





RIVERSIDE COUNTY
OFFICE OF EDUCATION
JUDY D. WHITE, Ed.D.
County Superintendent of Schools

Managing Complex Change:
How To Change Thinking To Change Grading

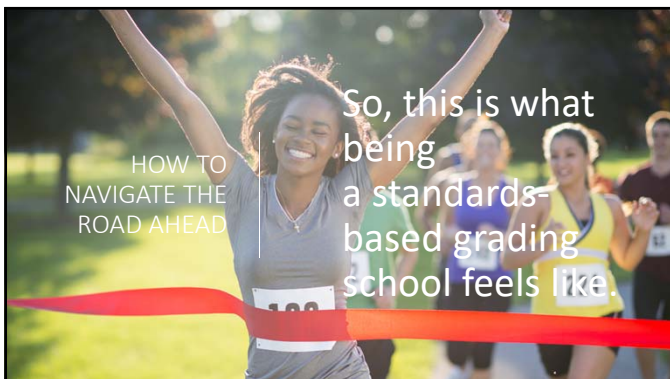


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Test

- Take out a writing utensil and your own piece of paper and write an informative essay that explains all of what you learned today
- Don't worry, because if you fail it today, next week you can bring in twenty cans for the canned food drive for extra credit

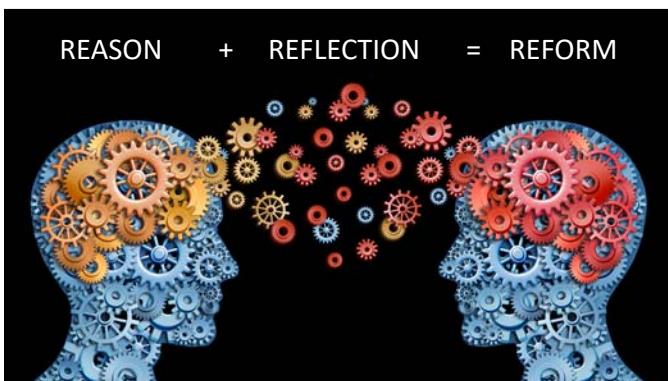


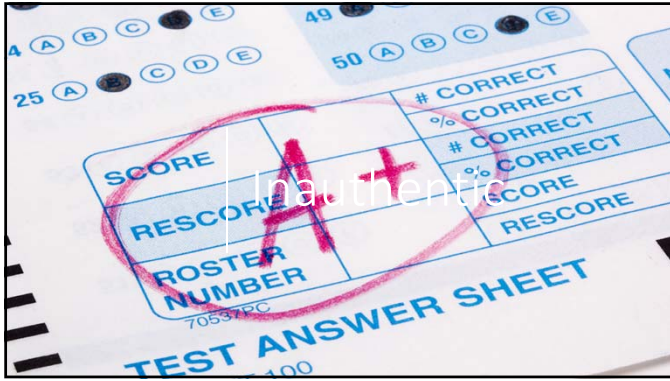
HOW TO NAVIGATE THE ROAD AHEAD


So, this is what being a standards-based grading school feels like.












Transformation in Grading Practices

1. Establish a Sense of Urgency
2. Form a Powerful Guiding Coalition
3. Create a Vision
4. Communicate the Vision
5. Empower Others to Act within the Vision
6. Plan for and Create Short Term Wins
7. Consider Improvements and Make Changes Toward Long Term Goals
8. Institutionalize New Approaches

STEP 1



KEEP CALM AND CREATE URGENCY



**KEEP CALM
AND
CREATE URGENCY**

**Establish a Sense of Urgency
(with patience)**

- Hurry Up!
 - Ethical
- Wait
 - Compassionate

STEP 2
Form a Powerful Guiding Coalition



New Teachers	Veteran Teachers	All Grade Levels
All Departments	Movers	Shakers



STEP 3
Create a Vision



The Vision

1. Accurate reporting: **NO** falsified grades



The Vision

2. Practice must lead students to be **optimistic** about their success



The Vision

3. Focused on **student outcome** rather than teacher method



STEP 4: Communicating the Vision



Include Everyone

Step 4:
Communicating
the Vision

It's up to you to build the interpretation
of this slide...Tell vs. Include

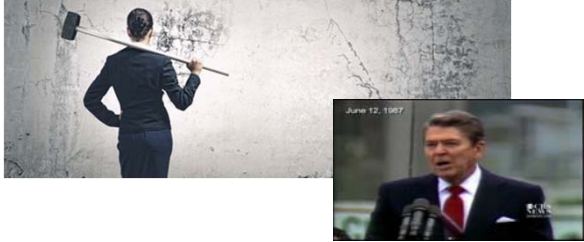


Step 4: Communicating the Vision

Who's In?



Step 5:
Empower Others to Act Within the Vision



Step 5:
Empower Others to Act Within the Vision



SPACE to try
NEW approaches

Step 5:
Empower Others to Act Within the Vision

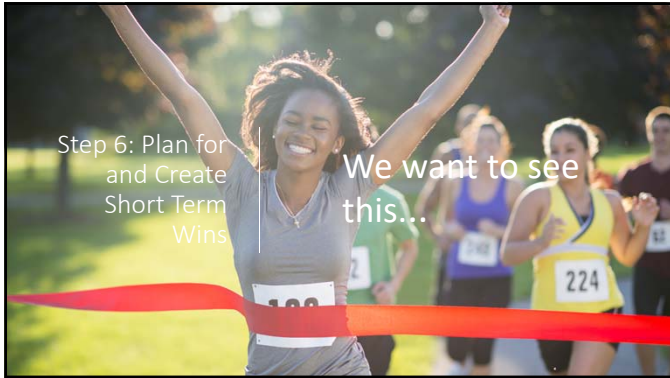


SPACE to learn
from errors in execution

Step 5:
Empower Others to Act Within the Vision



SPACE to make adjustments
without fear of judgment or
reprimand



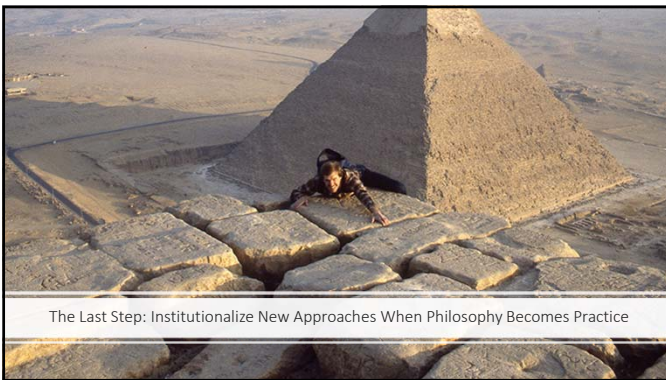




WHEN CONSIDERING POLICY CHANGES

1. USE THE MOST EFFECTIVE TEACHER IDEAS TO VALIDATE SHORT TERM WINS
2. Delay policy change to allow everyone to buy-in and to be a part of the progression





The Last Step: Institutionalize New Approaches When Philosophy Becomes Practice



- Protect your investment
- Let the new normal become policy
- Formally adopt what is already happening within the school



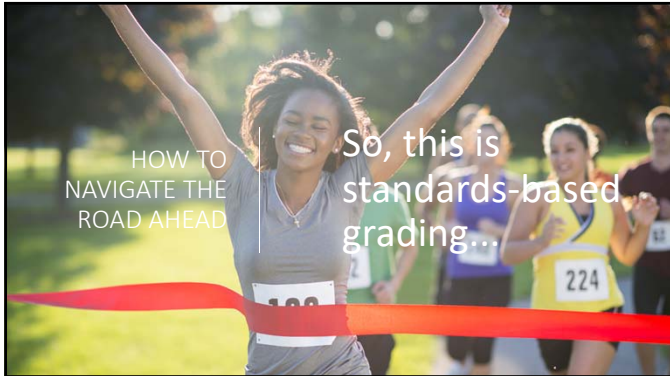
Now Boarding!

GRADEBOOKS, REPORT CARDS, AND ATTRIBUTE RUBRICS



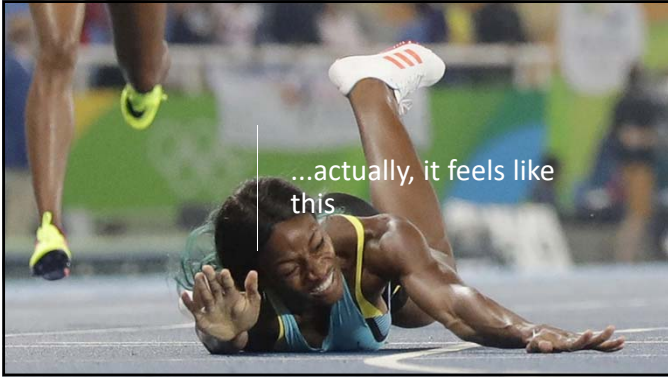
Change Can Start with You

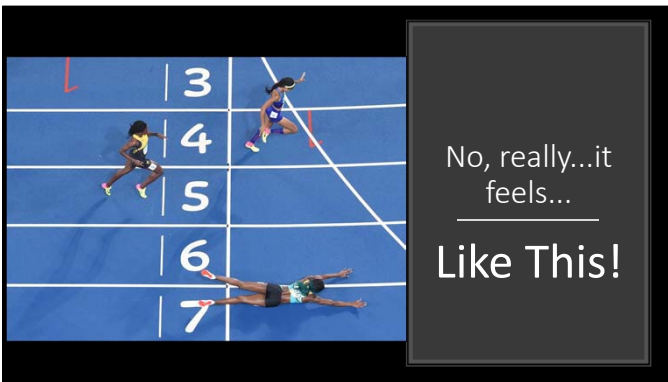
An individual takes much less time to be convinced of what is right than a site group, a site, a school board, a district.




HOW TO NAVIGATE THE ROAD AHEAD

So, this is standards-based grading...







What are you going to do now?

- How are you going to take what resonates with you back to your teams?
