

## Embrace The Change

Oct. 23, 2018

I hope you are as excited as I am about the cool, fall weather and the cleansing rain we have recently received. It is amazing how nature always has a way of providing us what we need to live, learn and grow.

During my reflection time this week, I found myself thinking about the changing weather conditions and relating it to the work in which we are engaged. We have endured a significant amount of change in Crowley ISD, and although I believe it is necessary, I also recognize that change is often uncomfortable before it is embraced. **This work is a lot like changing weather.**

When the weather change first hits, it often catches many off guard and unprepared – like it did me last week. With no rain jacket or umbrella, I found myself in the middle of changing conditions and everything inside of me was like, “Whoa! What is going on?” I did not pay attention to the weather report and was ill-prepared for the impact the change would have overall, and I was definitely not ready for the impact the change would have on me directly. I found myself under the weather because I had not adequately prepared for or expected the change in the weather. Thankfully, I have my energy back and I am now embracing the cool fall breezes and enjoying the refreshing weather of a new season.

For many of you, the recent changes in Crowley ISD have been challenging, and the new demands may seem like a storm that will soon pass. But, instead of looking at it as a storm that will pass, **I challenge you to approach your work as you would a change in seasons. In a new season, we prepare for new realities, develop new norms and adopt new expectations.**

I hope that you realize that our new reality is one where we view diversity as our strength as a district. Crowley ISD is one of the most ethnically and economically diverse districts in Tarrant County, and that comes with the understanding that we each have the responsibility to educate students of diverse ethnicities, races, economic levels and learning styles in a way that will ensure that they achieve their full potential. This is not every district’s reality, but it is the reality of Crowley ISD, and we are embracing this challenge as the opportunity of lifetime. We have the opportunity to prove that a highly-diverse district can also be a high-performing district.

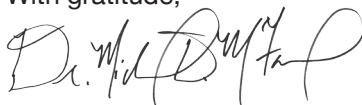


This requires system-wide change in how we carry out our roles as educators. Collaborative planning and monitoring student growth at the individual level is no longer optional – it is the expectation. Attendance at PLCs, completing lesson plans, developing and delivering engaging lessons and intentionally considering and including contributions from all diverse groups within our curriculum is necessary for us to reach the heights we are aspiring to achieve as a district. **In Crowley ISD, moving forward with equity and excellence must be front and center as our end goal. This is an easy statement to make, but one that is difficult to bring to fruition.**

I know it is tiring and feels defeating. But for the sake of the students we serve, **refuse to give up.** They are depending on you and need you to believe in them. I am encouraging you to continue to provide your best effort and you will see the results we all desire in due time.

The seasons have changed – embrace it.

With gratitude,



Mike McFarland