

WHAT HAPPENED?	WHAT I BELIEVED ABOUT CHANGE	WHAT I BELIEVE NOW (AS INFORMED BY EMERGENT STRATEGY)
My team and I wanted to completely overhaul and replace what was in place immediately.	⚡ Change happens when we dream big and take risks for our students.	⚡ Small change is slow, but it is still change. The ways we are able to start small still impact the larger system because they are interconnected.
Our grade level team had brainstorming meetings and put together a presentation for our administration .	⚡ Change happens best when we work with those who are next to us. Including our administration in these conversations would not have been helpful since they are the gatekeepers.	⚡ Change happens best when we decentralize leadership positions. When we all can come to the table as equal partners in the work, we can build relationships that lead to change. There is no need for gatekeepers when we are all equally invested.
Our administration team told us that we needed to be better teachers before we could make change.	⚡ There is a disconnect between principals and teachers. All schools should eradicate principals and other top-down leadership positions that take power away from school teachers.	⚡ It felt like a disconnect between teachers and principals because the stakes are too high and the trust was too low. We were not moving at the speed of trust.
Our administration team was under immense pressure to get off the 40/40 list.	⚡ Administrators, who are often the gatekeepers of radical change, wanted to keep up the status quo.	⚡ We are all interconnected. And affirming our interconnectedness comes from empathy. The small risks we take in our schools impact all stakeholders.
My principal told me, "You are only a second year teacher. You can't challenge me."	⚡ Teachers have to continue to fight against administrators in order to move forward.	⚡ Systems of power are run by people. Find the value of spreading decision making power to everyone, but especially students.
The administrative team shutdown our plan.	⚡ If it does not happen at this moment, change is impossible.	⚡ Change is slow but it is constant. And every plan, conversation and risk we have contributes to change in a small way. Re-strategize, work on trust, keep going.