

FLORIDA ATLANTIC UNIVERSITY



**FLORIDA EDUCATOR PREPARATION  
AND LEADERSHIP NETWORK (FEPLN)  
OCTOBER MEETING**

*Leading Change in Schools:  
Theory to Action*

**OFFICE OF EDUCATIONAL LEADERSHIP LEARNING**

October 1, 2025

1:00 PM

# Network Vision

To build a collaborative learning community that empowers educational leaders across Florida to grow, innovate, and share expertise.





# ***FEPLN Mission Statement***

Amplify educator voices through collaborative partnerships to strengthen preparation programs, leadership pipelines, and professional learning opportunities for educators.

# FEPLN Meeting Logistics and Professional Learning Norms



1<sup>st</sup> Wednesday of each month at 1pm  
via Zoom



Participation of all members on the  
call



Active listening



Respect for all perspectives

# Today's Agenda

- Welcome and Logistics
- FDOE Welcome Dr. Hall and Q&A
- Leading Change in Schools: Theory to Action
- Breakout Discussion
- Session Feedback
- What to Expect Next
- Optimistic Closure



# Welcoming Ritual

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Drop in the chat:

- What is your favorite Halloween candy?





Department of Education, Division of Public  
Schools Leadership



**Dr. Paul Burns**  
Senior Chancellor



**Dr. Josey McDaniel**  
Deputy Chancellor

Bureau of Educator Recruitment,  
Development and Retention



**Dr. Sarah Hall**  
Chief



**Ashley Harvey**  
Director  
Retention Team



**Katarina Humphrey**  
Grants Manager and  
Add-Ons Specialist



**Katherine Parish**  
Evaluations and  
Leadership Program  
Specialist



**Tiani Snelling**  
Policy and Professional  
Learning Specialist

# FDOE: Q&A

- Use the QR Code or link in chat to record additional questions that were not addressed during this Q&A
- Have a more direct question for us? Email: [professionallearning@fldoe.org](mailto:professionallearning@fldoe.org)





FLORIDA ATLANTIC UNIVERSITY



***Leading Change in Schools:  
Theory to Action***

**Dr. Cynthia Bauman, *Florida Atlantic University*  
Vaughnette Diane Chandler, *Pasco County Schools***

# Pasco County Schools Partnership

Evolving Role of the Principal

Supporting New Principals

Key Priorities

Strengthening Preparation



# Principles Of Adult Learning

## **Self-Directed**

Adults need to be involved in the planning and evaluation of their instruction.

## **Experience**

Experience (including mistakes) provides the basis for the learning activities.

## **Readiness**

Adults are most interested in learning subjects that have immediate relevance and impact to their job or personal life.

## **Problem-Centered**

Adult learning is problem-centered rather than content-oriented.  
(Kearsley, 2010)

# Professional Learning Overview

## Phase One

**Launch:**  
***Leading Change***

*Full Day In-Person  
Session*

*August 25, 2025*

## Phase Two

**Reflect and Sustain:**  
***Mid-Year Check In***

*75-Minute Virtual Coaching  
Session*

*December 2025*



# Professional Learning Objectives

*As a result of this professional learning series participants will:*

- 1. Understand and apply change theory in the educational context.**
- 2. Build trust and psychological safety during change.**
- 3. Design and communicate a change vision.**
- 4. Develop a plan for implementation that ensures success.**
- 5. Engage in collaboration for change and monitor progress.**
- 6. Sustain change for continuous improvement.**

# Kotter's Change Model



## THE 8-STEP PROCESS FOR LEADING CHANGE

1. Create a sense of urgency
2. Build a guiding coalition
3. Form a strategic vision and initiatives
4. Enlist a volunteer army
5. Enable action by removing barriers
6. Generate short-term wins
7. Sustain acceleration
8. Institute change



# ***Designing and Communicating a Change Vision***

## Learning Target:

- I can communicate a **strategic vision** that engages stakeholders.

## Success Criteria:

- I can design a change vision with actions that support it.
- I can develop a communication plan that introduces and sustains a vision for change.



# Message Mapping



**Core Message  
(Vision Statement)**



**Initiative Overview**



**Stakeholder  
Message Matrix**



**Communication  
Plan**



**Feedback Loop**



# ***Leading Collaborative Action***

## Learning Target:

- I can enable action by **removing barriers** to collaborative action.

## Success Criteria:

- I can anticipate and transcend barriers based on Lippitt-Knostr's *Conditions for Successful Implementation*.

# Lippitt-Knoster Variation



Adapted from Knoster, T., Villa, R., & Thousand, J. (2000). A framework for thinking about systems change; Lippitt, M. (1987). The Managing Complex Change Model. Enterprise Management.

# Countering Loss

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Change can induce feelings of loss of:

- Safety
- Freedom
- Status
- Belonging
- Fairness
- Identify

People don't resist change,  
**they resist loss.**

Teaching  
is a work  
of **heart.**

@WORKSHOPCLASSROOM



# Countering Loss

## *Guiding Questions:*

What actions might you take to prepare staff and minimize feelings of loss as you lead change in your districts?

What tools and structures are you using to facilitate change?

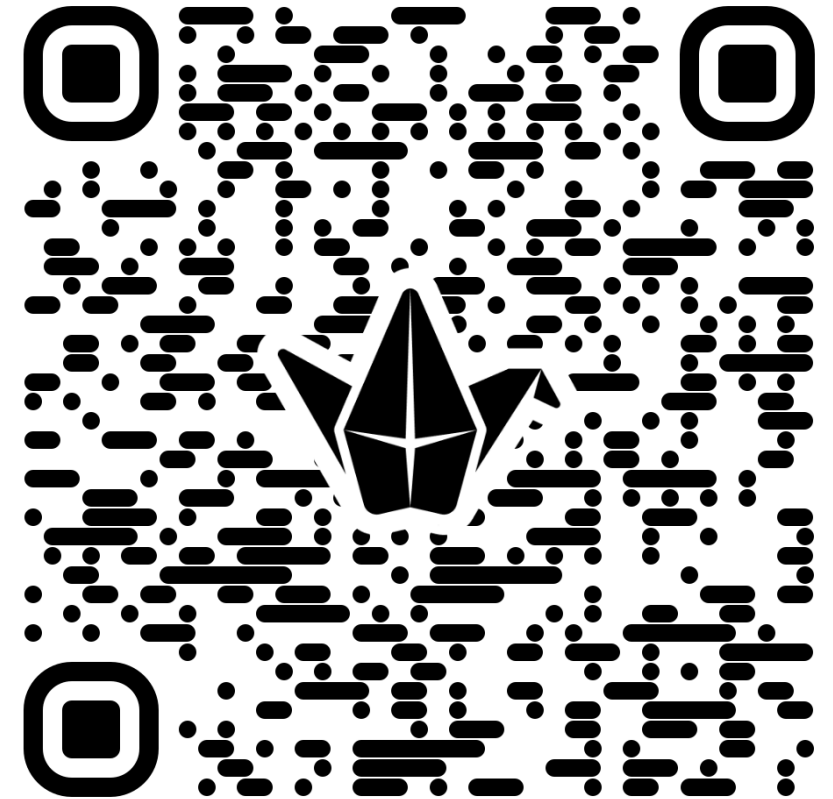
# Leading Change in Schools Breakout Discussion

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What actions might you take to prepare staff and minimize feelings of loss as you lead change in your districts or organization?

Please share resources, tools, or strategies you have utilized to manage change.

Record highlights from your discussion in the Padlet and be prepared to share out.



# Whole Group Share Out

**What were some highlights from your discussion regarding leading change and minimizing feelings of loss?**



# Session Feedback

Florida Educator Preparation and  
Leadership Network (FEPLN) Oct  
2025 Session Feedback



# What to Expect Next Meeting

## Next Meeting Meeting Topic

- Leading a School District Coaching System, Dr. Jennifer Shepard, *Clay County Schools*
- Presentation topics determined by YOU!
- Please complete the survey!

## Upcoming Meeting Dates

- Next Meeting: November 5, 2025, at 1 PM
- Future Meetings: 1<sup>st</sup> Wednesday of each month

## Meeting Details

- A calendar invite with the meeting link will be sent in advance

# FEPLN Meeting Topics Survey

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FEPLN SY26 Professional Learning  
and Meeting Topics Survey



# Optimistic Closure

Which idea or insight from today will you carry with you into your leadership practice?



Drop your response in the chat! ✨

A close-up photograph of a red pen with its tip pointing towards a calendar grid. The calendar shows dates 10, 11, 16, 17, 18, 24, and 25. Overlaid on the calendar is the text "Thank you! See you on November 5th!" in a white, bold, sans-serif font with a slight drop shadow.

**Thank you!**  
**See you on November 5<sup>th</sup>!**