

Figure I.4: Success Tool—RSVPS Principles

Instructions: Show the team the questions in the chart. Decide if you want members to brainstorm answers as a team or individually. Next, use the questions to facilitate discussion about the principles and come to a consensus.

Facilitation tip: Consider the following tips as you conduct the conversation.

1. Allow time for individual brainstorming (two to five minutes, depending on whether you brainstorm individually or collectively).
2. Engage in a discussion protocol to come to consensus (five to ten minutes per step). The use of sticky notes or a virtual tool like FigJam (www.figma.com) can help you collect ideas from all members of the team.
3. Document and save the team's collective wisdom.

Your team might not have answers to *all* the questions at first. That's OK! The chapters that follow offer further guidance.

Principle	Questions
1. Focus on results.	What are the results we must focus on achieving? Which are the highest priorities? What mindsets and skills are critical to reaching those results? (Consider all data types—achievement, process, and perception—when answering this question.)
2. Take a systemic view.	What systemic factors impact results? What systemic factors impact our ability to choose and implement solutions that produce the right results? What systemic factors allow us to sustain solutions over time?

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3. Add value.	What will we do, and what are we committed to learning to do well, to create value for the school, educators, students, and stakeholders? How will we add value by using proven processes and tools to effectively guide others to collaboratively set and meet goals?
4. Work in partnership.	Who must we partner with at every level across the school, school system, and school community?
5. Follow a systematic process.	What is our continuous improvement process? Who knows it and follows it? How do we know? Is it a compliance effort, a true commitment to doing and getting better continuously, or something in between? Why?