presentation at an end of the year teacher session. The purpose of this is not to “graduate” because the process of becoming a 21st Century Learning environment does not end, but to celebrate. This provides teachers the opportunity to see how far they have come and to recognize and celebrate their success.