LEADER & LEARNER PROFILE

Dr. Morgan Goering

FOUNDER, MAKING CHAMPIONS OF CHANGE

- Reflect.
- Connect.
- Grow.



> “When leaders can truly see and understand one another, systems improve.”
>
> - DR. MORGAN GOERING

ABOUT MORGAN

Dr. Morgan Goering is the founder of Making Champions of Change, a connective infrastructure designed to elevate leaders, document implementation honestly, and build shared learning through the Leadership Knowledge Commons.

THE VALUES THAT DRIVE HER WORK

- **CONDITIONS**
  Leadership is less about charisma and more about conditions.
- **TRUST**
  Systems do not move on brilliance alone; they move on trust.
- **CONTINUITY**
  Building structures that could sustain beyond her presence.

Moments That Shape. Values That Guide. Impact That Lasts.

Dr. Morgan Goering’s leadership did not begin in a district office, but in a classroom at twenty years old, keys jingling at her side so she would remember she was the adult in the room. After graduating high school at sixteen and earning a mathematics degree from UC Irvine, she entered teaching prepared and curious, but quickly learned that systems do not always reward inquiry. Early experiences of exclusion and quiet undermining eroded her confidence, but the support of an assistant principal helped her persist. What she would later name as misalignment, lack of psychological safety, and uneven leadership capacity, she first experienced simply as trying to teach well. The experience did not make her smaller; it made her observant. She began to see how authority shapes silence and how leadership is less about charisma and more about conditions.

Her next middle school became a turning point, where, under the mentorship of experienced leaders, she entered the world of PBIS, restorative practices, and trauma-informed systems. What began as curiosity became disciplined systems work as she helped move a school from silver to platinum tiered recognition within two years, not by adopting a framework alone, but by studying how systems hold. By her fifth year, she stepped into a multi-site climate and culture coaching role, expanding her influence while navigating the complexity of leading without formal authority. Navigating governance of being housed on a single site and creating content for several sites across the district, created an early awareness for a systems lens. Through these experiences, she came to understand that systems do not move on brilliance alone; they move on trust, and even the right person cannot compensate for misaligned conditions.

She pursued her master’s degree and administrative credential not for title, but for language, developing ways to capture and revisit her own learning, including recording notes she would later recognize as tools others could use. She stepped into leadership as it emerged, building credibility through crisis response, facilitation, and systems navigation, and learning that leadership is often established in moments no one anticipates.

A move to Minnesota further deepened her practice as she entered a new context focused on documenting processes, embedding voice, and building structures that could sustain beyond her presence, shifting her orientation from isolated success toward continuity. Her transition into consulting expanded her lens further. Through her work with district leaders, she came to see that when leaders tell their stories, they reveal their systems, including their assumptions, constraints, and aspirations. This insight shaped her approach as she listened closely and designed supports grounded in real conditions, and it ultimately led to the founding of Making Champions of Change, a connective infrastructure designed to elevate leaders, document implementation honestly, and build shared learning through the Leadership Knowledge Commons.

Now pursuing superintendent licensure, Morgan’s focus has shifted from working within systems to designing them, aligning governance, strategy, and implementation over time. Across her journey, one belief remains constant: when leaders can truly see and understand one another, systems improve, and her throughline remains clear, creating conditions where people and systems can grow with clarity and purpose.

THE FIVE PILLARS OF LASTING CHANGE

CONDITIONS · RELATIONSHIPS · PRACTICES · CAPACITY · SUSTAINABILITY