

## Identifying next actions

Directions		Time
1.	Ask participants to identify a current professional development program or initiative in your school or organization.	1 minute
2.	Discuss how successful participants expect the initiative to be in achieving its goals and the reasons for their expectations.	4 minutes
3.	Review the six strategies of successful change efforts found within the narrative on pp. 1–3.	5 minutes
4.	Use the table on p. 7. If a number of small groups are working on the same initiative, assign each group one section to evaluate. Focus on identifying the evidence or key reasons for the ranking.	5 to 10 minutes
5.	Share the rationale for each ranking with the whole group.	10 to 15 minutes
6.	Using this information, brainstorm actions that participants can take to support more successful implementation of the initiative.	10 minutes
7.	Discuss the strengths and weaknesses associated with each recommendation.	10 minutes
8.	Narrow the list of potential actions to three.	5 minutes
9.	Write a plan to implement these actions.	15 minutes
10.	Set a date to review the success of the actions.	5 minutes

## Identifying next actions, continued

**Our professional development initiative:**

Element	Very high 5	High 4	Same 3	Limited 2	None 1
<b>Articulates a shared vision of the new way.</b>					
<b>Has a plan and identifies resources to achieve the vision.</b>					
<b>Invests in professional learning about the new way and how to use it.</b>					
<b>Assesses the degree to which we are implementing our learning and using the new way to attain the vision.</b>					
<b>Provides for one-to-one or small group assistance to support implementation.</b>					
<b>Creates a context that supports and encourages the change.</b>					

Source: Adapted from Hirsh, S., & Hord, S. (2012). *A playbook for professional learning: Putting the standards into action*, by Stephanie Hirsh and Shirley Hord. Oxford, OH: Learning Forward.