**The Impact of Change**

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| **What has changed in our system since the first version of the**  **AWSP Framework was developed in 2010?** |
| Thoughts/Reflections: |

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| **What is the impact of constant leadership changes in our schools?** |
| Thoughts/Reflections: |

*Principal churn is bad. Every time a principal or assistant principal leaves a building it is bad for the entire school community. It’s bad for kids. Bad for the staffulty. Bad for relationships.*

*Bad for consistency. Bad for progress. Bad for dismantling historically entrenched, and often racist, inequitable systems.*

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| Leadership effects are usually largest where and when they are needed most. |  |