
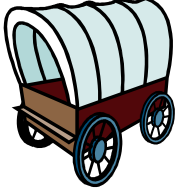
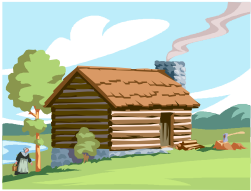




# On the Frontier of School Reform

<p><b>Trailblazers</b></p> 	<ul style="list-style-type: none"> <li>➤ Motivated by novelty, excitement, risk and sometimes by the possibility of fame and glory</li> <li>➤ Will go “where no man has gone before”</li> <li>➤ Guided by their belief in themselves and in the vision</li> <li>➤ Invaluable sources of inspiration and direction (both teachers and administrators) for the staff “pioneers”</li> </ul>
<p><b>Pioneers</b></p> 	<ul style="list-style-type: none"> <li>◆ An adventurous and hardy lot</li> <li>◆ Willing to take considerable risks</li> <li>◆ Have a considerable need for assurance that the trip is worthwhile</li> <li>◆ Staff who sometimes begin their journey because of intolerable conditions, but will stay the course only if they are convinced that the new world is a better place.</li> </ul>
<p><b>Settlers</b></p> 	<ul style="list-style-type: none"> <li>⊛ Are bold ... but are not adventurous.</li> <li>⊛ Staff who need to know that the world they are being asked to move to is better than the one they are leaving and that the way to get there is known...they do not appreciate being sent on a fool’s errand.</li> <li>⊛ Staff who want to know they are not taking the trip alone.</li> <li>⊛ Staff who need more detail and more carefully drawn maps.</li> <li>⊛ Staff who need strong, constant, reassuring leadership that inspires them to keep going when they are tempted to turn back.</li> </ul>
<p><b>Stay at Homes</b></p> 	<ul style="list-style-type: none"> <li>* NOT bad people.</li> <li>* Staff who don’t particularly want to change but aren’t opposed to others changing.</li> <li>* Staff who “stay-at-home” because they truly love it.</li> <li>* Staff who will only move when all...or nearly all.. of their friends and neighbors have deserted them or when they muster the courage to “come for a visit” and find that they prefer it.</li> </ul>
<p><b>Saboteurs</b></p> 	<ul style="list-style-type: none"> <li>💣 Staff who will never come along, or if they do, they will make the trip as difficult as possible.</li> <li>💣 Staff who may have behaved as “trailblazers” in the past but were betrayed by their leaders. As a result, they are cynical about the prospects of change.</li> <li>💣 Actively committed to stopping change. Not only do they refuse to take the trip, but they do not want others to go either.</li> <li>💣 Staff who want to be assured that those who are sounding the call to move will stay the course rather than turn around and go back.</li> </ul>

**Who are you?**