



Mapping Your Efforts Critically Reflecting On Current Practices Using the Systemic Change Framework Arenas

Individually, spend a few minutes identifying ways in which you've worked to address systemic change in your agency. Identify goals that you've had for change, activities and conversations you've engaged colleagues in to work toward those goals. Take some notes in the spaces below to "brainstorm" those goals, activities, and personnel.

Specific Goals/Outcomes	Activities/Conversations/Strategies	Personnel Involved

Now, place those goals, activities, and personnel within the *Systemic Change Framework's* six arenas below. Use your own judgment on where to place activities; this is simply a tool to help identify where your efforts have been focused.



Ferguson & Kozleski, 2003; Kozleski & Smith, 2009; Kozleski & Thorius, 2013

In your team; critically reflect on where your efforts have typically been focused within systems. Take about 15 minutes to talk, and be sure that everyone is able to share her or his stories.

Here are some questions to help guide your conversation:

- ☞ At what levels of the system have you focused the majority of your efforts (practitioner, school, district)?
- ☞ Which arena do you tend to work within? Which have you not addressed?
- ☞ In which areas have your efforts been most successful? Why do you think those particular goals or activities have been effective?

- ☞ Within your selected arena (s), whose interests were served well by the policies, practices and processes that were enacted or associated with the arena and whose were not?
- ☞ What is it about your people, policies, and practices that are advancing some schools, districts, students, families and not others?
- ☞ What can be done differently to better serve all people within your system in the specific arena (s) of change?
- ☞ How do (or can) you ensure the voices and perspectives of historically under-represented groups are included?

Capture Your Reflections

Copyright © 2014 by Great Lakes Equity Center

Adapted from the *Mapping Your Efforts Tool* (Equity Alliance, 2011). The contents of this document were developed under a grant from the U.S. Department of Education. However, the content does not necessarily represent the policy of the Department of Education, and endorsement by the Federal Government should not be assumed.