



Stop Managing Change. Start Designing Innovation.

Designing Innovation Leadership Map

Design-based leadership is the practice of creating conditions in which people can make sense of complexity, imagine better possibilities, test ideas safely, learn from evidence, and refine practice over time.

1. My Current Leadership Challenge

One change, initiative, or problem in my school that may need to be designed differently:

2. From Change Management to Designing Innovation

Instead of asking:

How do I get people to implement this?

Ask:

**How might we design the conditions for _____ so that
_____?**

My reframed design challenge:

3. Design Mindset Check

Which design mindset does this challenge require most from me right now?

- ☐ Empathy
- ☐ Curiosity
- ☐ Sensemaking
- ☐ Experimentation
- ☐ Iteration
- ☐ Shared ownership

Why this mindset?

4. Who Needs to Be Understood?

Before moving to action, whose experience do I need to understand more deeply?

- ☐ Students
- ☐ Teachers
- ☐ Support staff
- ☐ Families
- ☐ Community partners
- ☐ Central office/system leaders
- ☐ Other: _____

What do I need to learn from them?

5. One Small Experiment

What is one small, safe-to-try experiment we could test before scaling?

6. Evidence of Learning

What evidence would help us learn whether the idea is creating movement?

- ☐ Student voice
- ☐ Teacher reflection
- ☐ Samples of student work
- ☐ Observation evidence
- ☐ Participation patterns
- ☐ Attendance or engagement data
- ☐ Family/community feedback
- ☐ Other: _____

What would we look for?

7. My Next Leadership Move

In the next two weeks, I can:

