CS 51: Catalyzing Institutional Transformation: An Integrated Model for Effective Practice

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Objectives:

- **Participants:**
  - Explore the Four Categories of Change Facilitation model (Henderson, Beach, & Finkelstein, 2011)
  - Consider the ways in which the model can apply to transformation initiatives on your campus

- **Facilitators:**
  - Gain insight from workshop participants on successful strategies being used on other campuses
The culture of teaching and learning at Boise State will be characterized by

- on-going exploration and adoption of evidence-based instructional practices.
- faculty engaged in continuous improvement of teaching and learning
- dialogue around teaching supported through a community of practice
- teaching evidenced and informed by meaningful assessment

The fulfillment of this vision will enhance our learning-centered culture and will result in increased student achievement of learning outcomes, retention, and degree attainment; especially among underrepresented populations.
Free Write

- Please take five minutes to write about what institutional transformation initiatives are currently taking place or are being planned to take place on your campus
  - Include specific activities that are being/will be undertaken to support your institutional transformation
Intended Outcome of Change

Prescribed

Emergent
Aspect of System to be Changed

Individuals

Environment
4 Categories of Change Facilitation

- Curriculum & Pedagogy
- Reflective Teachers
- Policy
- Shared Vision
Activity #1

- Sort the activity cards into one of the four quadrants in the change model
Important Components of Change Activities

- Effort
- Impact
- Key players
Assess the Activities

- Sum the effort and impact in each quadrant
  - Where is this project the strongest?
  - Where are there imbalances?
  - Where are gaps?
# Stages of Adoption and Strategies

<table>
<thead>
<tr>
<th>If you’re in this Stage...</th>
<th>#</th>
<th>... then use this Strategy</th>
</tr>
</thead>
<tbody>
<tr>
<td>Awareness</td>
<td>1</td>
<td>Advertise (Brief)</td>
</tr>
<tr>
<td>Curiosity</td>
<td>2</td>
<td>Inform (Detailed)</td>
</tr>
<tr>
<td>Mental Tryout</td>
<td>3</td>
<td>Demonstrations</td>
</tr>
<tr>
<td>Hands–on Tryout</td>
<td>4</td>
<td>Training</td>
</tr>
<tr>
<td>Adoption/Use</td>
<td>5</td>
<td>Support</td>
</tr>
</tbody>
</table>
Application on Your Campus

- Apply your institutional transformation activities to the four quadrant model.
  - Where is the current focus of your efforts?
  - How can you incorporate strategies that will address all four quadrants?
  - What are the first steps to take when you get back to your campus?
Thank you for joining us!

- Please use the index cards to complete a “muddiest point”

References: