

Administrative Leadership Institute  
Challenge Brief  
Alvin ISD

Driving Questions:

How can I assess the need for organizational transformation in my district?  
How do I build capacity to ensure this transformation happens systemically?

In Alvin ISD, we are committed to focusing our efforts on two things that we feel we can control as educators: the quality of the work that we design for students and the relationships we build. Therefore, our organizational change efforts are concentrated on:

- fostering innovation and creativity in our classrooms, schools, departments, and leadership;
- building the capacity of our learning organization at all levels by taking a structured, intentional approach to systemic change;
- committing to a vision and set of core beliefs that drive all that we do.

As we face the challenges of education today, as well as seek to prepare our students for their future, we consistently engage in purposeful dialogue concerning the need to change from a teaching platform to a learning platform. As you learn about our organization, it is our hope that we challenge your thinking in regards to your own district, and that we are able to tell our story in a way that is engaging, meaningful, and valuable to you in your own journey of organizational transformation.

Today's learning experience has been designed with you in mind. Your team should consist of between 6-8 members. At least one member from each team will visit one of six research stations to engage in a more in-depth conversation about change efforts in Alvin ISD and will then report back to their teams to share their knowledge. Following this, each team will formulate between 2-6 questions designed to initiate, assess, or provide direction regarding the organizational change efforts in your districts.

Research Stations:

1. Vision and Core Beliefs
2. Design Teams
3. Focus on the WHO
4. Bureaucracies vs. Learning Organizations
5. Design vs. Planning
6. Building and Fostering Trust and Collaboration