

# K12 Change Lab

## As Markets Change, So Must Schools: Clarity and Action

K12 Change Lab team plus school-based change agents

Tuesday, January 6



# WORLD LEADERSHIP SCHOOL

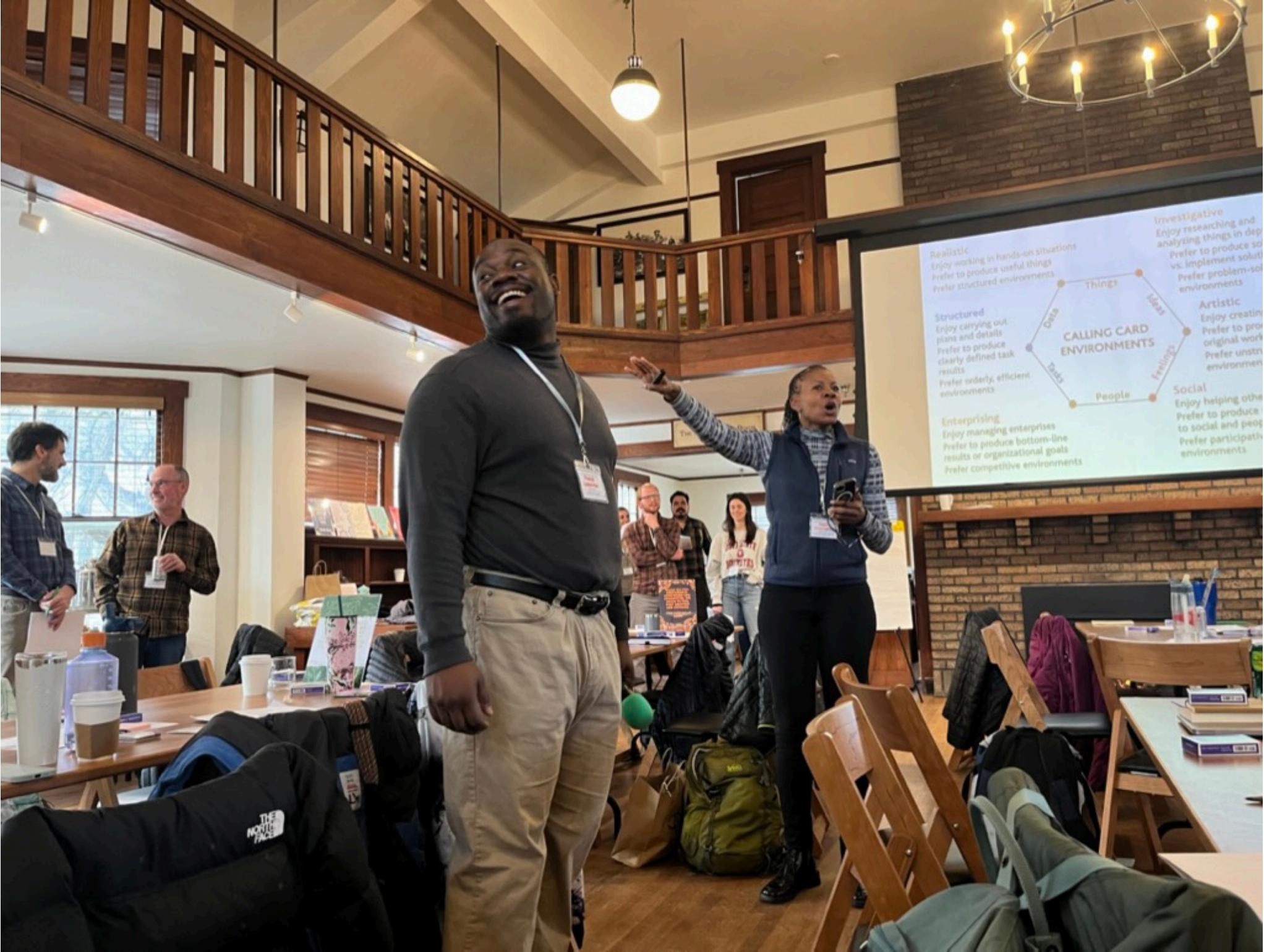


**We bring purpose  
to learning.**

World Leadership School partners with K-12 schools to reimagine learning and create next-generation leaders.

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**Realistic**  
Enjoy working in hands-on situations  
Prefer to produce useful things  
Prefer structured environments

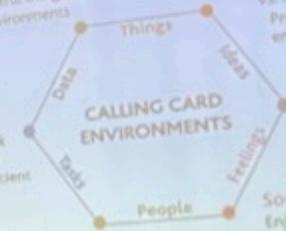
**Structured**  
Enjoy carrying out plans and details  
Prefer to produce clearly defined task results  
Prefer orderly, efficient environments

**Enterprising**  
Enjoy managing enterprises  
Prefer to produce bottom-line results or organizational goals  
Prefer competitive environments

**Investigative**  
Enjoy researching and analyzing things in depth  
Prefer to produce solutions vs. implement solutions  
Prefer problem-solving environments

**Artistic**  
Enjoy creating  
Prefer to produce original work  
Prefer unstructured environments

**Social**  
Enjoy helping others  
Prefer to produce to social and people  
Prefer participative environments









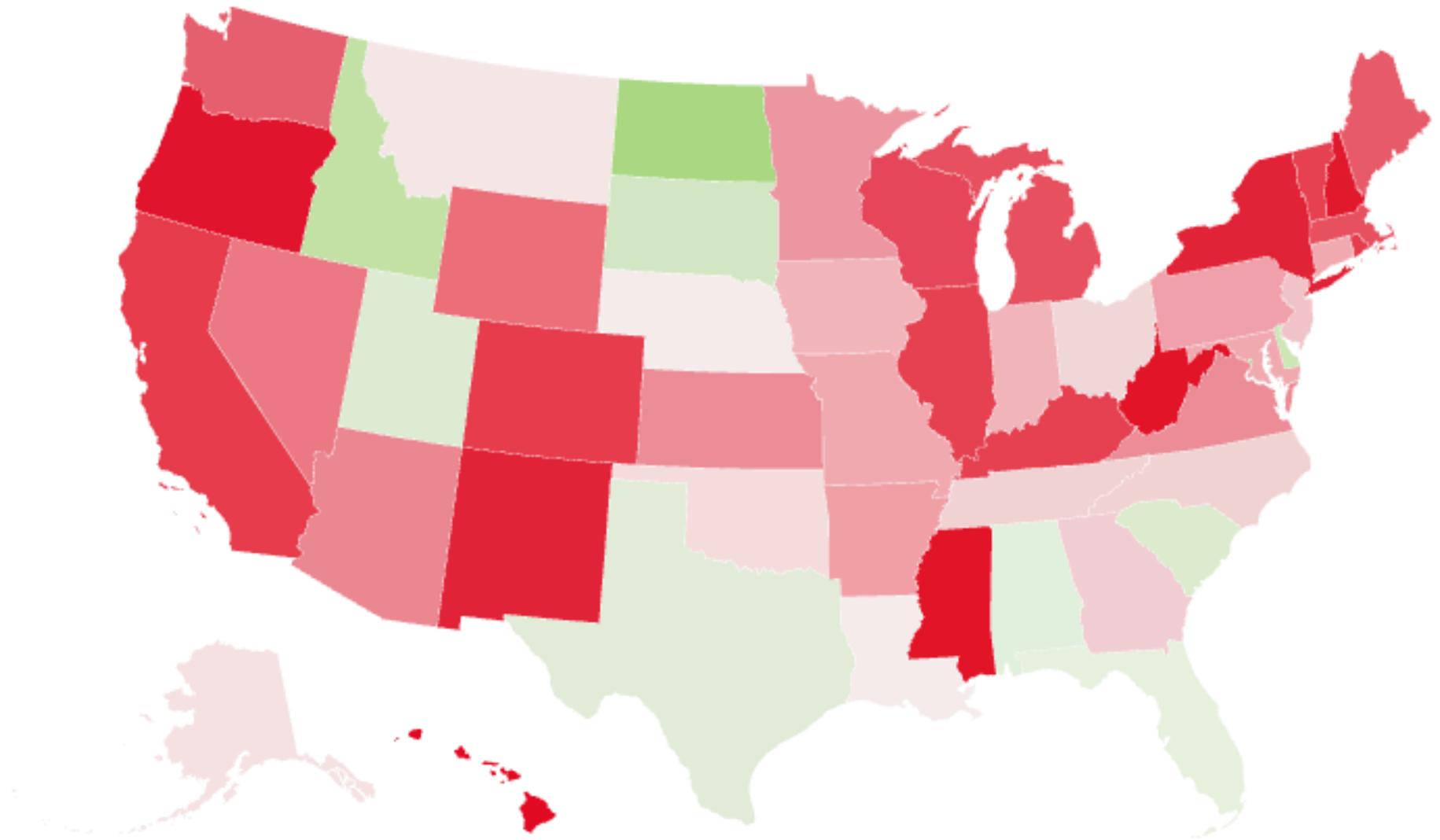
**K12** Change  
Lab 

# **GROWING CHALLENGE FOR SCHOOLS:**

**How can schools make  
strategic change efficiently  
and cost-effectively?**

# DEMOGRAPHICS

# Percent Change in Public School Enrollment, 2019-20 to 2023-24



Source: National Center for Education Statistics  
2019-20 enrollments were taken in fall 2019, prior to pandemic shutdowns

# **DISRUPTIONS**

**DYNAMIC FUTURE**



[Watch video on YouTube](#)

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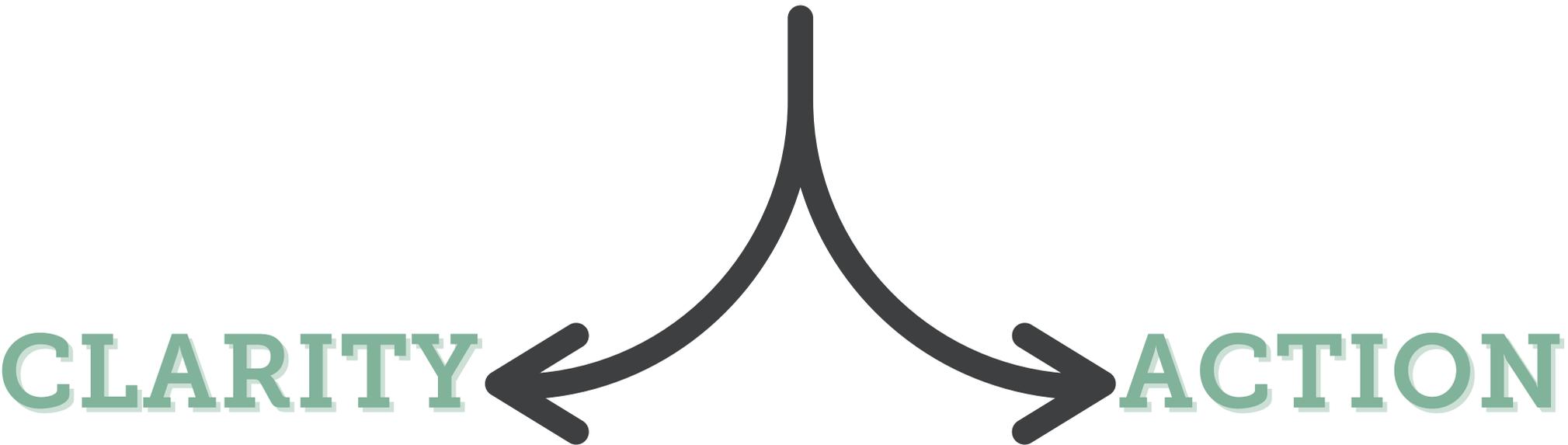


**“How we deal with change differentiates the top performers from the laggards. But we first must know what should never change. We must grasp the difference between timeless principles and daily practices.”**

**– Parting words of Egon Zehnder, Founder of a global executive search firm bearing his name**

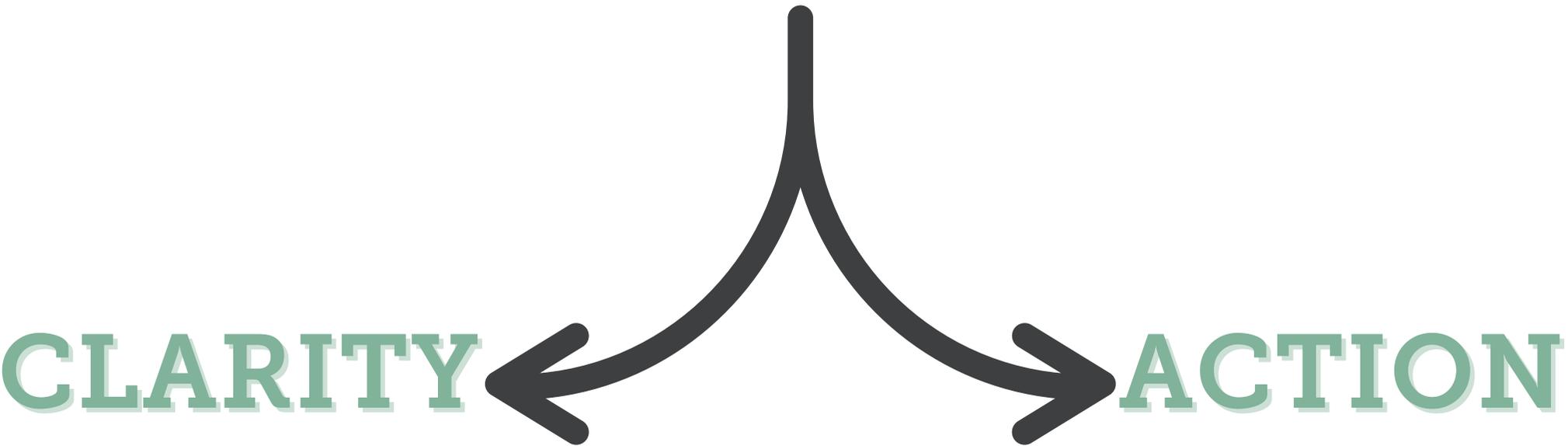
## GROWING CHALLENGE FOR SCHOOLS

How to implement strategic change efficiently and cost-effectively.



# GROWING CHALLENGE FOR SCHOOLS

How to implement strategic change efficiently and cost-effectively.



SCHOOL  
+  
CHALLENGE



TEAM  
+  
COMMUNITY



# CLARITY



## SCHOOLS OFTEN:

- Lack clarity on mission and vision, e.g., trying to be all things to all people
- Pursue too many strategic priorities at once. Therefore, leadership team cannot fully support the change
- Select a team without the necessary influence, skill set, and social capital.
- Do not explore all dimensions of a challenge, and therefore lock into a solution too early

# CLARITY



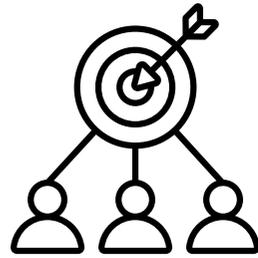
**Do we have clarity on our school's mission and secret sauce? For example, is our mission specific enough to tell us what we should NOT be doing?**

**How do we know if we have the strategic bandwidth/leadership commitment to embark on change?**

**How can we explore this challenge in depth before jumping to a solution?**

**How do we select our "dream team" for this work?**

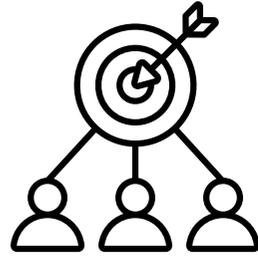
# ACTION



## SCHOOL TEAMS OFTEN:

- Not supported with standing time to work and accountability structures. Therefore, the team gets distracted by the competing demands of their jobs.
- Experience resistance from teachers and other community members due to a lack of engagement, input, and trust.
- Not enough data and feedback to achieve alignment around a specific and concrete solution
- Not enough professional learning time to implement the change and shift faculty culture

# ACTION



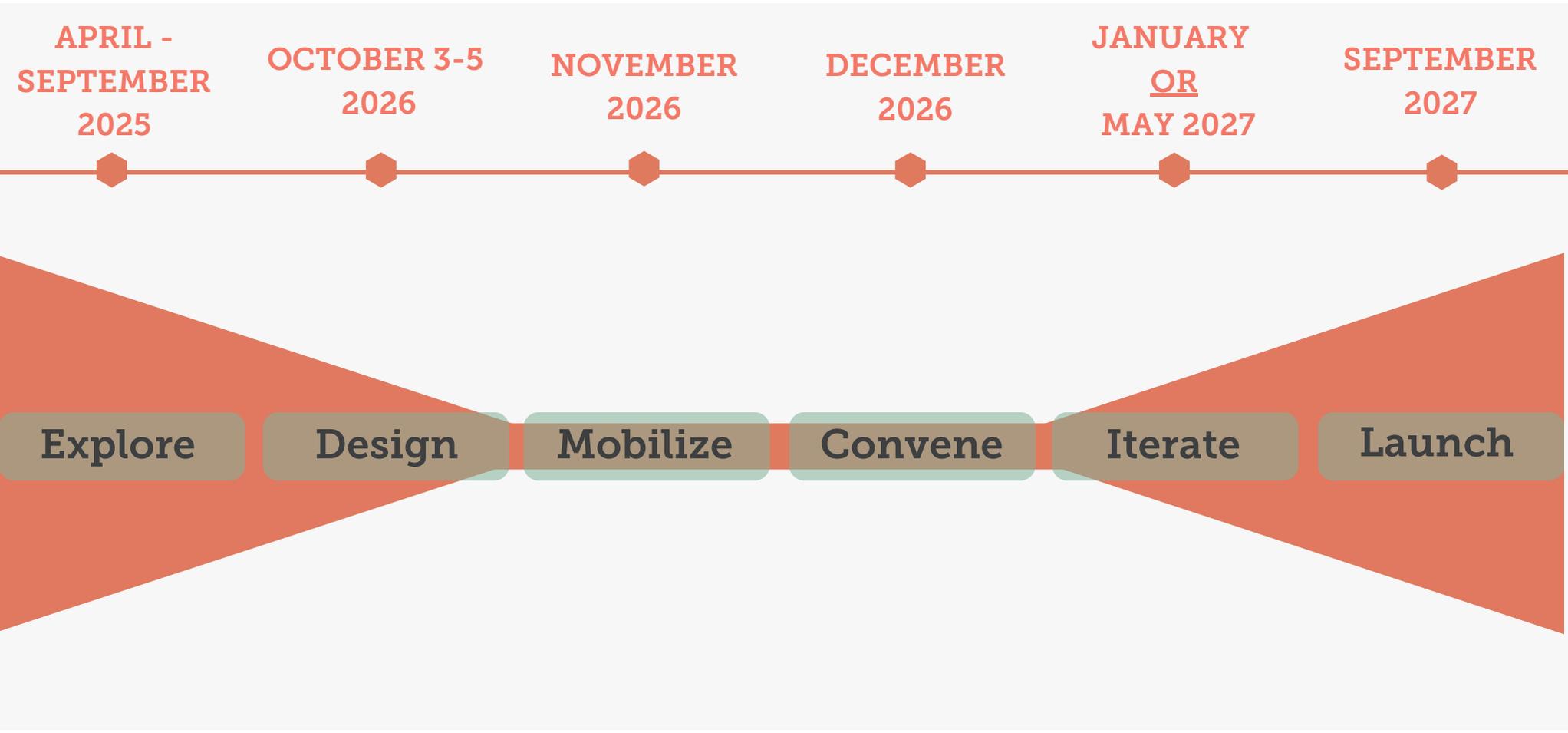
**How can we support our team with time to work and clear accountability structure?**

**How can we help the team mobilize the community around the change?**

**How can the team use data, feedback, community engagement, and an iterative process to align and advance the solution?**

**How can we ensure there is professional learning time for the change?**

# K12 Change Lab: Timeline- The Funnel



# **GROWING CHALLENGE FOR SCHOOLS:**

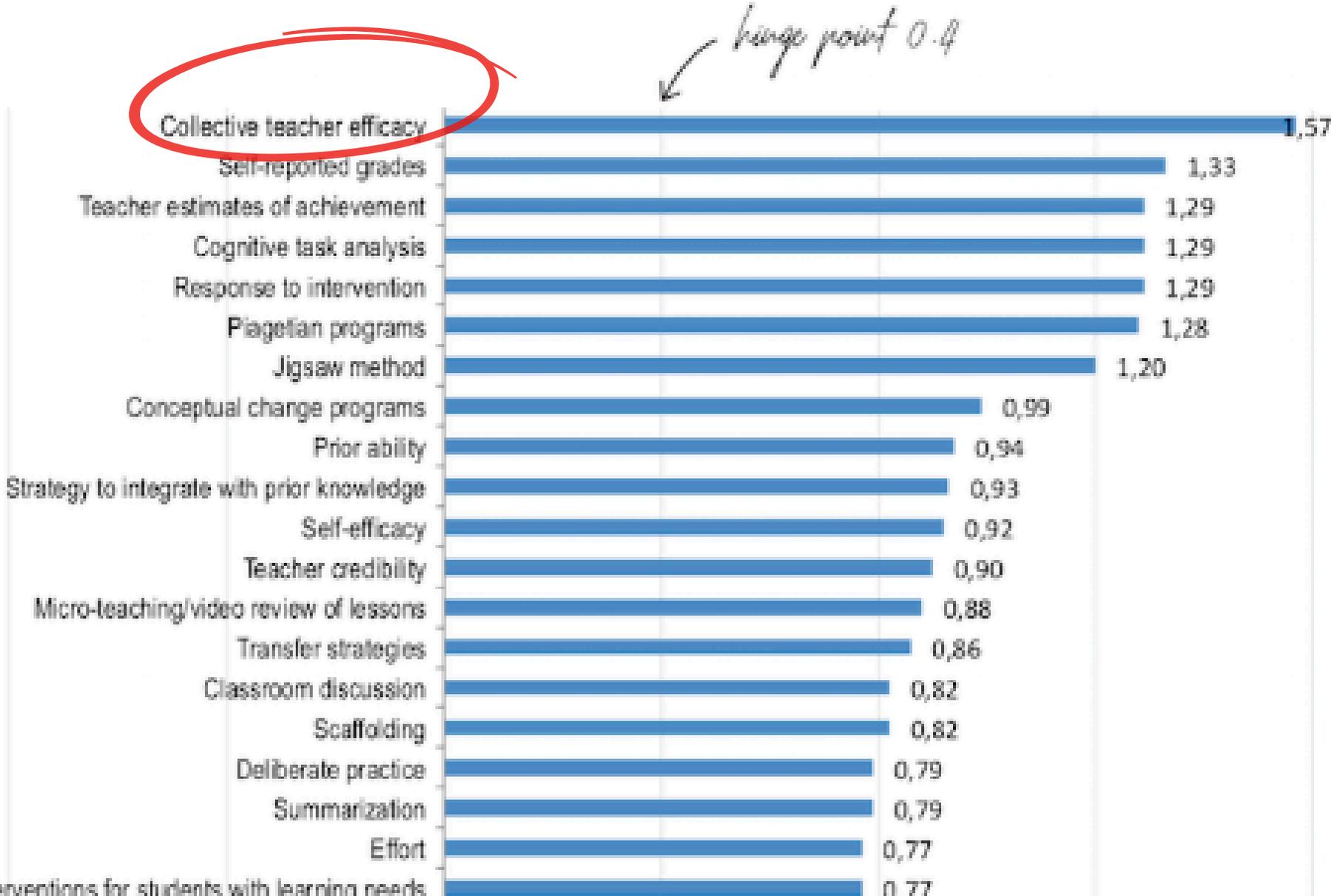
**How to implement strategic  
change efficiently and cost-  
effectively...  
and harmoniously**

**“An executive team on its own can’t find the best solutions. But leadership can generate more leadership deep in the organization.”**

**– HBR, Heifetz, Grashow and Linsky, “Leadership in a (Permanent) Crisis,” HBR 2009**

# Hattie's 2018 updated list of factors related to student achievement: 252 influences and effect sizes (Cohen's d)

Source: J. Hattie (December 2017) [visiblelearningplus.com](http://visiblelearningplus.com)  
Diagram: S. Waack (2018) [visible-learning.org](http://visible-learning.org)



# K12 Change Lab

**Now Enrolling:**

**2026-2027 Cohort**

**Sonoma Academy Summit  
October 3-5, 2026**



[www.k12changelab.org](http://www.k12changelab.org)