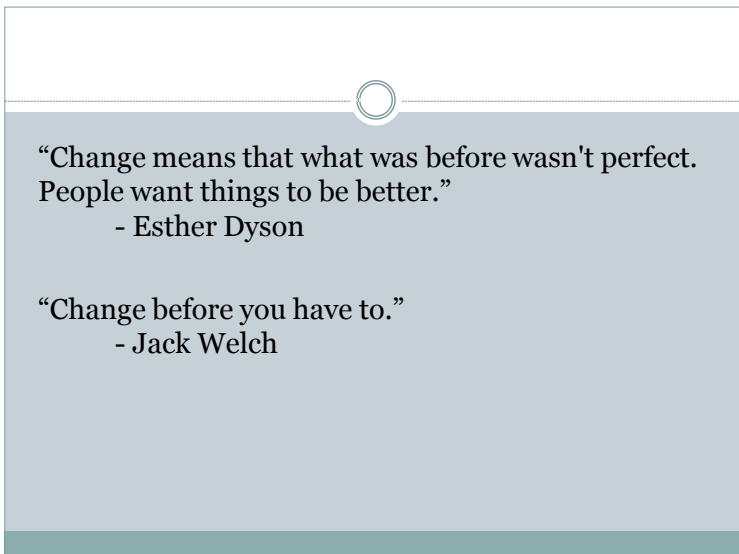
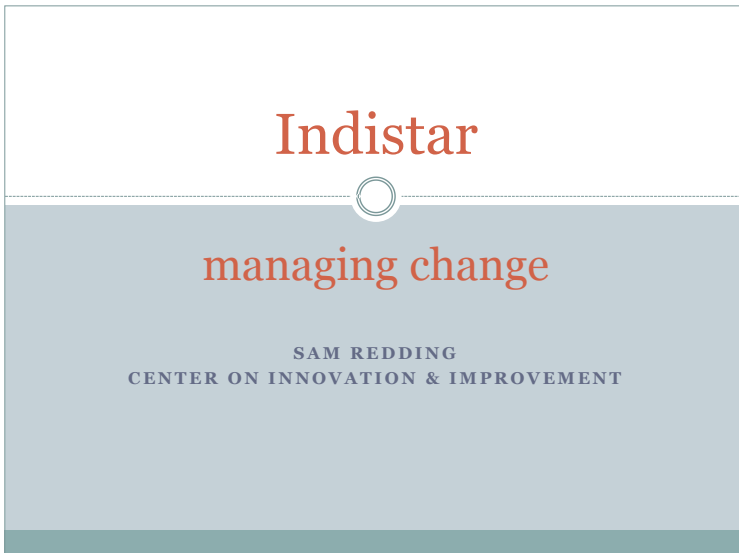


Indistar®: Past, Present, & Future

Indistar®: Managing Change Presentation

*Sam Redding/CII*



## Change management

- **Is change good?**
  - Not necessarily.
- **Is change inevitable?**
  - Yes. Except from vending machines.
- **Can we manage change to direct its path?**
  - Yes.
- **Does change have human consequences?**
  - Of course.
- **Should change management include attention to the human consequences?**
  - Certainly.

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## Recognition of strengths

**Indistar** enables the school (or district) to recognize its successes (both in terms of results in student learning and universal application of effective practice) as well as its deficiencies, **enhancing the motivation for change.**

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## Continuous improvement



**Indistar** includes continuous planning, implementation, monitoring, and adjustment in course that **empowers decision makers** to make detailed and informed decisions about changes in practice to achieve desired results in student learning.

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## Broad and transparent engagement



**Indistar** engages teams and extends the reach of change to everyone in the school (or district), ensuring transparency and **broad engagement** with web-based access (Guest Logins) to the evolving plan, its implementation, and its success.

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## Multiple data sources

Indistar enables **decision makers** and others in the school to create and analyze a variety of data sources, including:

- student outcome data,
- data about prevailing professional practice, and
- data on the process itself.

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## Focus on universal application of effective practice

Indistar requires **school-wide application** of effective practice and avoids over-focus on recent areas of deficiency, the causes of which are seldom isolated to a small number of factors or personnel.

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### Guidance from aligned research and exemplary practice

Indistar provides research-based guidance on effective practice to **enhance the capacity of decision makers and others** in the school to make wise decisions and to nurture the improvement of professional knowledge and skill.

Wise Ways and Indicators in Action, plus other resources accessed by the teams.

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### Differentiated and immediate support

Indistar facilitates **differentiated levels and kinds of external support** (including from the SEA and district) are provided to assist the school (or district) in the assessment of current practice, planning for improvement, implementation, and monitoring of progress.

In real time.

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## Attention to human capital

**Indistar** takes into account the current level of **knowledge and skill of personnel** and the procedures by which personnel are trained and coached.

**Focus on effective practice** in a web-based continuous improvement process **frees personnel** from paperwork burden that often seems irrelevant to their daily work, thus **liberating staff** to build their human capital.

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## Since the last summit

- Lots of work on:
  - the “system” to make it more flexible and adaptable for SEA purposes
  - coaching features
  - State reporting features
  - new Wise Ways
- Lots of new States added.
- SIG Online Tool created.
- SSOS indicators and rubrics revised.
- New servers and multiple back-up systems added.
- An Indicators in Action course added.
- A Star Meeting system created.
- Indistar Movie created, posted on You Tube.

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## Big projects under way

- Re-design Dashboards and Main Pages
- Create a re-assessment cycle
- Convert repeatable “tasks” to an annualized schedule
- Finish “Leadership” Indicators in Action
- Improve Agendas and Minutes
- Update Wise Ways in a dynamic system
- Add a linked video library of indicator demonstrations
- Enable district-specified features

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## Indistar is built inductively

### Inductive Thinking:

- Reasoning from specific facts (or cases) to general principles;
- Generalizing a conclusion from observation of particulars

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## Indistar is you



- Advantage of the many-State collaborative
- Creating a Community of Practice
- Including district and school personnel

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