

Building Inclusive Teams (Secure Small Wins and Set the Norm)

Project Success

Session 3



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Solutions that Matter

Session 3 Agenda

- Review of Session 3 Pre-Activities
- Secure Small Wins (Framework Step 6)
- Reflect, Analyze, & Adjust (Framework Step 7)
- Set the Norm (Framework Step 8)
- Wrap Up and What's Next



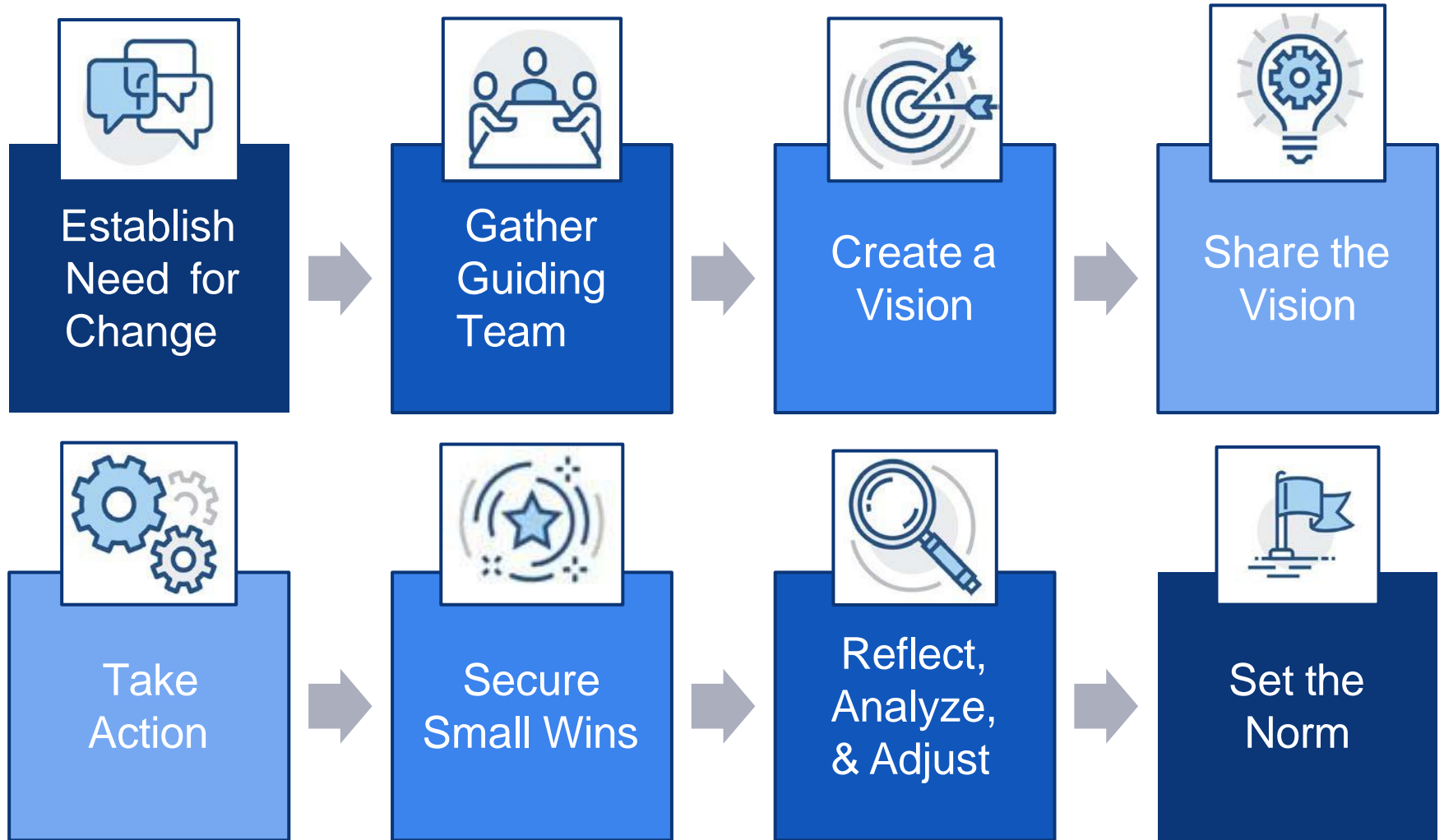
Session 3 Objectives

Participants will be able to...

- Understand the importance of securing small wins while implementing action plans
- Define critical elements of the reflection process
- Identify methods for ensuring that inclusive practices become the norm



Inclusive Practices Framework



How do your current inclusive practices align with your vision statement?

Share your thoughts on the process of creating your inclusive action plan.



Establish
Need for
Change

Gather
Guiding
Team

Create
Vision

Share
Vision

Take
Action

**Secure
Small
Wins**

Reflect,
Analyze,
& Adjust

Set the
Norm



Secure Small Wins: Why?

- Recognizing progress supports creation of successful habits.
- Individual moments build to greater progress.

“Do not load up on vision, evidence, and a sense of urgency. Rather, give people new experiences in relatively nonthreatening circumstances, and build on it.”

Note: Be mindful of pace while moving through your plan. Celebrate completion of short term, achievable goals so everyone can feel a sense of accomplishment and maintain momentum.



Secure Small Wins: How?

- Display your vision statement prominently throughout your school.
- Make it a practice to refer to the vision statement at each meeting or as each decision is made.
- Recognize those who embrace the vision.
- Hold yourself accountable to fulfilling your role in the action plan.
- Celebrate benchmarks of progressing toward the vision.



What would small wins
look like in your
classroom or school?



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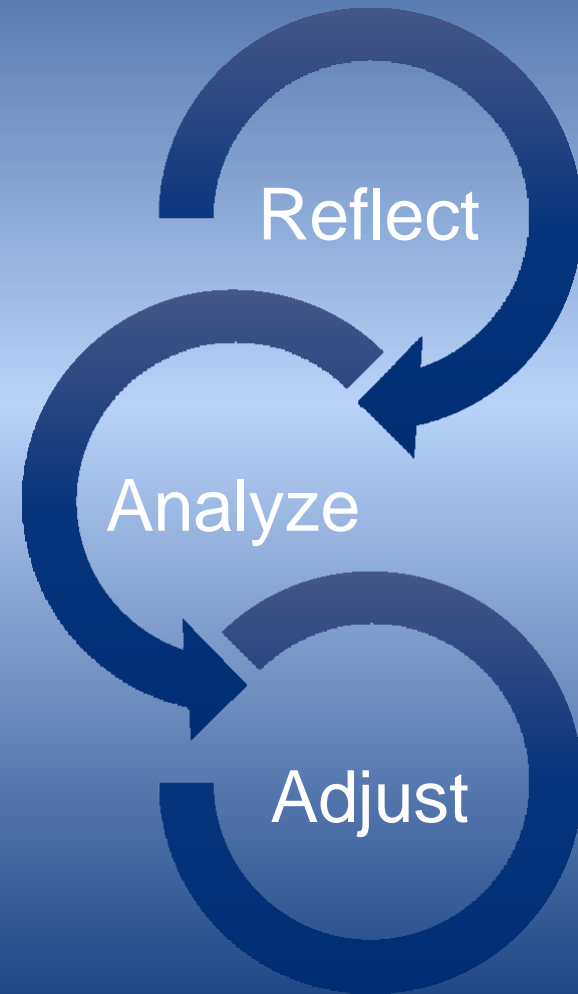
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Step 7: Reflect, Analyze, & Adjust

Reflect on the implementation of your action plan:

- How do you feel about the team's vision and the efforts that have been made to achieve it?
- What has been your level of commitment to the vision and process?
- What have you observed about the level of commitment in others?
- What can be done to address discrepancies in the plan vs reality?



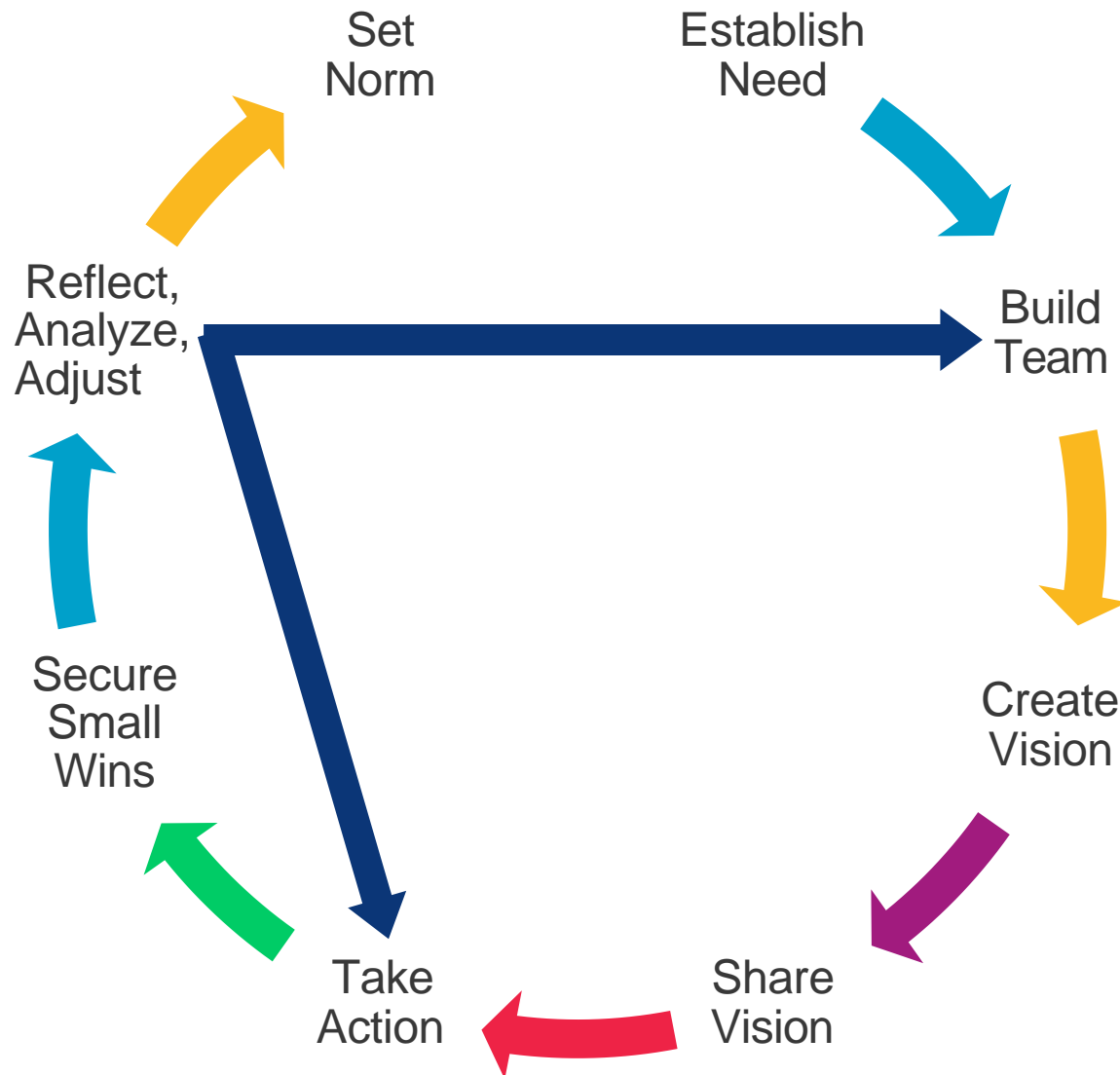
Step 7: Reflect, Analyze, & Adjust

Refer back to your action plan:

- What events or outcomes have occurred that will require adjustments to address?
- Who will be responsible for making the identified adjustments?
- What additional information or resources are necessary to make those adjustments?
- Who will be responsible for securing those resources and information?



Step 7: Reflect, Analyze, & Adjust



What kinds of things
would cause you to
adjust your action plan?

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Set the Norm: Move from Theory to Practice

Teachers use inclusive language: “*our students*” vs. “my/your students”)

Students with diverse needs are educated *throughout the school*.

All students participate *meaningfully* in curriculum and instruction.

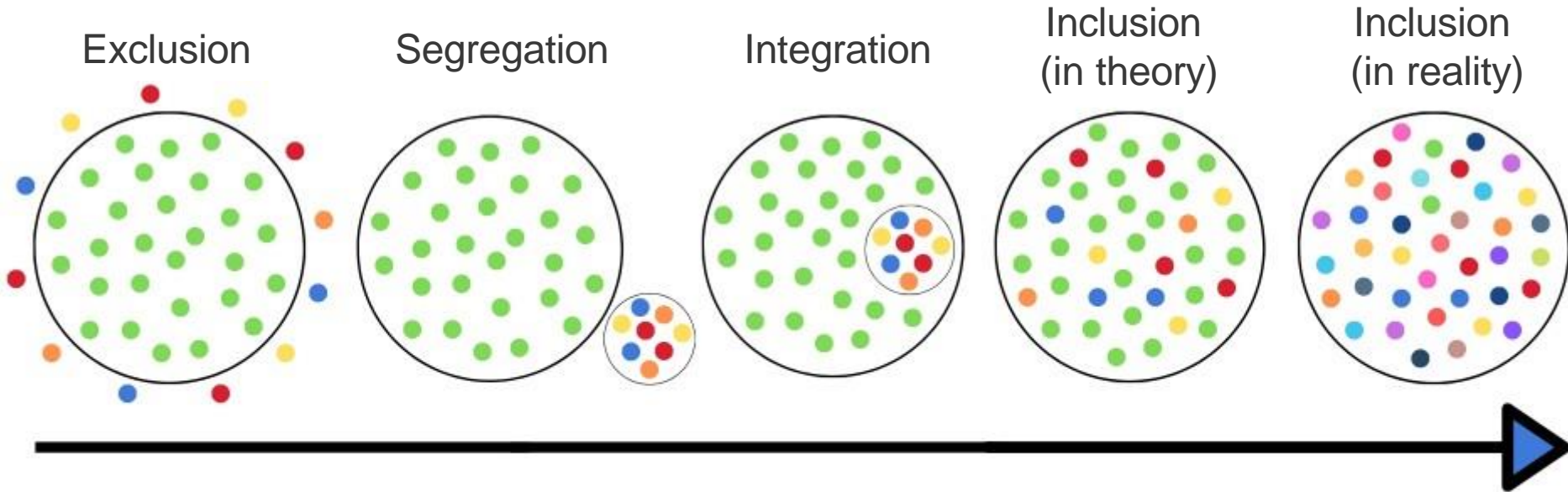
A range of curricular adaptations and modifications are *offered to ALL learners*.

ALL teachers work to ensure *effective instructional strategies* are implemented to support ALL learners.

Educators (special ed and gen ed) *co-plan and co-teach* with support staff and related services professionals.



The Evolution of Inclusion



Where are you on this continuum? What's the next step?



Long Story Short...

...Growth Mindset Applies to Us, Too

Instead of... (*Fixed Mindset*)

I'm not ready to implement inclusive practices.

Try... (*Growth Mindset*)

How can I get myself ready to implement inclusive practices?



Long Story Short...

...Growth Mindset Applies to Us, Too

IF YOU ARE TEMPTED TO SAY
"I CAN'T"
HAVE THE COURAGE TO ADD
"YET"



Framework Step #1: Establish the Need for Change

What would indicate a
need to establish
change in your school
or district?

Framework Steps #3 and 4: Create and Share Your Vision

How does creating a vision support the implementation of inclusive practices?

Framework Step #5:

Why is assessing your current practices important to do **BEFORE** you write your action plan?

Framework Step # 7:

How many times should you Reflect, Analyze, and Adjust as part of this process?

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Where We've Been



Where We're Going



**Contact us for additional
follow-up sessions**

Project_Success@pcgus.com

Additional Resources

[Inclusive Educator Toolbox!](#)



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Questions?

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