

Navigating Change: Fostering a Culture of Innovation

Change is hard... As someone who is new to my role, my school, and my district, I've learned to embrace that somewhat uncomfortable feeling that tells me that I'm the edge of new learning and new understanding. And with the implementation of a new curriculum in BC, there's no question-- more change is coming! As much as I welcome the transformative instructional and assessment practices that are embedded in the new curriculum, I also recognize that for meaningful innovation to occur, it will require ongoing support for educators and students. As a school leader, it is my responsibility to foster that innovative culture, and to provide that support.



But to effectively support staff and students as we move forward, I must first have a comprehensive understanding of *where we are now*- an understanding

of the unique context and culture of my new school and district. I must acknowledge and value the history and traditions of my school community, while at the same time continue to build a capacity for change and growth.

For me, that means gradually learning the “stories” of the members of my school community, building trusting relationships, *and from this*, determining how I can best support meaningful, relevant and engaging learning and growth for all students.

There is no one “right way” to do this, no “easy” or quick method...

It means stationing myself near the entrance to my school and saying “good morning” to 1200 groggy teenagers. It means “high fives” and fist bumps as I wander through the halls at breaks and at lunch. It means visiting classrooms, and chats in the staff room, watching basketball games and attending PAC meetings. It means the million other “little things” that gradually build trust, and form those essential, foundational relationships with parents, students and staff.



Saying “good morning” to 1200 groggy teenagers.



Visiting classes. Want to see an example of flexible learning environments, team teaching and multi-aged classes? Check out a PE class!

Learning those stories takes time. And patience. But eventually, all of these “little things” will lead to “big” understanding and insight into the great things that are already occurring in my building. I am then able to build on those successes, those strengths, as we move forward together into new learning and new understanding...

Sarah Garr TEDx What is Success? <https://youtu.be/S2LKi-KeiUE>