PRACTICE...

- EQUITY IN VOICE
- RESPECTFULNESS IN SPIRIT
- BALANCE IN PERSPECTIVE
**Excellence: what would you see, hear, feel?**

<table>
<thead>
<tr>
<th>Peaceful Waters</th>
<th>Rough Waters</th>
</tr>
</thead>
<tbody>
<tr>
<td>What is going well? Where are you seeing progress?</td>
<td>What are areas in need of improvement or of ongoing struggle?</td>
</tr>
<tr>
<td><strong>Uncharted Waters</strong></td>
<td><strong>Additional Feedback</strong></td>
</tr>
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<tr>
<td>What are specific areas of opportunity not yet explored or acted upon?</td>
<td>What additional feedback do you have that did not fit into one of the other categories?</td>
</tr>
</tbody>
</table>

Please provide us with any bright spots or opportunities for growth as related to your participation in this focus group session.
Getting Started

1. Identify a **facilitator**, **recorder**, **timekeeper**, and **reporter**.
   - **Facilitator:** Responsible for keeping the group on task and focused on the protocol.
   - **Recorder:** Record notes according to the protocol.
   - **Timekeeper:** Responsible for monitoring times and informing the facilitator when allotted times are exceeded.
   - **Reporter:** Responsible for sharing out the small group feedback with the large group in a succinct manner.
FEEDBACK PROTOCOL

Steps

1. Each participant will individually brainstorm and write responses to the questions presented on their individual legal-sized feedback sheet.

   (2 minutes)

2. In round robin style, the facilitator will have each small group team member share, in 30 seconds or less, their reflections in response to the question.

   (3 minutes)

3. After all small group team members have shared their reflections, the facilitator will lead the team through consolidating and reaching consensus on the most important feedback to share with large group. The recorder will recorder this information on the tabloid-sized feedback sheet.

   (7 minutes)

4. The reporter will be ready to share the information with the larger group when called upon by the meeting facilitator.
WHAT IS EXCELLENCE?

- What does it look like?
- What do you hear?
- How do you feel?

THE NON-MIRACLE, MIRACLE QUESTION

SDIRC
Consider your roles as a secondary department chair...

- What is going well?
- Where are you seeing progress?
TIME TO SHARE OUT

Peaceful Waters
Consider your role as a secondary department chair...

• What are areas in need of improvement...

• or are of ongoing struggle?
TIME TO SHARE OUT

Rough Waters
Consider your role as a secondary department chair...

What are specific areas of opportunity not yet explored... or acted upon?

Uncharted Waters
TIME TO SHARE OUT

Uncharted Waters
THANK YOU FOR PARTICIPATING!