

**Purpose:** This tool / activity from David Albury is helpful with actioning your collective vision with a group. It requires taking a hard look at current practices and keeping those things that are actually contributing to achieving the vision. It also shows where new practice needs to be developed. And importantly, it encourages people to identify current practices that are not aligned with the vision. It is important to consider the symbolic, behavioral, and emotional aspects of those practices.

|                                                                          | <b>AMPLIFY</b> | <b>DISCARD</b> | <b>CREATE</b> |
|--------------------------------------------------------------------------|----------------|----------------|---------------|
| <b>SYMBOLIC</b><br>mission statements,<br>logos, espoused values         |                |                |               |
| <b>BEHAVIOURAL</b><br>working practices, rituals,<br>enacted values      |                |                |               |
| <b>EMOTIONAL</b><br>shifting and accepting,<br>opportunities and threats |                |                |               |

To see some examples of what other educators chose to amplify, discard, and create, see this report: [EdArXiv Preprints | Healing, Community, and Humanity: How Students and Teachers Want to Reinvent Schools Post-COVID](#), pages 14-19.