

## Consensus Building

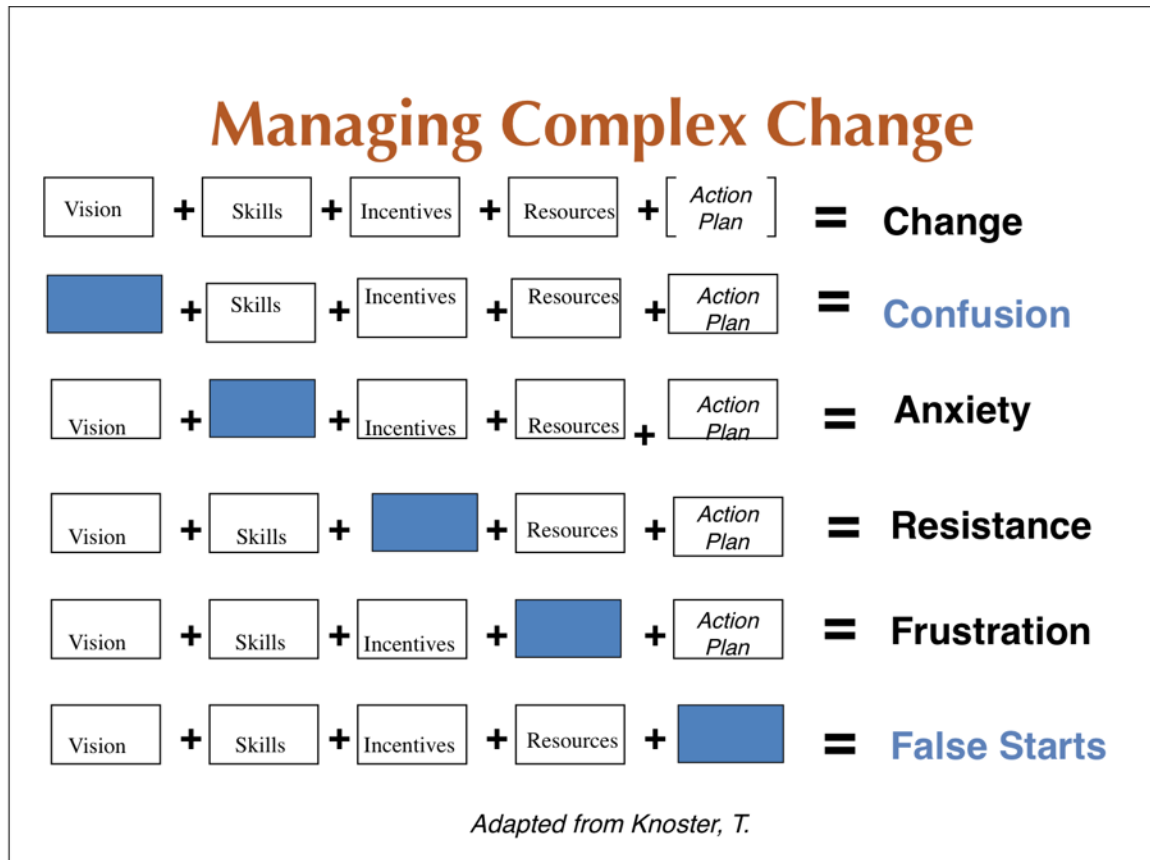
### Objectives for Schools:

- 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 3: Managing Complex Change

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“Providing an aligned curriculum, ensuring high-quality instruction, offering targeted interventions and supports as needed, and using progress monitoring to measure student progress require a new way of organizing and supporting student learning.”

*-Interactive Guide to RtI in New Hampshire*

**RtI Leadership Team MUST be prepared to support systemic change!**

**Step 1:** Needs Assessment- Predicting our greatest challenges. As a leadership team, complete the following activity and reach consensus. (Fist-to-Five)

## Rank Challenges- Biggest to Smallest

Complex Change Challenges:

- |                |          |
|----------------|----------|
| ▪ Confusion    | 1. _____ |
| ▪ Anxiety      | 2. _____ |
| ▪ Resistance   | 3. _____ |
| ▪ Frustration  | 4. _____ |
| ▪ False starts | 5. _____ |

District/Building: \_\_\_\_\_

**Step 2:** Congratulate yourselves and determine how you will use this data in our future planning as a leadership team.

**Step 3:** Determine “how/when/why” one might use this Managing Complex Change document within the leadership team and with an entire staff.

Examples:

- Use in RtI overview to emphasize the idea that the leadership recognizing and will be monitoring the impact of this systemic change on the staff
- Have staff periodically identify IF they are having any of the undesirable “feelings” during the change process
- Use the document to move forward toward “solutions” if undesirable feelings are being shared or demonstrated. – Like a trouble-shooting guide.