Creating Change

Transforming instruction for students with deafblindness

# Dr. John Kotter’s Eight-Step Process for Change

1. Create a sense of urgency.
2. Form a powerful guiding coalition.
3. Create a vision.
4. Communicate your vision.
5. Empower others to act on the vision.
6. Plan for and create short-term wins.
7. Consolidate improvements and produce more change.
8. Institutionalize new approaches.

# How to apply this model will depend on different factors including, but not limited to –

* Professionals within your sphere of influence
* Timeframe required for the change to occur
* Time devoted by yourself and others to making the change occur
* Dedication to working the plan for change
* Resources for improvement efforts
* Administrative support