

Consensus Building



Objectives for Schools:

- Schools have times and support available to build consensus
- Schools need access to consensus building tools
- Schools understand the process and importance of building consensus before moving forward with infrastructure building and implementation

NASDSE

Activity 1: Building an RtI Vision Statement

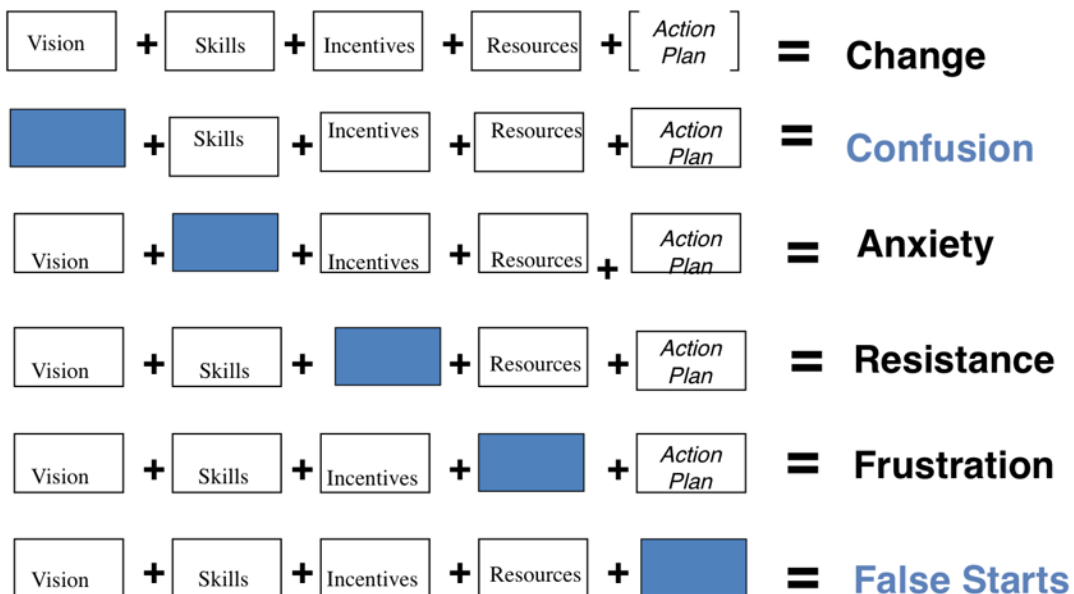


Vision Statement:

...is the capacity to create and communicate a view of a **desired state** of affairs that induces commitment among those working in the organization.

Thomas Sergiovanni, 1984

Managing Complex Change



Adapted from Knoster, T.

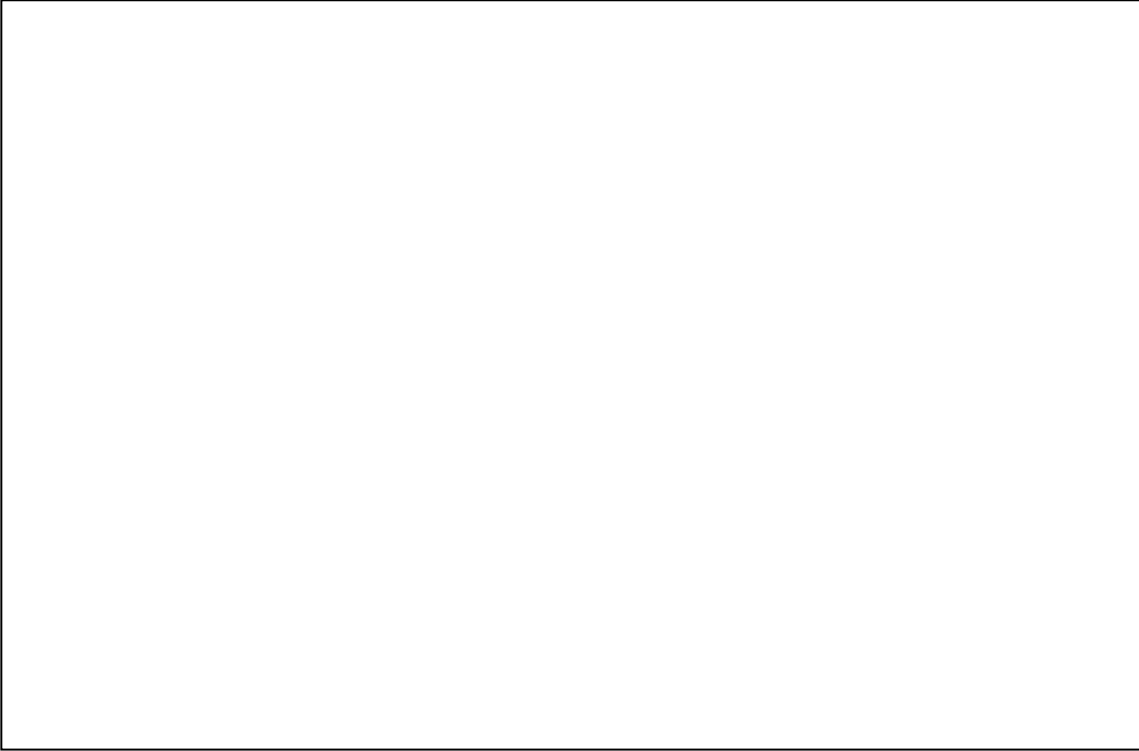
Activity 1 : Building a Shared RtI Vision

Step 1- Visioning: *Individually* reflect and write your ideas- “If you could create the school of your dreams, what would it look like?” (3-5 *minutes*)

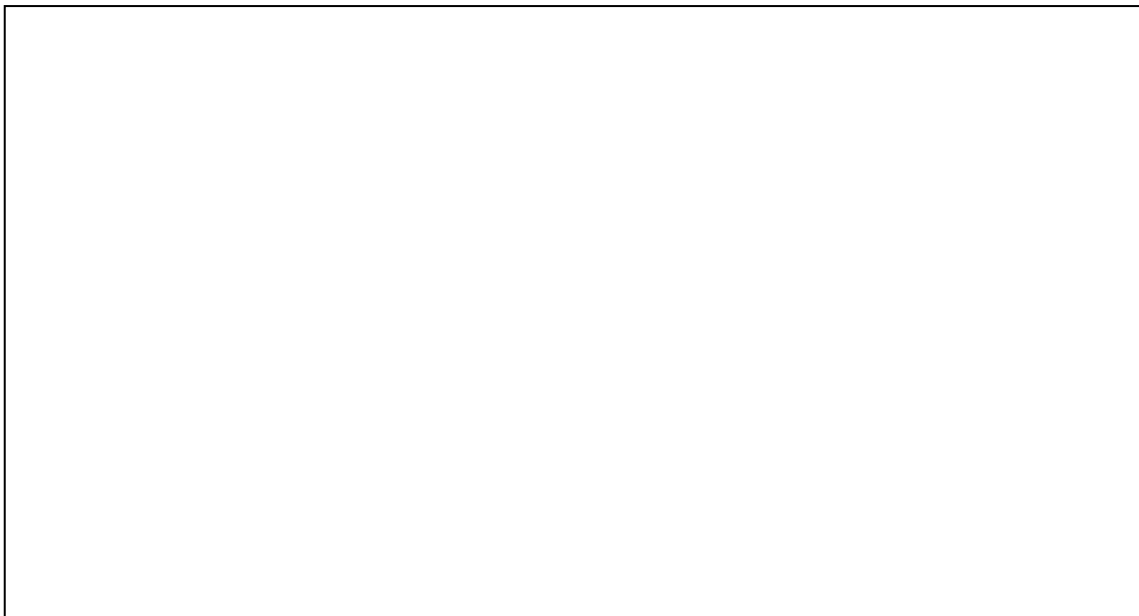
A large, empty rectangular box with a thin black border, intended for students to write their individual reflections on creating their dream school. The box is positioned centrally below the instructions and occupies most of the page's width and height.

Building a Shared IDM Vision

Step 2- Share out. Note common terms, ideas, and themes from the group. (Recorder needed. Consider large paper.) *Keep a perky pace!*



Step 3- Vision Statement Draft: As a leadership team, use the information from steps 1& 2 and brainstorm possible RtI vision statements that capture “the desired state” for your building. (Recorder needed. Consider large paper.)



Step 4-Vision Statement Consensus: After reviewing all options, as a leadership team, come to consensus on a RtI vision statement and write it below. (Option: Fist-to-Five) Recorder needed. Consider large paper.



Step 5- CELEBRATE that you have a clear and common RtI vision!

Additional Steps:

- As a team discuss the following options:
 - 1) Should we repeat this process with the entire staff, and gain their input on the RtI vision statement?

OR

- 2) Use the RtI vision statement developed today, share it with the staff, and work to obtain commitment?
 - a. When will we share it with staff?
 - b. How will we share it with staff?
 - i. Will it be separate or part of an RtI overview?
 - c. Who will share it with staff?
- Determine if 80% of our staff is committed to our RtI vision statement?
 - i. If yes, continue
 - ii. If no, what strategies will we use to get commitment?
 - Who are the other constituents that we will need to share the RtI vision statement with? (school board, central administration, parents, etc.)
 - iii. When, how, who?