

# **From Initiative to Impact: Leading Systems Change in Complex School Environments**

Angela Yeaman

Cassandra Neufeld





## WHAT SYSTEMS CHANGE IS



**Addresses root causes.** It focuses on the underlying policies, structures, mindsets, and power dynamics that create inequities.



**Shifts policies, practices, and resources.** It changes how the education system operates, not just what happens on the surface.



**Centers equity and inclusion.** It prioritizes dismantling barriers and creating opportunities for all students—especially those most marginalized.



**Is sustainable and long-term.** It builds the capacity of the system to adapt, learn, and improve over time.



**Requires collaboration and shared power.** It engages students, families, educators, and communities as leaders in the change process.



## WHAT SYSTEMS CHANGE IS NOT



**Just a quick fix or surface-level solution.** It doesn't address the deeper issues that keep inequities in place.



**Only changes one piece.** It focuses on isolated programs or initiatives without considering how the whole system works together.



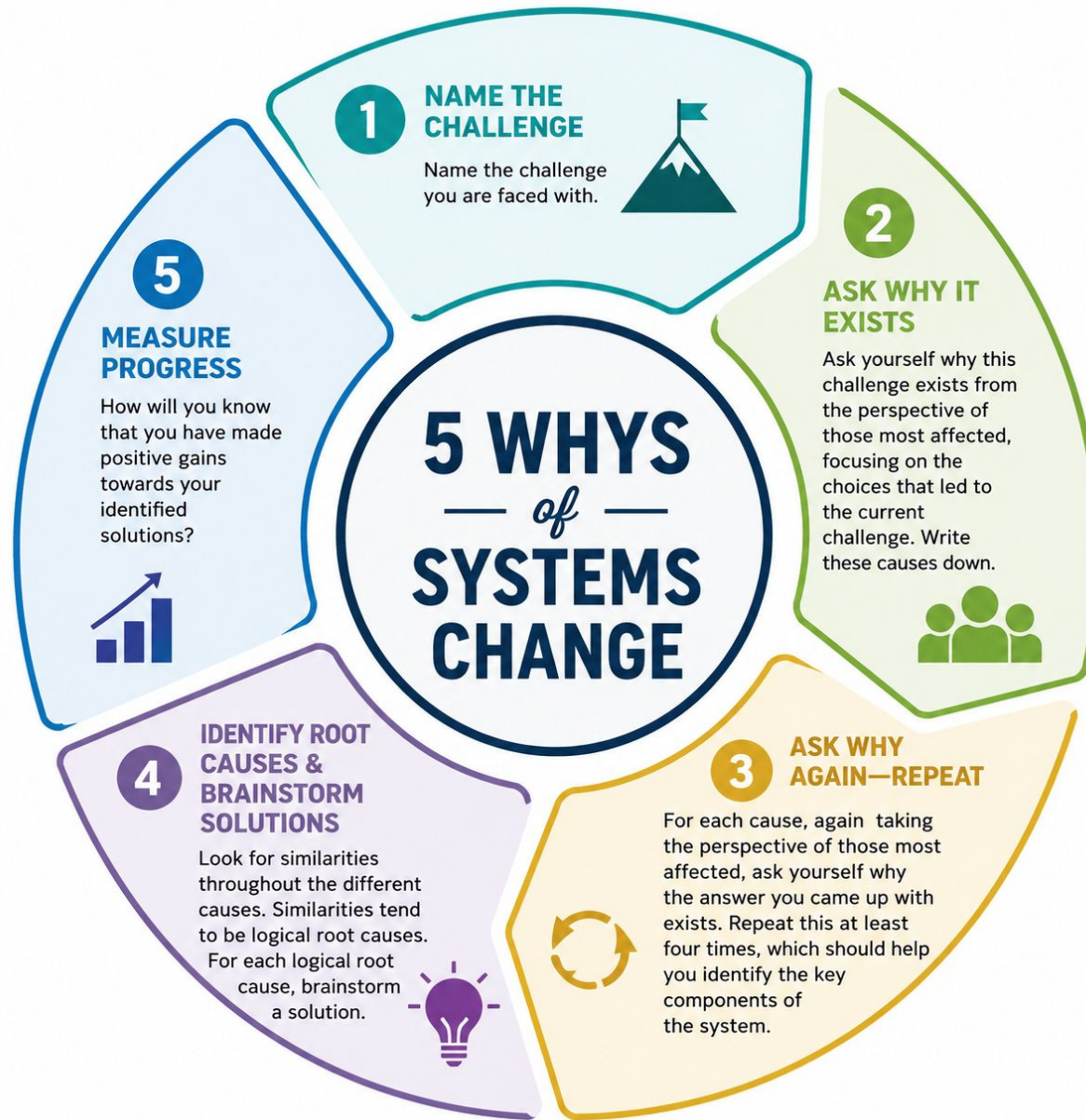
**Centers the comfort of the system, not those most impacted.** It maintains the status quo instead of disrupting inequitable conditions.



**Is short-term or dependent on individuals.** It fades when funding ends or when champions leave.



**Happens to people, not with them.** It excludes community voice and maintains existing power structures.



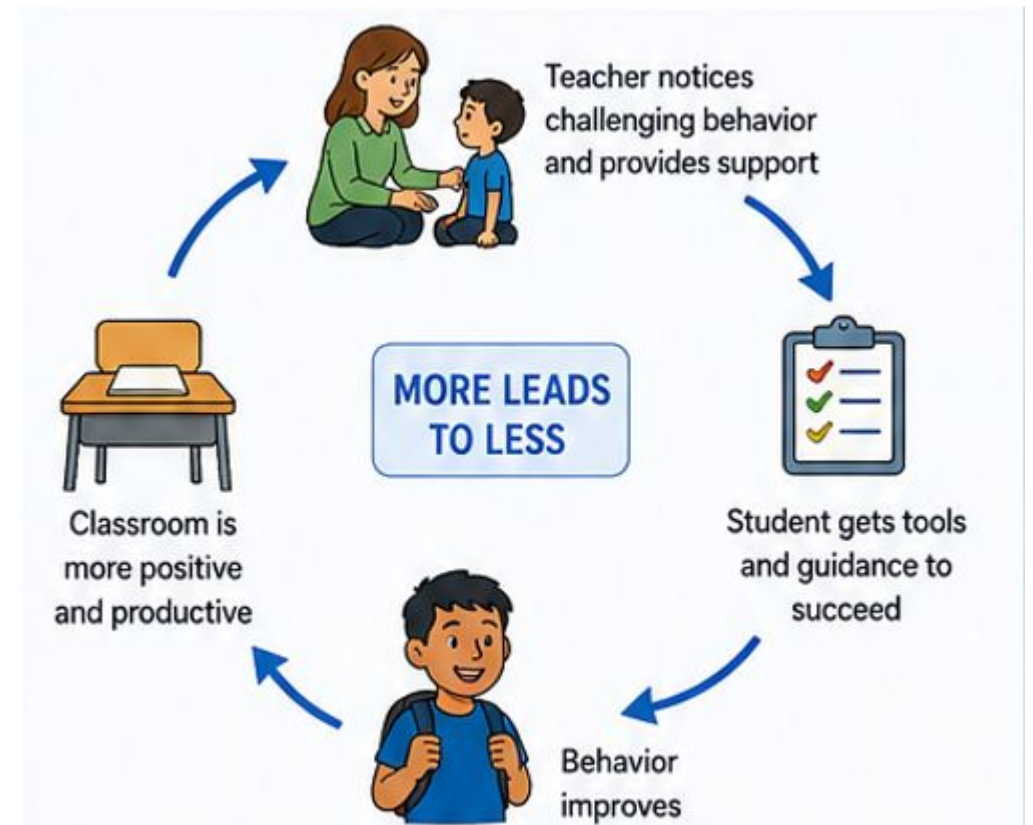
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# Feedback cycle

Reinforcing And Balancing Feedback Loops



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# 5. Feedback cycle



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How will you know that you have made positive gains towards your identified solutions?

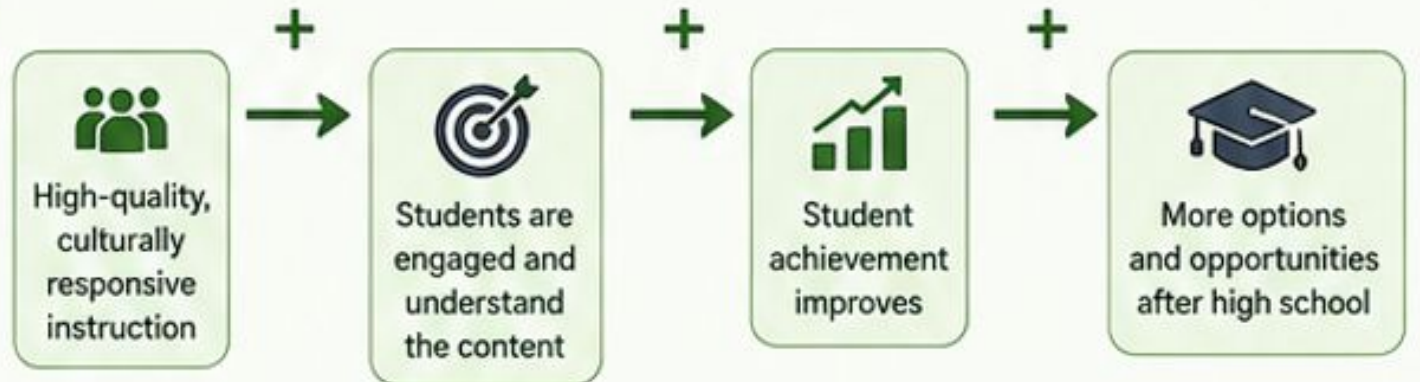


## CAUSALITY IN EDUCATION

Causality is about understanding how things influence each other in a system.

In education, many factors cause changes that lead to results—sometimes expected, sometimes surprising.

Understanding causality strengthens our ability to improve teaching, learning, and student well-being.



- + A positive cause leads to a positive effect.
- A negative cause leads to a negative effect.



Seeing cause-and-effect relationships helps us make better decisions and design better systems.

# Connect - Extend - Challenge



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How are the ideas and information presented connected to what you already knew?



What new ideas did you get that extended or broadened your thinking in new directions?



What challenges or puzzles have come up in your mind from the ideas and information presented?

**purpose**

This routine helps learners make connections between new ideas and prior knowledge. It also encourages them to take stock of ongoing questions, puzzles and difficulties as they reflect on what they are learning.

Synthesising  
& Organising  
Ideas

# From Initiative to Impact: Leading Systems Change in Complex School Environments

| CONNECT                                                                                                                                                                  | EXTEND                                                                                                                                                                          | CHALLENGE                                                                                                                                                                                 |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                                                                                         |                                                                                               |                                                                                                        |
|  <p>How are the ideas and information presented connected to what you already knew?</p> |  <p>What new ideas did you get that extended or broadened your thinking in new directions?</p> |  <p>What challenges or puzzles have come up in your mind from the ideas and information presented?</p> |
|  <p>What personal experiences do you have that connect to this topic?</p>               |  <p>What do you think about now that you didn't think about before?</p>                        |  <p>What new questions, wonders, or tensions challenge your thinking now?</p>                          |
|  <p>What new puzzles or concerns might you explore next?</p>                          |                                                                                                                                                                                 |                                                                                                                                                                                           |
| <p><b>My Thinking:</b></p> <hr/> <hr/> <hr/> <hr/> <hr/>                                                                                                                 | <p><b>My Thinking:</b></p> <hr/> <hr/> <hr/> <hr/> <hr/>                                                                                                                        | <p><b>My Thinking:</b></p> <hr/> <hr/> <hr/> <hr/> <hr/>                                                                                                                                  |



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