

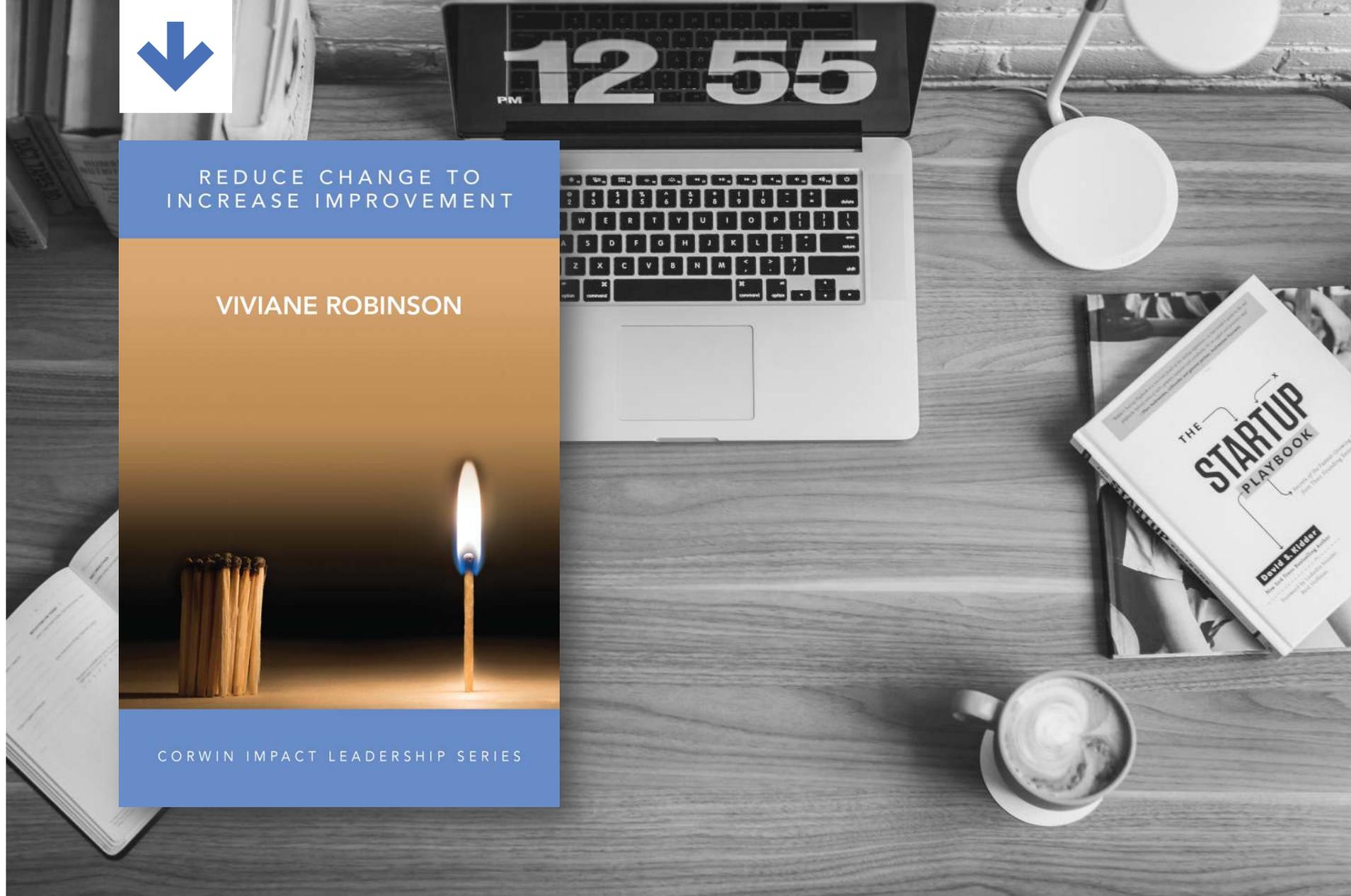


REDUCE CHANGE TO
INCREASE IMPROVEMENT

VIVIANE ROBINSON



CORWIN IMPACT LEADERSHIP SERIES





WHAT IS THE DISTINCTION?

To lead change
is to exercise
influence in
ways that create
something
different

To lead
improvement is
to exercise
influence in
ways that create
something
better



PHASE 2: REVEAL THE CURRENT THEORY OF ACTION

CURRENT THEORY OF ACTION

BELIEFS

I am a science and math teacher
Teaching literacy is the job of the English Department
I cannot cover the curriculum and teach literacy
Students will struggle with more complex texts and misbehave



ACTIONS

TEACHING RESOURCES Simplified text extracts | Worksheets
TEACHING APPROACH Whole class teaching of subject content | Little focus on literacy
ASSESSMENT Quizzes | Worksheets | Tests

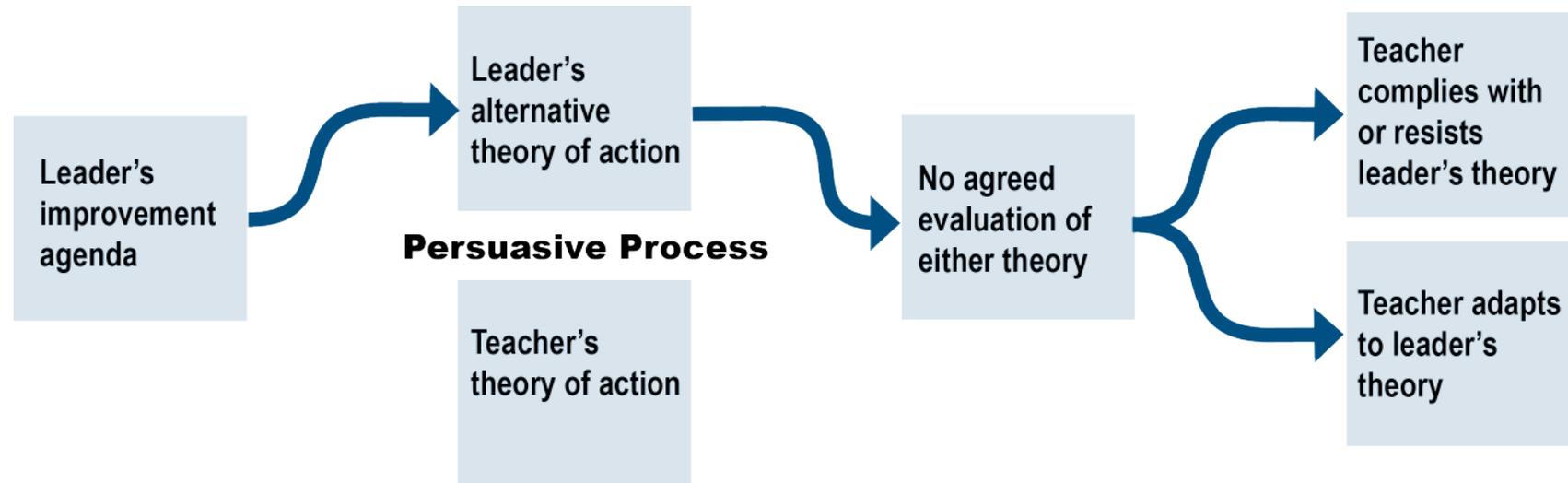


ACTUAL CONSEQUENCES

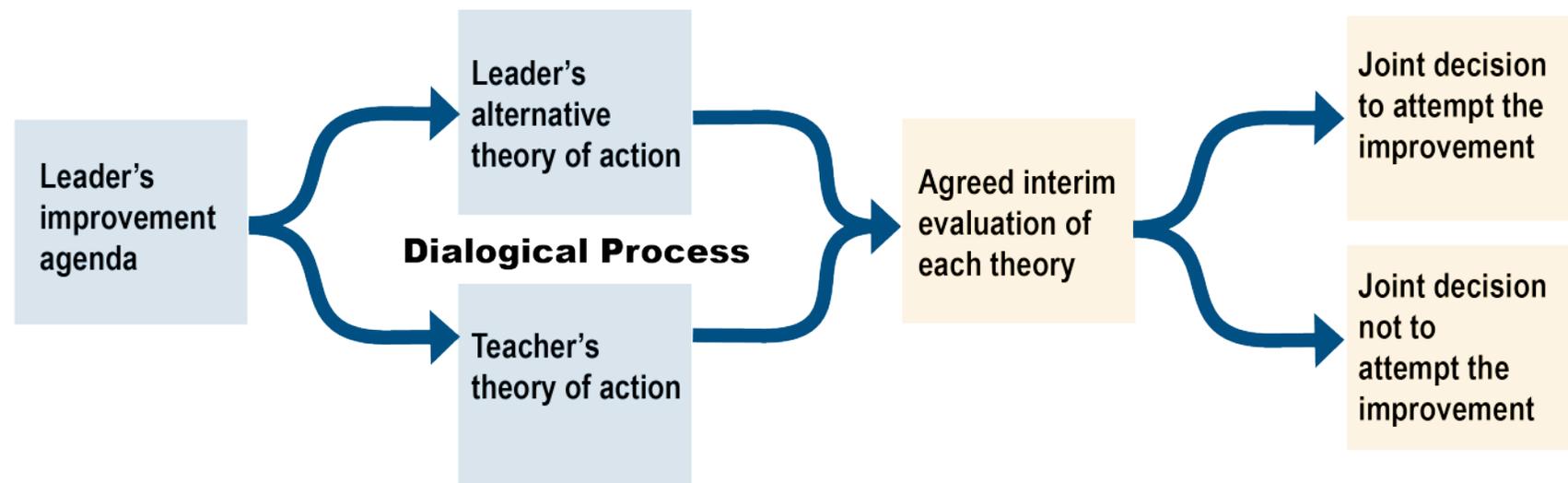
Curriculum is 'covered' | Class mostly under control | Factual knowledge good
Low achievement in math and science problem-solving



BYPASSING TEACHERS' THEORY OF ACTION

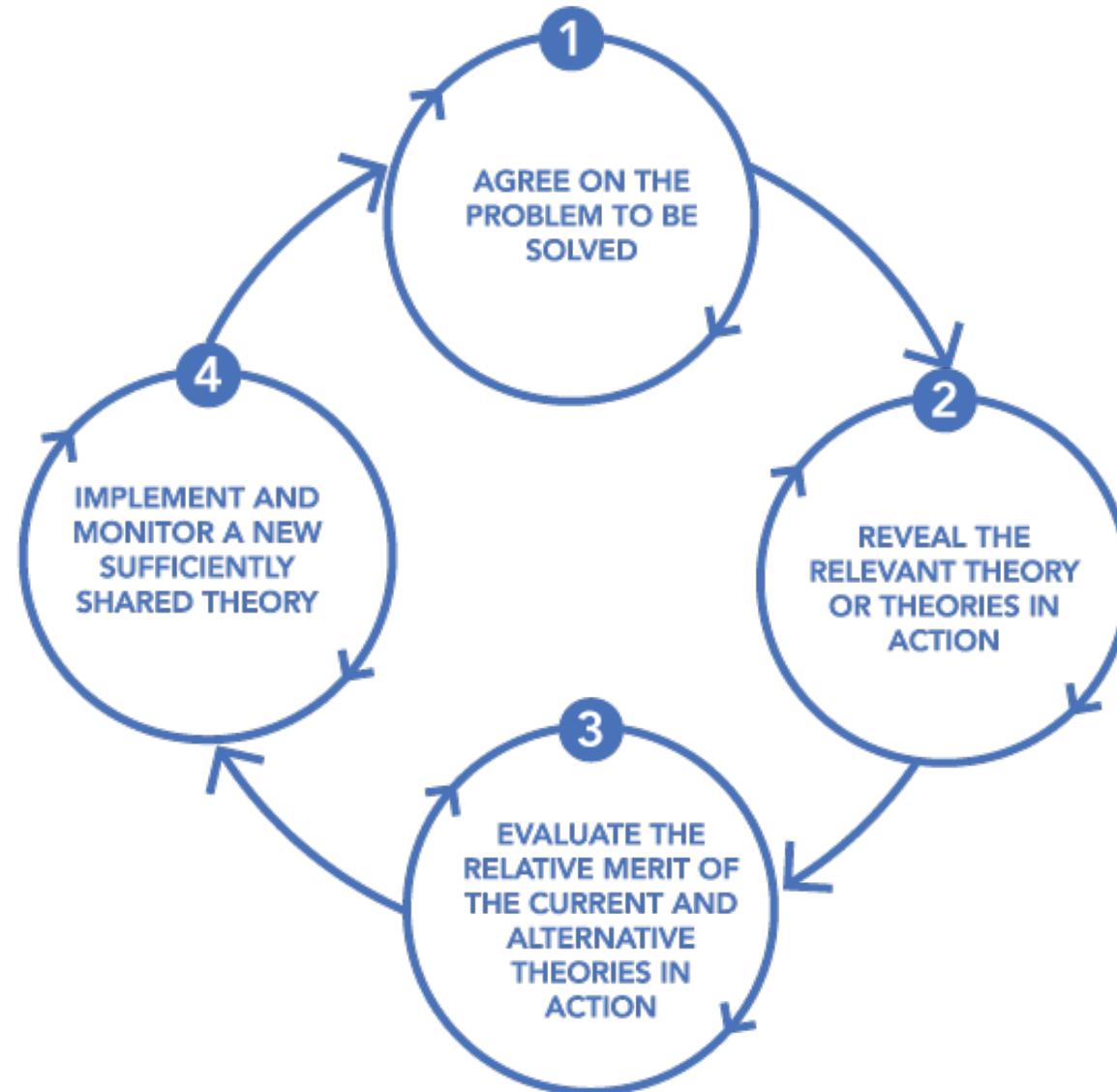


ENGAGING TEACHERS' THEORY OF ACTION





FOUR PHASES OF THEORY ENGAGEMENT





FURTHER INFORMATION

Robinson, V.
(2018). *Reduce
change to
increase
improvement.*
Thousand Oaks,
CA. : Corwin.

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