

improvement for equity by Design

SUCCESS ANALYSIS PROTOCOL

Graduate School of EDUCATION

SUCCESS ANALYSIS TO ACTION PROTOCOL

Graduate School of EDUCATION

Purpose: *To share and analyze professional successes with colleagues in order to better understand the conditions that led to those successes, and consciously create conditions for future success.*

Details: Participants work in groups of 3-4, and will need chart paper, markers, and note pads. Each person takes a turn as a presenter describing a success, and listening as the group analyzes the conditions that led to that success. The goal of the group is to work collaboratively to extend and/or deepen each presenter's thinking. *Each group will need a facilitator/timekeeper who keeps the rounds moving and helps to uphold the norms (this role can rotate for each round).*

Norms:

- **Seek to understand**... be curious and listen deeply
- **Embrace "Yes and"**... build on each other's ideas
- **Share the air**... take space, make space, use the chat

Protocol: (~50-70 min)

1. Identify a Success (5 min) - Each participant reflects and writes a short description of a **success you've experienced in your work supporting equity-focused improvement in schools.** It can be helpful to think of a **particular moment that surprised you, or where you felt proud**. *The case should include specific details about what contributed to the success: What did YOU do to make it successful? What did OTHERS do? What were the other FACTORS (conditions, attitudes, actions, collaborations, etc.) that made it a success? What was DIFFERENT about this moment/success?*

Your Success Case:

SUCCESS ANALYSIS TO ACTION PROTOCOL

Graduate School of EDUCATION

Success Sharing Rounds (10 min each):

2. Share the Success (2 min) - The first person shares the story of his or her success, in as much detail as time allows. Others take notes.

3. Group Analysis (8 min) - Group members discuss what they heard the presenter say, asking clarifying questions if needed, and offering additional insights and analysis of the success. What did the presenter do? What conditions/factors contributed to the success? The presenter participates in the discussion and reflects further on what led to the success.

4. Repeat the Pattern. Repeat steps 2 and 3 for each member of the group. Remember to keep the focus on the underlying principles or processes that led to the success.

Notes from Analysis of Successes:

SUCCESS ANALYSIS TO ACTION PROTOCOL

Graduate School of EDUCATION

Group Synthesis & Next Steps:

5. Compilation (8 min) - The group discusses and compiles on chart paper a list of factors that contributed to their successes. What conditions, attitudes, actions, underlying principles, etc. made the successes possible? Any surprises? [Note: you can also do this on a shared slide deck or Miro board]

Consolidation Notes: *What themes, principles, or processes are emerging? What conditions/factors make success possible?*

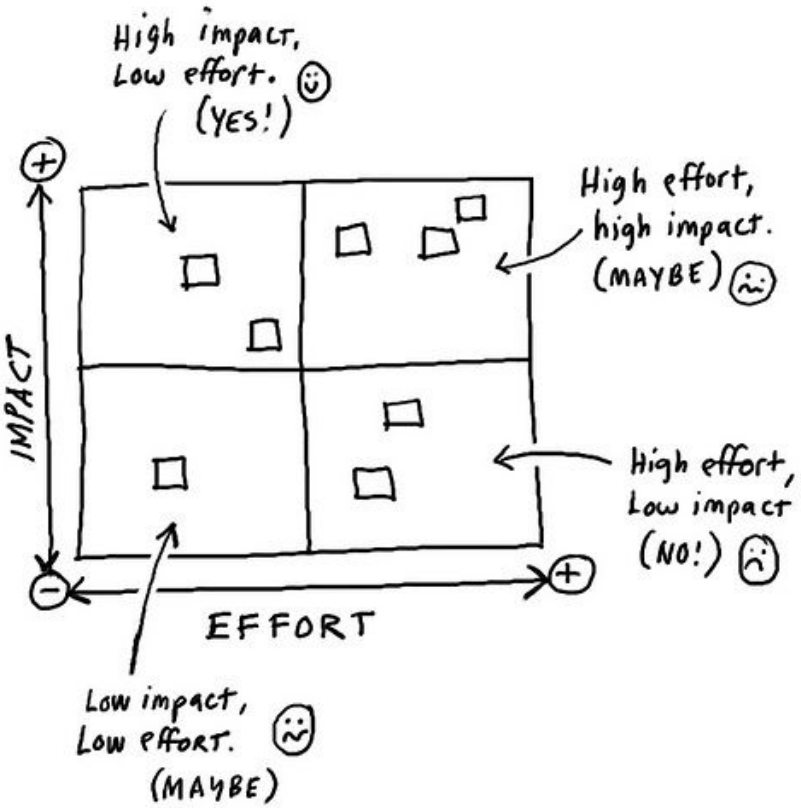
SUCCESS ANALYSIS TO ACTION PROTOCOL

Graduate School of EDUCATION

6. Next Steps (5-10 min): Each group member brainstorms ideas on post-its for the following: *What concrete steps could we take to create the conditions for success?* What could we do more of? What new ideas might maximize/build on existing bright spots? ***Participants choose one next step to commit to that is within their locus of control*** *(i.e. you can do this by next Tuesday).*

Note: If there is time, after brainstorming ideas, it can be helpful to draw an effort vs impact axis (see example below). Using your best collective guess, place each of the next steps 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 to do this?
- If this is successful, what is the size of the likely impact?



Starting in the high-impact, low-effort quadrant, star the ideas that are directly within your locus of control. Choose 1-2 ideas you can get going on next week!

SUCCESS ANALYSIS TO ACTION PROTOCOL

Graduate School of EDUCATION

7. Gallery Walk (5 minutes; optional) - If there are multiple small groups, post the posters around the room and "gallery walk" to notice trends and themes. Encourage participants to walk with a buddy so they can unpack what they notice together.

8. Discussion (10 minutes) - The facilitator of the large group prompts a general discussion with the questions: What do these posters have in common? What underlying principles stand out for you? Were there any surprises? ***What would it mean to consciously create conditions that lead to success? What next steps were we excited to see?*** *It can help to start with a quick pair-share.*

9. Debrief (5 min) - The facilitator of the large group (or each small group) leads a debrief of the experience, focusing on the following: How might we *apply* what we learned through this protocol to other aspects of our work? How did it *feel* to focus on success? How might teachers or students *use* this protocol or a variation of it to reflect on their work?

This protocol was adapted by the Center for Research on Equity & Innovation at the High Tech High Graduate School of Education from versions developed by Gene Thompson Grove and Vivian Johnson. For additional protocols, visit the CREI website: **https://hthgse.edu/crei/protocols**