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Lisa Webb
Virginia Commonwealth University

Anna Hebb
Virginia Commonwealth University

Sarah Morris
Virginia Commonwealth University

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Evaluation Purpose

The purpose of this implementation evaluation was to determine the leadership practices and cultural conditions of those school districts in which the Let Me Learn Process has been implemented and sustained.

The following evaluation questions were addressed:

1. What leadership practices are in place at the four school districts in this evaluation that support:
   a. implementation of the Let Me Learn Process?
   b. sustainability of the Let Me Learn Process?
2. To what extent have the cultural conditions in the four school districts in this evaluation influenced:
   a. implementation of the Let Me Learn Process?
   b. sustainability of the Let Me Learn Process?

Methodology

The recommendations provided by the evaluators were based on an analysis of the leadership practices and cultural conditions within the four school districts in this evaluation. The client was specifically interested in essential information required to assess the capacity of new school districts to implement and sustain the Let Me Learn Process. The recommendations from the evaluators incorporated best practices based on the evaluation findings, themes from the literature review, interviews, document review, and survey included in this evaluation.

The recommendations include the following:

Create a comprehensive and long-term professional development plan
Develop both internal and external evaluation plans
Consult with school districts that have achieved institutionalization of Let Me Learn
Assess the culture of the school or school district

By taking these steps to ensure a comprehensive approach to implementation of the Let Me Learn Process, school districts are likely to achieve long-term sustainability of Let Me Learn within their systems. The leadership practices that support these recommendations are a commitment to professional development, shared leadership, building trust, evaluation and effective communication. Challenges to implementation may arise. Schools who have a strong culture exhibit a continuation of new initiatives during periods of change within their school systems (Cavanaugh & Dellar, 1998). The use of effective leadership practices for implementation and sustainability within a strong school culture is likely to achieve institutionalization of processes and programs.