

## Where are we now?

**Directions:** Use the following to guide conversations about scaling and institutionalizing impact of professional learning.

We understand that change takes time and shifting our thinking and practice is a significant part of any change.

Strongly agree	Agree	No opinion	Disagree	Strongly disagree

We use our policies, rules, and guidelines to guide the development of the learning plan , the logic model and the tools for determining evidence of impact.

Strongly agree	Agree	No opinion	Disagree	Strongly disagree

We review our policies, rules, and guidelines and make changes based on evidence and the identification and elimination of barriers to enable change to occur.

Strongly agree	Agree	No opinion	Disagree	Strongly disagree