



Purpose: To generate change ideas and select a path forward. Before you begin, it can be helpful to do some empathy work and scan the literature surrounding the issue you are trying to improve. It can also be helpful to use a tool like an [interrelationship digraph](#) or [fishbone diagram](#) to identify the root causes contributing to the problem and focus on the ones that matter most.

Norms:

- “Yes, and”... the goal is to generate lots of ideas, not fixate on one
- **We, not They**... focus on your locus of control/influence and what you can do (vs. blaming others)
- Embrace “definitely incomplete; possibly incorrect”... don’t let perfection get in the way of learning
- **Share the air**... take space, make space, invite others in

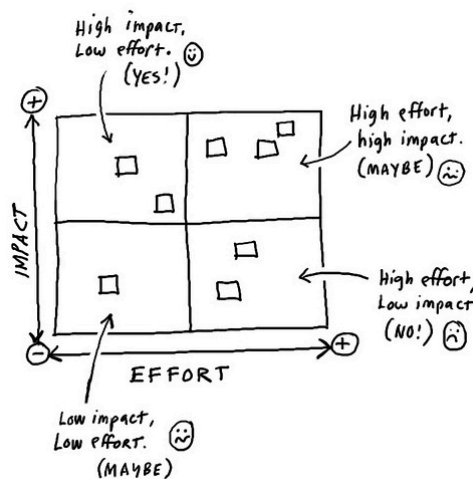
Protocol:

Individual Brainstorm (5 min.): What is something that we could try that would impact our problem? What does research say we should try? Where is this happening well already and how might we build on that? *Write each idea on its own post-it. Challenge each person to write at least 5. Questions to consider:*

- Think of a particular student you hope this work impacts. How might you address their felt needs and wants?
- What would you focus on if you only worked one day a week?
- How might you work smarter, not harder?

Chart Your Change Ideas (15-20 min.): On large chart paper, draw an *effort vs impact axis* (see example below). Using your best collective guess, place each of the change ideas in the quadrant it fits best. Start by having each person share their favorite idea, and cluster similar ideas as you continue to share out. It can be helpful to ask:

- How much effort (time, energy, resources) would it take for us to test this change idea?
- If we are successful what is the size of the likely impact for the students in your equity groups?



Selection & Next Steps (10 min.): Starting in the high-impact, low-effort quadrant, star the ideas that are directly within your locus of control (i.e. you can do this by Tuesday!). Choose an idea and fill out the PDSA form or take some time to plan and calendar next steps.