

## Influencing Action Plan (IAP)

### Rationale for the IAP

**Teacher leadership is an influencing activity.** Many people *want* to influence others, to have a positive influence on the organization or grade level or department, to create a change for improvement - but they do not think about how that change could be possible. They recognize a problem, envision a needed change, but do not develop a plan or steps for bringing about that change. The IAP is a culminating experience for MAED students in the second half of their program of study. The IAP is an opportunity for students acting as **Teacher Leaders** to apply the knowledge and skills acquired in the program to the exploration of a relevant school issue and/or problem.

The North Carolina Professional Teaching Standards for licensure programs at the graduate level include broad standards related to **Teacher Leadership** (Standard 1), **Respectful Educational Environments** (Standard 2), **Content and Curriculum Expertise** (Standard 3), **Student Learning** (Standard 4) and **Reflection** (Standard 5). The process of developing an **Influencing Action Plan** requires each student to integrate knowledge in each of these areas with an understanding of “the knowledge, skills and dispositions demonstrated by teachers who positively impact student learning by influencing adults, formally and informally, beyond individual classrooms” (*Teacher Leadership Skills Framework*, Center for Strengthening the Teaching Profession (CSTP), 2009).

More specifically, the North Carolina Professional Teaching Standard in the area of **Teacher Leadership** includes **advocacy** as part of teacher leadership. One of the elements for Standard 1: Teacher Leadership is:

**Teachers advocate for schools and students.**

Teachers advocate for positive change in policies and practices affecting student learning. They participate in the implementation of initiatives to improve the education of students.

- Advocate for positive change in policies and practices affecting student learning
- Participate in the implementation of initiatives to improve education

“How can I be an advocate? What can I do to make a difference?” The energy put into formulating a plan that includes a rationale and a step by step process for creating change can result in the greater influence needed to see change happen. Creating an Influencing Action Plan can result in effective leadership and outcomes that benefit students and/or the organization.

Ghandi said that you can “be the change you see in the world!” You just have to have a plan!

**Directions:** Each student will identify an issue, problem or concern for which they would like to see a solution and develop an Influencing Action Plan (IAP). The final product will be a plan of action that exhibits high-quality research and detailed plans for advocating on behalf of the issue/problem/concern that you have identified. Read the article: Calhoun, E. F. (2002). Action research for school improvement. *Educational leadership*, 59(6), 18-24, to assist in developing a conceptual framework for this project. The following information should be identified and explored within the context of the IAP:

1. **Provide a brief introduction – your rationale for addressing this issue.**
  - Specific example(s) to illustrate your rationale
2. **Situational Analysis and Perspective Taking**

- A description of the situation / issue from your perspective
- Your position, your role, and your reason for advocating for this issue
- A description of the situation / issue from the various perspectives of all constituents who may have a vested interest in the outcome – students, teachers, administrators, parents

### **3. Investigation / Research**

- Current information about the Issue / How do you know this is a problem?
- What would be the ideal outcome? What would be the benefits to each constituent group?
- Existing strategies & programs in place attempting to address the issue? / What is currently being done to deal with this issue?
- Research regarding the issue or problem? / What strategies does research identify that have successfully addressed or solved the issue?
- Likelihood of solving the issue / How do you know that this issue could be solved?

### **4. Actions / Steps**

- What strategies would you plan to use to remediate the issue? Identify obstacles that must be overcome.
- What steps, in order, will it take to initiate this change - from communicating your identification of the problem, seeking permission to proceed, involving constituents necessary for success, how to approach others, exploration of options, seeking buy-in?
- How will you encourage implementation, measure the level of implementation and assess the effect of the change?

### **5. Concluding comments**

### **6. References used in your IAP. (Must use APA style)**

7. Each student will present her/his IAP in BOTH an online discussion forum and as an individual assignment submission..

**Influencing Action Plan**  
(Title)

**Introductory paragraph of issue and rationale:** *(narrative)*

**Situational Analysis and Perspective Taking**

- A description of the situation / issue from your perspective
- Your position, your intended leadership role, and your reason for advocating for this issue
- A description of the situation / issue from perspectives of all constituents
- Specific example(s) to illustrate the situation and the various perspectives

**Investigation / Research**

- Current information about the issue. How do you know this is a problem?
- Ideal outcome/ Benefits to each constituent group
- Existing strategies & programs currently being used to address this issue
- Research-based strategies that successfully address the issue
- Likelihood of solving the issue/How do you know that this issue could be solved?

**Actions / Steps**

- What strategies would you plan to use to remediate the issue?
- Identify obstacles that must be overcome.
- What steps, in order, will it take to initiate this change - from communicating your identification of the problem, seeking permission to proceed, involving constituents necessary for success, how to approach others, exploration of options, seeking buy-in?
- How will you encourage implementation, measure the level of implementation and assess the effect of the change?

**Concluding paragraph:** *(narrative)*

**References (APA)**

\*Embed reference citations in the body of your narrative and add a Reference list at the end of the project. Use APA style. You should have at least 5 references.