TEXAS CENTER
FOR DISTRICT & SCHOOL SUPPORT

ONLINE TURNAROUND PLANNING MODULES

Facilitator Guide

Module:
Campus Turnaround
Planning Training

Content Focus:
Step One: Determine where you
want to be by setting a vision

Approximate Time Frame:
2 hours

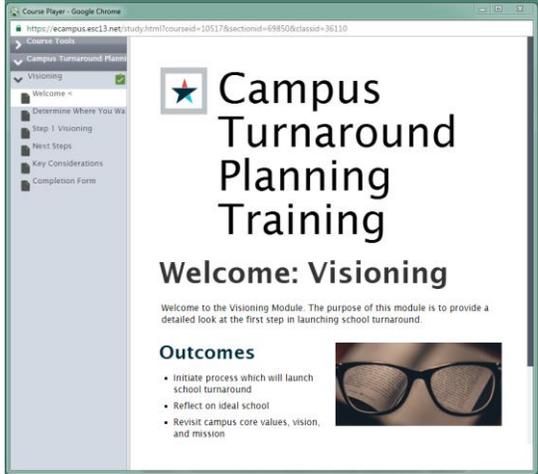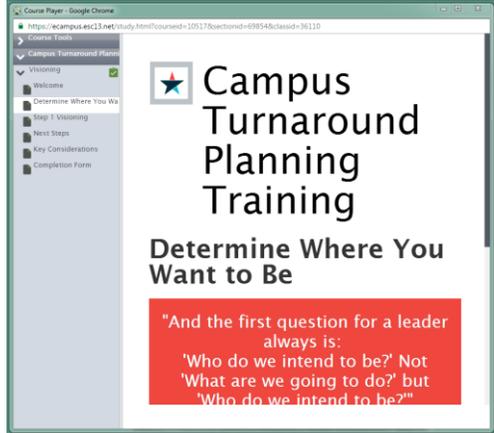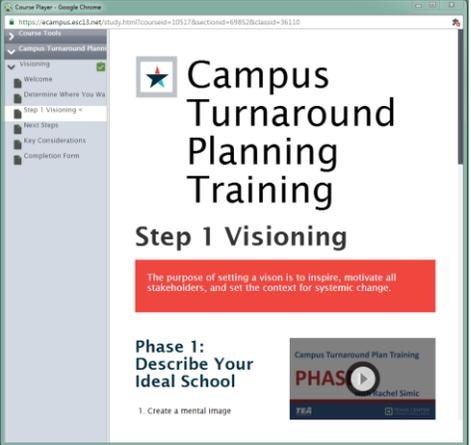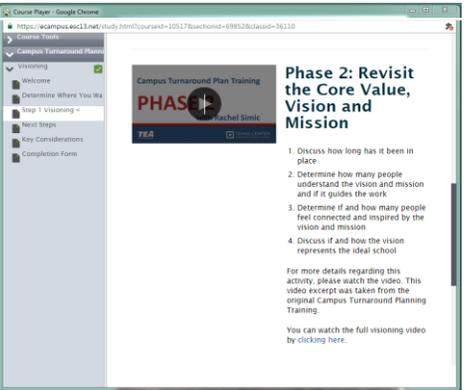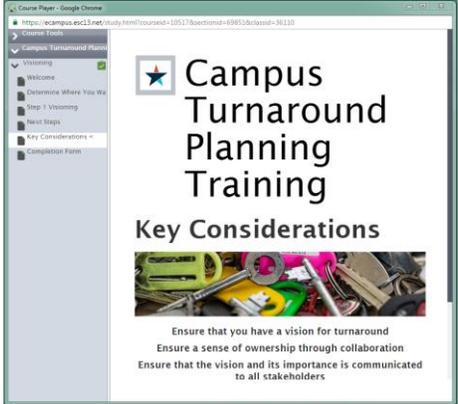| Module Summary	
The "Big Ideas"	This learning opportunity is intended to provide turnaround teams with guidance to meet intervention requirements as they pertain to schools identified through the state accountability system. Through completion of this module, participants will reflect upon and engage in activities that promote the practice of setting a vision to guide intentional change. The purpose of this module is for campus teams to envision where they want to be in two years and beyond.
Participants' Learning/Outcomes	By the end of this training module, participants should… • Initiate process which will launch school turnaround • Reflect on ideal school • Revisit campus core values, vision, and mission • Establish vision for turnaround
Presenter's Activities to Support this Learning	During this training, the presenter will engage participants in the following: • Reflection • Group discussion • Development of next steps
Tools and Materials	**Handouts** • School turnaround 3-Step process • Turnaround virtual training resources • Action planning template

Topic/ Minutes	Facilitation Notes	Facilitator Talking Points	Slide/Supporting Materials
Tab One, **Welcome**	*Review outcomes with the team and ask if there are any questions before proceeding with module.* *Never underestimate the power of an effective introduction. The introduction allows an opportunity to facilitate participants' learning by communicating the purpose of the activity, connecting it to prior knowledge and encouraging the kinds of responses the activity requires.* *Remind the group that this process does not trump or disregard work teams have already done. They may ultimately be ready for the next phase, which is fine.*	• This visioning step is critical to any change effort, and is the most critical step of the whole process. • During this step, the team will create a vision that serves to inspire, motivate, and engage all stakeholders as well as set the context for systemic change. • The purpose of this step is to envision where a campus wants to be within two years and beyond. • Note: Be very clear on what the team wants to establish within two years in order to meet standard.	

Topic/ Minutes	Facilitation Notes	Facilitator Talking Points	Slide/Supporting Materials
Tab Two, **Determine where you want to be**	*Review the featured quote with team and emphasize the difference it draws between acting and acting with intention.* *Consider asking participants to share what this quote means to them and how the message is relevant to their work.*	• Visioning is an important and often overlooked step. • At this point in the year, it is easy to get caught up in the day-to-day routines. Therefore, the act of visioning is a good mental practice to ground the work and reestablish what your team is working toward. • When working through the visioning process for turnaround, push yourself and each other to be transformational, bold, and exciting.	

Topic/ Minutes	Facilitation Notes	Facilitator Talking Points	Slide/Supporting Materials
Tab Three, Visioning: Phase One	*Acknowledge there may be participants in the room who already have a revised and current vision. Encourage them to consider their current vision through the context of systems thinking.* *Ask participants to individually describe what their ideal school looks like, sounds like, and feels like. This initial brainstorm will guide their thinking through the remainder of phase one.* *For more details regarding this activity, watch the video excerpt taken from the original turnaround training.*	• Taking time to visualize what you're striving for is a step often overlooked. While this first phase is simple, it's a critical. • In order to set the context, we must reflect and visualize where we want to be. • Because this step is critical, today we are going to take time to visualize the ideal. • While describing what the ideal school is like, specify the systems necessary to meet standard within the next two years.	
Tab Three, Visioning: Phase Two	*Revisit what the current vision and mission is on the campus.* *Determine if the current vision is still a continued focus for the work.* *In the event it isn't, consider this as a next step to take after today's training, which can be noted in the action*	• The purpose of this phase is to understand that the vision serves to inspire, motivate, and engage all stakeholders and sets the context for systemic change. • During this phase, we must revisit our current core values, mission, and vision. • We must also determine whether the current vision is still a continued focus for our work. • Determining these outcomes will lay the	

Topic/ Minutes	Facilitation Notes	Facilitator Talking Points	Slide/Supporting Materials
Tab Three, Visioning: Phase Two (cont.)	*planning template.* *Briefly discuss each action, encourage teams to use this as a part of their planning after the training.* *For more details regarding this activity, watch the video excerpt taken from the original turnaround training.*	foundation for work and guide the team during the turnaround planning process.	

Topic/ Minutes	Facilitation Notes	Facilitator Talking Points	Slide/Supporting Materials

Tab Three, Visioning: Phase Three	*Remind participants that 2nd order changes are those that require restructuring or a reconceptualization of an organization's roles, rules, relationships, and responsibilities.*
	
	Ask participants to consider how their vision for turnaround reflects 2nd order change.
	
	Briefly discuss each action, encourage teams to use this as a part of their planning after the training.
	
	For more details regarding this activity, watch the video excerpt taken from the original turnaround training.
		• Phase three is where the rubber meets the road in regards to tying your ideal campus to your vision for turnaround.
		
		• Making systemic change takes everyone. And if everyone isn't aware of what the vision is and the purpose for the work is then you run the risk of having this work feel like "another initiative" added to their plate.
		
		• When identifying the guiding coalition,
		
		   ○ Who will be your "go-to" group who sees the vision and is energized by the work?
		
		   ○ Who are your key influencers, inside and outside of the campus?
		
		• It is the guiding coalition who will turn the "ideal school" into the vision for turnaround.
		
		• Though the goal is to meet standard in two year, integrate high aspirations to this vision in order to stay motivated.	
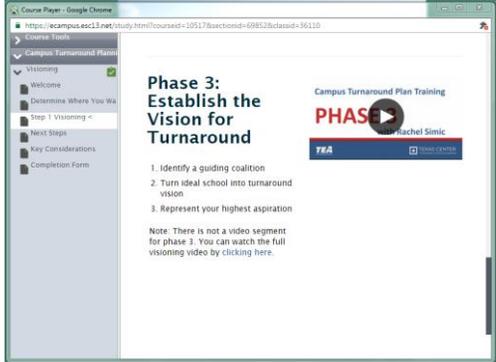
Tab Four, Next steps	*Access the action planning template to schedule next steps which must take place before moving to the next step in the process to launch school turnaround.*	• The work may not be completed today. Therefore, use the action planning template to outline next steps that must be completed to proceed to the next step of the suggested turnaround process. • Use "Action Planning Template" to begin planning	

Topic/ Minutes	Facilitation Notes	Facilitator Talking Points	Slide/Supporting Materials
	Give teams time to calendar the actions listed on the planning template.	out next steps as it specifically relates to Step 1: Visioning. • A number of optional actions and key consideration were shared, have teams write down what is relevant to each team.	
Tab Five, Key considerations	*Review the considerations with team and provide time for questions.*	• Leveraging the vision for success requires imagination, communication, and empowerment. Therefore, keep the following considerations in mind while working through step one of the process to launch school turnaround.	
Tab Six, Completion Form	*Fill out the form as prompted on the screen.*		