

The practice of collective leadership is intended not to be a program but to help you and your team make strategic sense of programs and possibly even to eliminate those that no longer align with your goals for yourselves and the students you serve. This activity protocol helps you take that on. You and your team will need up to 90 minutes for this work.

**RECALL THE VISION**

What are the big goals or aims that guide everything your team will do?

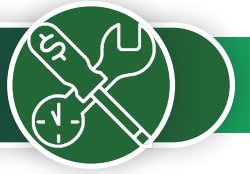
**SET THE STAGE**

Explain the steps you're about to take as a team to clarify what you will start, continue, and stop doing.

**LIST YOUR PROGRAMS**

As a team, create a list of all the programs or other initiatives you are currently implementing. Consider curriculum, professional learning, and other efforts.



**SORT YOUR LIST**

Once your list is compiled, sort each program you listed by the goal(s) or element(s) of your vision that each satisfies. *Which might not satisfy ANY goals? Which satisfy multiple goals?*

**ASSESS THE IMPACT**

Now review each of the “bucketed” lists. *Which of the programs for each goal or focus area is giving you the greatest return on your effort?*

**MAKE DECISIONS**

Which programs make sense to continue? To double down on? Which might be out of alignment with your goals or require too much energy for the return they bring your staff and students?

