

Title: Installing 4DX Within Organization
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The Four Disciplines of Executions model or 4DX model.

As a speech therapist and compliance specialist, my goal is to ensure students that in the self-contained setting develop skills that will be needed to transition successfully post secondary. I want them as well as parents to be prepared as they possibly can. Often we see students aging out of the school system and in adult day care because they were not given the right tools nor did stakeholders know a variety of options were available. I want this particular set of students to feel confident and capable.

To make this happen, I will use the 4DX (4 Disciplines of Execution) model to create a plan. When the overall goal is broken down into clear trackable steps stakeholders see their progress and stay motivated.

Discipline 1: Focus on the Wildly Important Goal (WIG)

The first phase is about clarity, we know we cannot fix everything at once, so focus on one goal. To increase independence post-secondary we need a goal that can lead to such behaviors.

Give SPED students meaningful access to instructional tech so they can build independence and life skills they will need post-secondary.

Discipline 2: Act on Lead Measures.

Now that we know our goal, implementing them as a team is our next step so no one is left out, which can be done by doing the following.

- Hosting Professional Developments focused on technology for self-contained SPED students that can be used immediately.
- Have stakeholders check in with teachers and help troubleshoot technology when there is a problem.
- Using blended learning models where students can rotate through stations.

Discipline 3: Keep a compelling Scoreboard

Teachers begin making the plan customized to their own needs and suiting. Teachers can modify it to fit the style of their kids and see results using a simple scoreboard. The

scoreboard can be used to show how often students are using tech and show progress to the main goal.

Discipline 4: Create A cadence of Accountability

If we don't have regular communication about certain things it tends to fade. Therefore, weekly check-ins whether its informal or short where all can review the scoreboard, share wins or struggles, and make small commitments for the following week.

How the Influencer Model and 4DX complement/supplement each other.

The Influencer Model adds a layer of motivation and support that boosts 4DX. 4DX gives the structure, the Influencer Models helps change minds. Both models working together helps change the way we support our students long-term. A way both models can be implemented by doing the simple steps below.

- Celebrating the small wins to keep people motivated (sweat the small things)
- Paring up teachers to mentor and demonstrate best practice.
- Building a culture where people want to be a part of change that they see working.

Overall, this isn't about making a checklist or another data chart. We want to give our students the tools needed to live and be as independent as possible. By integrating the 4DX model, we're fostering a lifestyle where technology becomes a part of learning, for all stakeholders.

References

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