

The Decatur Process

The Big Picture

I. Initiate a Systemic Change Effort

7 months

1. Facilitators assessed and enhanced their own readiness for the process and formed a Support Team. (Old 1)	Oct - Nov '00
2. Facilitators explored working with four school districts and established a relationship with Decatur. (Old 2)	Dec - Feb '01
3. Facilitators assessed and enhanced Decatur's readiness (Old 3.1)	1/23 - 2/15/01
4. No contract was signed for Phase II. (Old 3.2) Core Team developed a broad agreement for the change process for all stakeholders to sign and sought board approval (New 10)	3/19 - 5/21/01

II. Develop Core Team

12 months

5. Facilitators and superintendent formed the Core Team (Old 5)	2/16 - 3/07/01
6. Retreat was designed and held to develop Core Team dynamic (Old 6)	Apr - Jun '01
7. Core Team understanding was developed of the systemic change process, systems design, dialogue, and small-group facilitation (Old 7)	Jun - Nov '01
8. Used community forums to assess and enhance district and community capacity and culture for change. (Begin by redesigning the event) (Old 4, 10, 11)	Jan - Feb '02
9. Did not develop an agreement/contract with the Core Team and School Board for a systemic change process and funding, scope out resource needs, and plan a proposal for external funding (New) – Not needed (free)	-
10. Partially developed a compact with all stakeholders to engage in a systemic change process (see 4); did not have a large public signing ceremony (New)	Mar - May '01

III. Develop the District-Wide Framework and Capacity for Change

10 months

11. Core Team expanded into the Leadership Team, Core Team members became facilitators, facilitator became an advisor and "critical partner" (Old 13)	Nov – Dec '02
12. Did not hold a retreat to develop the Leadership Team dynamic (Old 13)	
13. Facilitators are developing Leadership Team understanding of systems, design, mental models, the systemic change process, dialogue, and small-group facilitation (Address throughout Events 14-15, hold 1-day retreats) (Old 13)	Jan '03 → ongoing
14. Leadership Team began to develop a district-wide framework with broad stakeholder participation (community forums). This entailed identifying changes in the community's educational needs. The Team took this opportunity to enhance district and community interest in, and culture for, systemic change. (Old 11, 17 & 18)	Dec '03 - Feb '04
15. Leadership Team finished developing a district-wide framework with broad stakeholder participation (community forums). This entailed developing core values or beliefs for an ideal school system, regarding both ends and means. The Team took this opportunity to enhance district and community interest in, and culture for, systemic change. It developed various means for broad stakeholder involvement. (Leadership Team was involved to some extent in redesigning the event) (Old 11, 17 & 18)	Feb '04 - Feb '05
16. Leadership Team identifies current and recent change efforts and decides what relation those should have with this effort (decides how to integrate them) (Begin by redesigning the event) (Old 9)	Feb '02 - Dec '02 Jan '05 - Sep '05
17. Leadership Team develops a change process strategy with broad stakeholder input. This includes district office capacity building, leadership development, and budget. Leadership Team gets funding for Phase IV. Advisor's role is defined and funded for Phase IV. (Begin by redesigning the event) (New)	Feb '05 - Aug '05

IV. Create Ideal Designs for a New Educational System**10 months**

18. The Leadership Team forms and develops the capacity of several building-level Design Teams (through a series of 1-day workshops) and conducts a workshop on the district framework. (Begin by redesigning the event.)	6 wks each round Nov '05 - Jan '06 Nov '06 - Jan '07
19. Design Teams create ideal building-level designs and criteria for evaluating those designs with broad stakeholder involvement. The Leadership Team supports and monitors the Design Teams.	17 weeks Feb - Aug '06 Feb - Aug '07
20. Leadership Team forms and capacitates a district-level Design Team (Begin by redesigning the event)	2 weeks May '09
21. District Design Team creates a design for ideal district administrative and governance systems, and systems for evaluating that design, with broad stakeholder involvement. Leadership Team supports and monitors this Design Team.	12 weeks Jun - Aug '09

V. Create the First Practical Designs**8 months**

22. Design Teams create a plan for evolving toward their ideal design, and they create their first practical building-level designs, along with criteria for evaluating those designs, with broad stakeholder involvement. This includes identifying existing programs and resources, and identifying gaps where they must design their own. The Leadership Team supports and monitors the Design Teams.	34 weeks Aug '06 - May '07 Aug '07 - May '08
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VI. Implement and Evolve the New Educational System**3 months →**

23. Design Teams and Central Service Center carry out implementation plans by remodeling, installing equipment, procuring resources, training teachers, etc.	26 weeks Jun - Aug '07 Jun - Aug '08
24. Implement the first practical designs, conduct formative evaluations, and revise the evolving designs.	School year '07-08 SY '08-09
25. Periodically evolve the ideal designs (building-level and district-level). (Old 26)	Continuous