

***Alternative  
Schedules/Changing Bell  
Times & How It  
Impacts Transportation - Who  
to Involve in the Decision***

**Michael Hertting**

# Agenda

- ✓ Introduction
- ✓ Large Scale Change
- ✓ Key Stakeholder Input
  - ✓ methods
  - ✓ how and when
- ✓ Communication
- ✓ Implementation – project planning

## My journey....

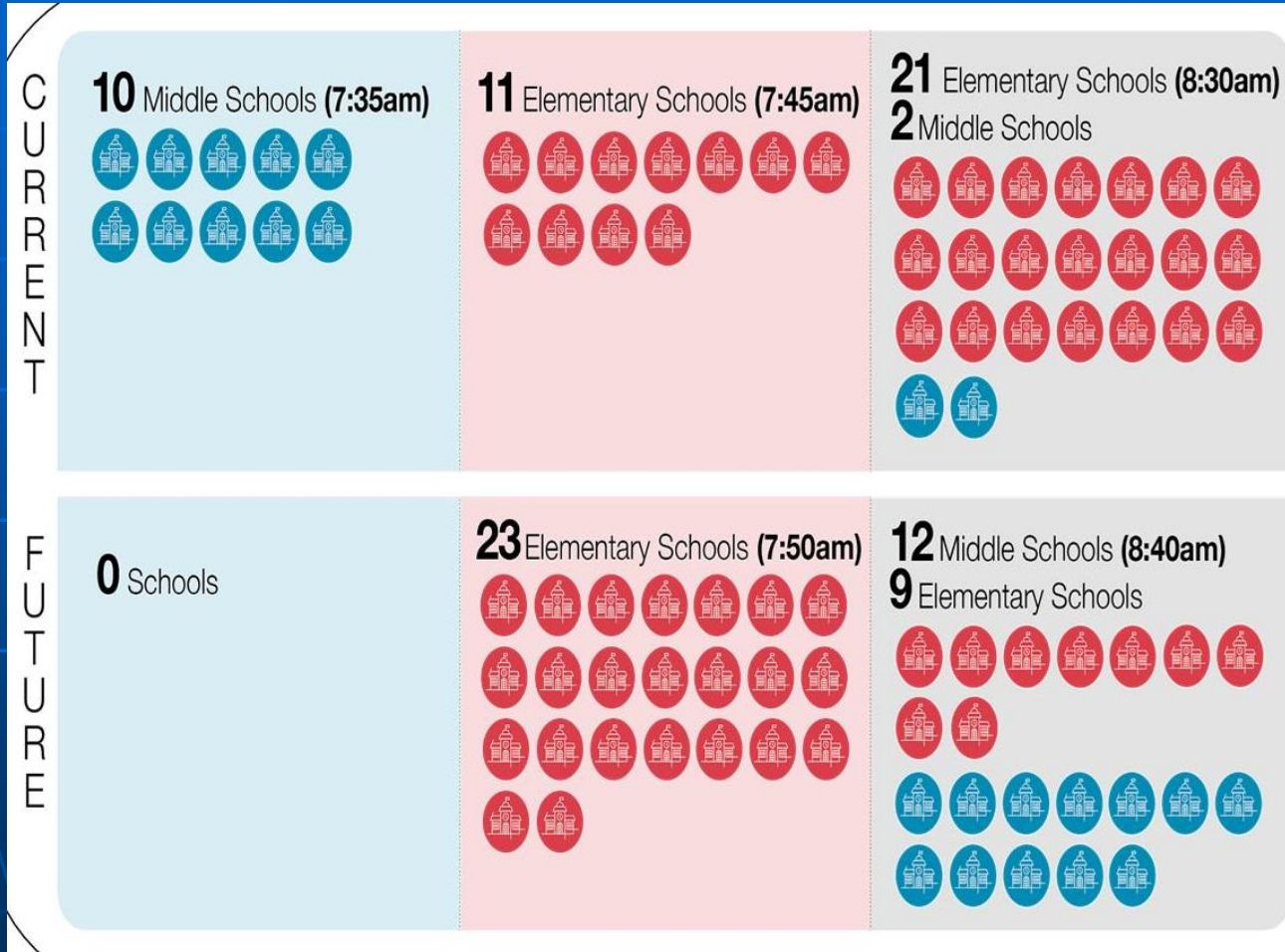
- Bus Driver
- Teacher
- Principal
- Ass't Supt
- Chief of Operations
- Chief of Staff
- Consultant



# Large Scale Change

- What's Large?
- Grounded in Research
- Keeping Students at the Center
- Using an Equity Lens

# What's "Large" Scale



**Everything is interrelated. Changing one school affects the entire system!**

# Large Scale Change



The key to successfully making large scale change is to understand the complexity and factors in the change which are learned by seeking carefully thought out input!

# Key Stakeholder Input - methods

- Formal
  - survey, focus group
- Informal
  - talking to key stakeholders
- Reviewing past changes
- Identifying key stakeholders

# Key Stakeholder Input

## how and when

- Going to the Community
- Structured and Strategic
- Early in the Process
- Pressure Test Ideas
- Know the Current Research



# Communication

- Well Developed Plan
- Multiple Formats
- Using the Data
- Using the Press
- Using Existing Venues
- Multiple Times and Venues
- Key Words at Key Times

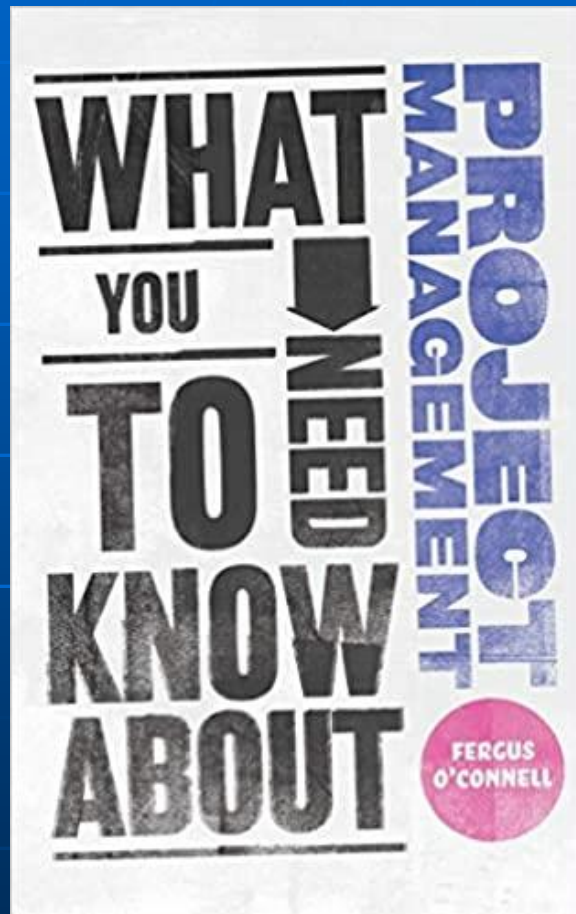
# Working with School Boards

- Informing the Change
- Knowing where the Board stands
- Student Centered
- Asking the Right Questions
- Keeping the Board Updated

# Implementation

- Don't Rush it
- Develop a Plan
- Provide Way to Ask Questions
- Develop Web Site
- Use Data from Stakeholders

# Project Management



Great Resource  
for  
Project  
Management

# Implementation



The key to successful implementation:

- What the project is delivering
- The timeline
- Quality Work
- No surprises

# Implementation - Examples of Work Streams

Communication, communication, communication

Work with staff members to understand the change and the support they need

Work with all partners in supporting their transition to later start times

Work with largest area employers

Determine policy work and student work around the change



Questions,  
Wonderings or  
Comments?



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