

# Change Management: Inspiring Strong Leadership

If you were to ask educators who've just been through a transition to Competency-Based Education what the biggest pain point in change management was, they'd resoundingly say, "A lack of strong leadership."

In fact, here at Motivis, we did ask a group of CBE educators this question. And that was exactly what they said.

More specifically, the most common pain points mentioned were:

- Lack of clarity around why the organization was transitioning to CBE.
- Disorganized approach to the transition; for example, randomly changing decisions that had taken many years to develop, without stakeholder input.
- Not much outreach on behalf of leadership to the larger community. Instead, this communication was left to other staff members.

Breaking down existing structures to make way for new ones can often lead to a lack of communication, and fear can take over. Leadership might be nervous about not having all the answers, and they may worry that makes them look like they don't know what they're doing. In these situations, it's far better to be transparent.

In education, the implementation of new initiatives is contingent on people's willingness to challenge the established order. To bring about change, you risk grey hair, ulcers, and often most troubling, you worry about the effects of change and upheaval on the students.

It can be scary to jump into the role of leading big change. But we can't let fear stand in the way, and strong leadership can make all the difference.

“ There is incredible capacity among teachers who are eager to learn and who are doing good things already. And, by giving stakeholders all the information surrounding student progress—including traditional grading measures and feedback on competency proficiency, they are much less likely to resist the change to CBE.

One person in one district can't own all of this, because when that one person goes away, you've lost it. You have to provide support for the leaders who do the work, and I include teacher leaders in this as well. ”

**Rose Colby**

Author, Adjunct Professor,  
Consultant for the NH Department of Education