

## Ramp-Up News

January 2018

### For You:

Last month I urged you to go out and see how the implementation of Ramp-Up is going at your school. Hopefully you saw some great things happening! Realistically, though, change is hard in schools and not all staff embrace it equally or simultaneously. It is important for school leaders to understand that for many people, change at least initially may not be about growth or attaining a vision, but instead is about loss. Robert Evans, a psychologist who consults with schools about change says, “Resistance to change is normal and necessary. If you are part of some big change in your school and you aren’t expecting resistance, there’s something wrong with your plan.” Evans also points out that resistance can be overcome when leaders understand its source and empathize with teachers. I strongly recommend that you and your leadership team read Katrina Schwartz’s article (<http://bit.ly/2ChzNWv>) on managing the emotional part of change.

### For Staff:

The U.S. Labor Department has named its 10 best middle class jobs for the next decade. While there are many fantastic jobs that do not appear on this compilation, teachers should be familiar with this list because it highlights paths for growth and opportunity and away from dead-end jobs in waning industries. Like much of the literature on future jobs, this article is clear on the fact that students who want a good job will likely need some form of college. The author states, “Even if you don’t need a bachelor’s degree for some good middle-class jobs, they almost always require an associate’s degree, a certification or an apprenticeship of some kind. There’s no longer such a thing as a free ticket to the middle class.” Please consider sharing this short article (<https://www.marketwatch.com/story/10-best-middle-class-jobs-in-the-us-for-the-next-decade-2017-10-25>) with your teaching staff.

### For Families:

Students and families can feel tremendous admissions anxiety at this time of year. Bari Walsh, from the Harvard Graduate School of Education suggests strategies (<https://www.gse.harvard.edu/news/uk/17/11/taming-admissions-anxiety>) for families to employ to manage the college admissions stress:

- Listen to your child. Find out what she hopes for and expects from college.
- Be a guide and a facilitator, connecting your child to information and to big-picture thinking about the purpose of college.
- Put the focus on finding the right college for your child, not on applying to or getting into the “best” college.

- Unclutter your own anxieties; make sure you're hearing your child's wishes and considering her best interests, not filtering them through your own hopes, your peer-driven status worries, or your own unmet college expectations.
- Prioritize quality, not quantity, when it comes to extracurricular activities. Prioritize service opportunities that your child finds meaningful.
- Make sure your kids are eating and sleeping well.
- Encourage your child to be authentic, truthful, and reflective in the application process.
- Make the process meaningful for you and your child: use these conversation starters to talk to your teen.

Might families at your school benefit from these tips?