Overview

This plan outlines how I will apply the principles of self-differentiated leadership, the Influencer Model, and the Four Disciplines of Execution (4DX) to guide the implementation of my innovation initiative, integrating AI-simulated Spanish conversations to enhance authentic language learning. The purpose of this plan is to provide a structured and human centered approach for leading change, fostering collaboration, and sustaining motivation among teachers and students in the World Languages department in Pasadena High School.

1.Cultivating Emotional Balance in Leadership

As the technology integration lead for the Spanish World Languages department, I will intentionally model self-differentiated leadership by maintaining emotional balance and focusing on purpose rather than pressure. My goal is to remain calm and grounded during moments of uncertainty, especially when colleagues express hesitation toward new instructional technologies.

Action Plan:

- Practice emotional self-regulation and reflective listening in team meetings.
- Use Crucial Conversations strategies to address resistance constructively.
- Establish a supportive environment where colleagues feel heard, not judged.
- Lead by example, demonstrating that innovation is a shared, evolving process rather than a one-time chang

Blog: Become a self-differentiated leader (part A).

2. Anchoring Leadership in Purpose

The foundation of this plan is rooted in purpose. My "Why" is to empower students to find their voices in another language, to see Spanish as a bridge to confidence, identity, and global citizenship.

This purpose drives the integration of AI-simulated Spanish conversations in my innovation plan. The goal is to provide students with meaningful, low-stakes opportunities to build communicative competence beyond grammar drills.

Action Plan:

- Communicate the "Why" consistently to students, colleagues, and administrators.
- Align all digital tools and activities (e.g., Kahoot, Loom, Roxxem) with the overarching goal of fluency and confidence.
- Share success stories to reinforce the belief that language learning is transformational, not transactional.

Our Why

3. Applying the Influencer Model to Empower Others

Using the Influencer Model, I will design strategies to strengthen both motivation and ability for teachers and students. Change will be supported through empathy, modeling, and clear systems of accountability.

Action Plan:

- Identify the vital behaviors for students (completing one AI conversation weekly and reflecting on it).
- Build personal motivation by connecting Spanish speaking practice to real life relevance and student interests.
- Strengthen social motivation by creating classroom celebrations and peer showcases for conversational growth.
- Increase structural ability by offering professional learning sessions and shared lesson templates for teachers.

Influencer Model

4. Turning Vision into Measurable Progress

The Four Disciplines of Execution (4DX) will guide the implementation of my innovation plan through focus, measurement, and accountability.

Wildly Important Goal (WIG):
Increase 75% of the students' conversational fluency in Spanish from beginner-novice to advanced-novice by integrating AI-simulated conversation tools into World Language instruction.

Lead Measures:

- Students complete one AI-simulated conversation per week (5–7 minutes).

- Teachers provide fluency feedback using a rubric after each conversation.

- Students record a reflection video (Loom) or journal entry once per unit.

Lag Measure:

- Students' conversational fluency increases from low-novice to high-novice by the end of the school year (measured by oral assessments/rubrics).

Accountability Process:

- Weekly "WIG sessions" to review progress and celebrate milestones.

- Department scoreboards to visualize student and teacher growth.

- Regular reflection meetings to evaluate outcomes and adjust strategies.

[Four Disciplines of Execution](#)

5.Balancing Empathy and Accountability in Leadership

Leadership within this plan will balance structure with empathy. The Influencer Model ensures motivation and support, while 4DX provides focus and execution. I will prioritize steady communication, encourage experimentation, and create a safe space for feedback.

Action Plan:

- Combine empathy with accountability in all leadership interactions.
- Reinforce that perfection is not the goal, progress and learning are.
- Keep the team focused on purpose through consistent reminders of our "Why."

6.The Journey Continues: Growing Through Every Conversation

Going forward, I will sustain this initiative by continuing to apply self-differentiated leadership principles and the 4DX framework. Crucial Conversations will remain an essential tool for fostering open communication and addressing challenges with respect and clarity.

Next Steps:

- Continue professional learning on AI integration and language acquisition.
- Expand collaboration with other World Language departments.
- Regularly assess the impact of AI-simulated conversations on student fluency.
- Model growth mindset behaviors by sharing reflections and improvements openly.

Ultimately, this plan is not just about implementing technology, it is about nurturing a culture of confident bilingual communication and compassionate leadership. As I often remind my students: "Cada conversación es una oportunidad para crecer."

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