



# PROTOCOL FOR ESTABLISHING A THEORY OF CHANGE

## PURPOSE:

To develop leaders' skills in establishing an effective theory of change to achieve goals established by their learning community. When working through a theory of change, team members consider barriers that they will face when working toward full implementation of innovations to achieve their goals.

tool

## STEPS:

1. State the team's expectations: Team members will establish a theory of change to achieve the goals they have set as an organization. Team members will develop a clear theory of change before making decisions about the actions they will take to achieve their goals.
2. Explain that a theory of change clarifies all building blocks required to achieve a long-term goal. This set of connected building blocks establishes a path to success.
3. Ask participants to work in small teams to answer each of the questions on p. 24. Note: If team members require additional research before the questions can be answered effectively, ask them to conduct their research and come prepared to share.
4. Consider the questions one at a time. Once each participant has answered the first question, ask each small team to come to agreement.
5. Ask each team to share results with the whole group.
6. Find common ideas and come to consensus as a whole group.
7. Then answer the second question in the same way and proceed until all questions are answered.
8. Ask each team member to reflect on his or her work, share it with the larger community, and make revisions in the answers based on the best thinking of everyone.
9. Use the theory of change to establish a clearly articulated plan of action.
10. Implement the plan and reflect on the progress regularly.

Answer each question individually, then work as a team to come to consensus about the answers.

1	What is the current situation that we intend to impact?
2	What will it look like when we achieve the desired results we set for ourselves earlier today?
3	What do we need to do to achieve that?
4	What behaviors need to change for that outcome to be achieved?
5	What knowledge or skills do people need before the behavior will change?
6	What resources will be needed to achieve our results?
7	How will we know we are achieving the goals that we have set for ourselves?