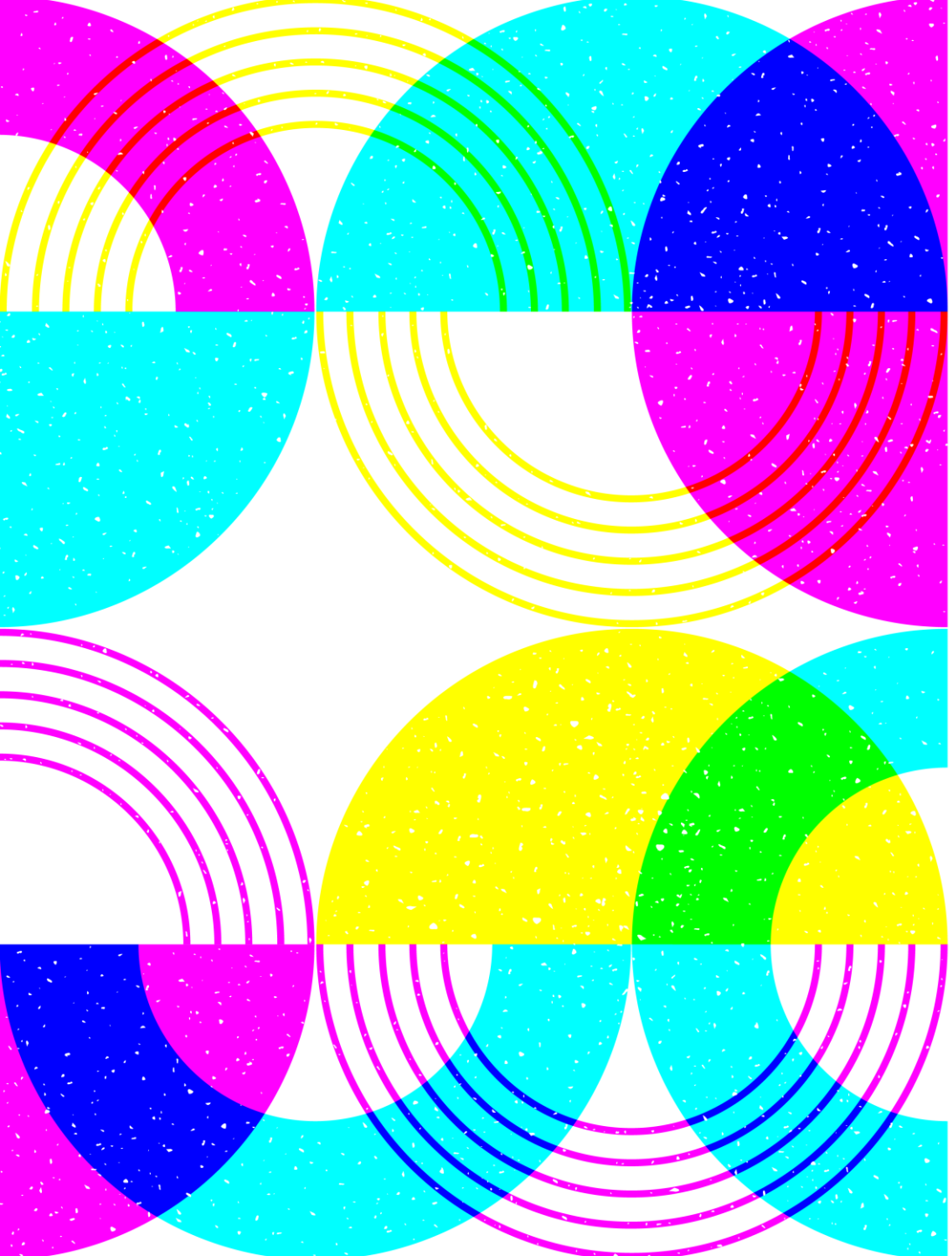


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Qmlativ SIS Migrations: Get Set Up for Success

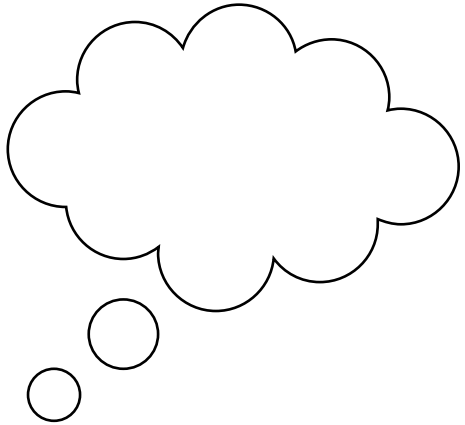
Becca Borre & Tim Casey

Migration Center



https://migrationcenter.skyward.com/

Login using your current SMS Support Contact Credentials



- Think about a time when something changed in your work or life – big or small. What was that experience like for you?
- What made that change experience successful or difficult?
- What lessons from that change can we apply to the S2Q migration?

Examples of Change

Professional:

- New staff/instructional coaches
- Curriculum
- Workstations
  - New process, office move, etc.
- Grading Changes/Policies
- Software Implementations
  - Red Rover, Frontline, etc.

Personal:

- New Vehicle Purchase
- Family dynamics
- Moving

Successful Change Management

- Higher Employee Engagement
- Reduce Resistance
- Faster Implementation
- Ensures successful adoption of change
- Build trust and transparency
- Empathize and listen
- Consistent and clear communicate

Develop a Plan

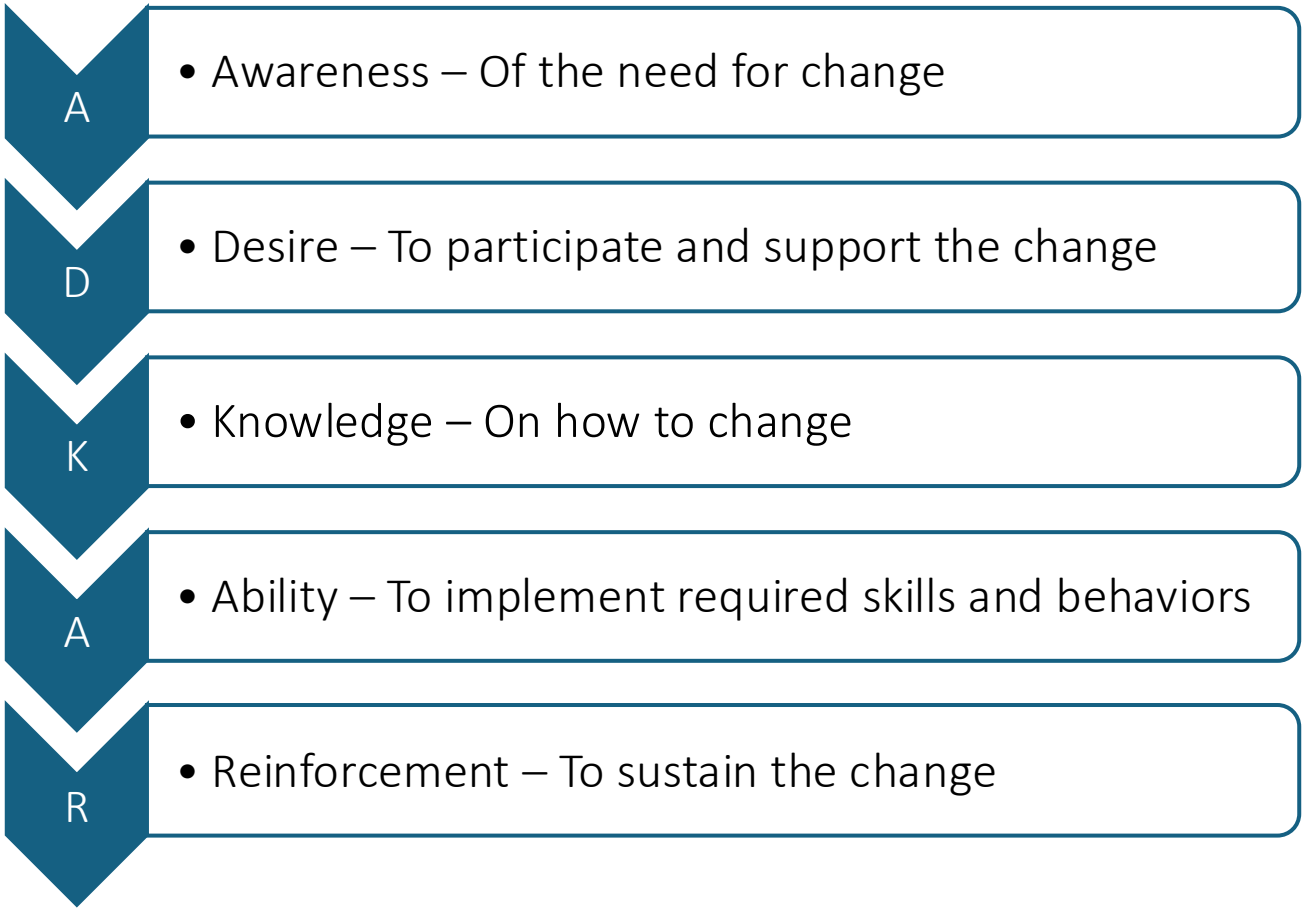
- Build a Guiding Coalition
- Consider Affects on People and Processes
- Define the Change Clearly: What's changing and Why
- Building Buy-In
- Develop Communication Strategy
- Remove Barriers
- Set Milestones/Goals
- Monitor Progress
- Awareness of Resources

Coalition of Leaders

- **With a Strong Coalition**
  - Share ownership of the change
  - Consistent Communications
  - Unified leadership front
  - Commitment to transparency and accountability
  - Faster, more effective adoption

- **Without a Strong Coalition**
  - Resistance outweighs support
  - Communication breaks down
  - Leadership alignment is weak
  - There’s no visible momentum

Bringing it all together: Insights for a Successful Migration

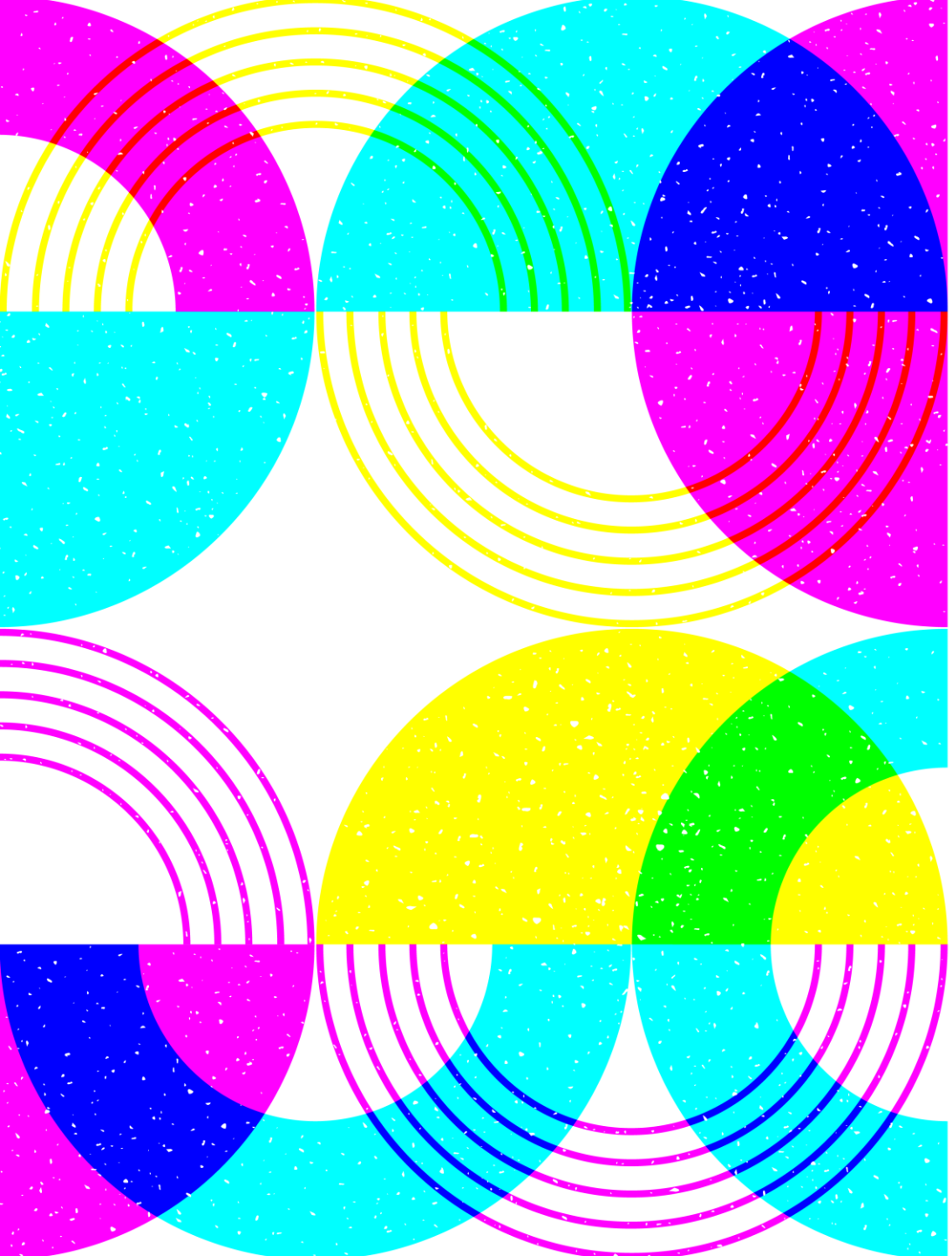


What are some of the top items you are going to bring to your team?

How does your district currently manage change?

Who will be your coalition of leaders?

What will your internal implementation roll out plan look like?



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thank you!