

Using Kotter's Organizational Change Model to Approach the CAEP Standards Revision Process

Abstract (50 words or less)

The accreditation process requires internal and external stakeholder engagement and participation for success. Kotter's (1996) eight-step model of organizational change was utilized as the framework for the CAEP standards revisions. Specific implementation and data on the process will be presented as well as next steps.

Session Description (200 words) This is exactly 200 words

In 2020, the revision of the CAEP standards began. The collaborative approach to reviewing, revising, and implementing the standards relied heavily on the work of Kotter (1996) and Sanchez-Burks et al (2015). Kotter's model focuses on behavioral, cognitive, and affective responses to change. Sanchez-Burks' framework helped CAEP to focus on efficiency and creativity to solidify the success of the change efforts. Data was collected at each critical stage as well as feedback from participants in real time to make agile decisions about the process. The revised standards went into effect Spring 2022 and implementation data from EPPs is currently being collected. In the middle of the revision process, the pandemic brought about a sea change in how we work, meet, and conduct business together. CAEP pivoted to completely virtual accreditation visits. Although technology is not new to most accreditors, the application of technology to conduct virtual, high stakes site visits was uncharted territory. Further, online collaboration is not new to EPPs who offer online coursework or programs. However, utilizing this modality for accreditation visits is a new landscape. CAEP utilized the same two frameworks to develop best practice solutions as well as participant perspective data as well as implementation data.

Citations

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