

"Find My Genius" An Intervention to Help Scholars Fill Their Achievement Gap

Stage Model of Organizational Change: Kotter's Eight-Stage Process &

Nadler and Tushman's Congruence Model

Deszca, G., Ingols, C., & Cawsey, T. F. (2019). Organizational change: An action-oriented toolkit. Sage Publications.

Problem of Practice

The Problem of Practice is student achievement gaps due to scholars testing below grade level. The purpose for this study is to identify and implement intervention strategies to help scholars fill their achievement gap with implementation of Social Emotional Learning throughout the process.

Key Facts

- Summative assessment scores identifying scholars testing below grade level.
- The target population are scholars who are considered low-income earners.
- Reading is a struggle more than mathematics.
- Social Emotional Learning is a component to offer additional support.

Vision for Change

The Vision for Change is to help scholars receive as many intervention strategies as possible to help them throughout their educational journey in Find My Genius. Scholars are encouraged to embrace and understand their emotions in a positive manner.

Evaluation of the Change Plan

Qualitative:

- Assess the scholars using Renaissance STAR Testing.

Implementations to be made:

- Determine the level of need for intervention for language arts and/or math.
- Build rapport with scholars and anecdote their skill set.
- Positive attitudes and relationships.
- Implement accommodations and strategies for potential change process.
 - Establishing an effective reading group instruction to include phonemic awareness, phonics, fluency, vocabulary, and comprehension.

Next Steps

The overarching goal is to implement change and additional resources into the curriculum process of Find My Genius. BellXcel curriculum workbooks have shown improvement in some scholars but not all. The scholars who are not showing improvement need additional resources to help them fill their achievement gap in a specified area such as reading text. The EIP is created to offer more support for those scholars who need more than a workbook. Identifying and applying scaffolds for a more hands-on and small group approach.

