

Vision	+	Skills	+	Incentive	+	Resources	+	Action Plan	=	Success
										
										False Start 
										Frustration 
										Resistance 
										Anxiety 
										Confusion 

The Knoster Model for Implementing Change is a great way to ensure that when planning a new process or initiative all the necessary pieces that will support success are thought through. Each aspect is critical to success and if skipped or missed the result is not what was expected. Use this as a guide to think through an upcoming implementation.



## Vision

What is the purpose?  
Why should people do this work?



## Skills

What skills will your team(s) need to successfully implement the goal (technical training / PD/ Coaching)?



## Incentives

What do teachers value? What motivates your team? How will this work positively impact teachers and students?



## Resources

What resources could help support the process? How could these resources be developed and shared?



## Action Plan

Let's take all of the other pieces and put them together! Add any additional notes or thoughts in this column.