



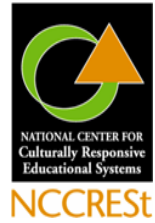
MODULE 3: SYSTEMIC CHANGE

Academy 2: Engaging Stakeholders in Culturally Responsive Systems

Appendix A

ACTIVITY: STAKEHOLDER WHEEL

Academy 2: Engaging Stakeholders in Culturally Responsive Systems



Materials: *Stakeholder Wheel handout, Accountability Hot Topic*



Time Limit: 10 minutes

Purpose: This activity gives participants practice choosing influential stakeholders for a change effort. The activity reinforces previously taught concepts and prepares them for future activities using their chosen stakeholder.

Activity: **Part 1 – Review of Accountability Hot Topic**

Provide 5 minutes for participants to read the *Accountability Hot Topic* handout. Ask participants to recall the practice of promoting students on the basis of a single measure. As this is not a culturally responsive practice, tell participants that the change effort for this activity is to base student promotion on multiple pieces of information.

Part 2 – Identifying Stakeholders

Allow 5 minutes for this part of the activity.

Ask participants to break into pairs, and refer them to the *Stakeholder Wheel* handout. The handout displays a list of possible stakeholders who could promote the accountability change effort. Pairs use the wheel to identify potentially influential stakeholders.

Notes:

ACTIVITY: STAKEHOLDER PERSONALITY TYPES

Academy 2: Engaging Stakeholders in Culturally Responsive Systems



Materials: *Change Personality Profiles handout, Personality Type handout, Accountability hot topic*



Time Limit: 20 minutes

Purpose: In this activity, pairs consider the topic of accountability and attempt to gain support for the change effort. This activity gives participants practice engaging stakeholders by using personality type theory.

Activity: **Part 1 – Rationale for knowing stakeholder personality types**

Provide 5 minutes for this part of the activity.

In any change effort, it is necessary to consider the personalities of influential stakeholders. The four personality types we cover in this academy include:

- Organizers
- Relaters
- Analyzers
- Actors

Step 1

Although each person is a mix of these categories, one type will typically be more pronounced than the others within each individual. Explain that to engage stakeholders it is helpful to know their primary personality types to best address their specific concerns.

Part 2 – Stakeholder personality considerations

Provide 10 minutes for this part of the activity.

Step 1

Ask the participants to consider the accountability hot topic. Currently, certain states promote students based on their performance on a single measure. This is not a culturally responsive practice. Tell participants their goal is to engage their stakeholders around considering multiple pieces of information when deciding whether or not to promote a student.

Step 2

Ask participants to break into pairs. Each pair will choose a stakeholder and assign them a primary personality type.

Step 3

Refer pairs to the *Personality Type* handout. The handout is divided into quadrants with one quadrant representing each of the four primary personality types.

In the quadrant representing the personality type they have chosen, ask pairs to list ways to engage their stakeholder around the accountability change effort. A list of questions to consider is included in the *Change Personality Profiles* handout.

Step 4

Ask pairs to record at least 5 data points they would gather before holding a conversation with their stakeholder.

Organizers	Relaters
Actors	Analyzers

Part 3 – Discussing responses

Allow 5 minutes for this part of the activity.

After pairs have filled in the quadrant highlighting their stakeholder’s personality type, ask them to meet with another pair and share their ideas.

Notes:



Materials: *Change Agent Roles Handout; Stakeholder Wheel; Accountability Hot Topic (optional)*



Time Limit: 20 minutes

Purpose: This activity gives participants practice using change agent roles to engage stakeholders around the hot topic of accountability.

Facilitator Note: The examples for Part 1 of the activity are embedded in the PowerPoint presentation. Check the “notes” section of the PowerPoint on *Change Agent Roles* to complete Part 1 – Whole Group Practice.

Activity: **Part 1 – Change Agent Role Activity**

Provide 15 minutes for this part of the activity.

Returning to their pairs, participants keep the same stakeholders they chose in the *Stakeholder Wheel Activity*, and use the *Change Agent Roles* handout to answer the questions they should expect from their stakeholder at each stage of the change effort process for their accountability hot topic.

Part 2 – Sharing Results

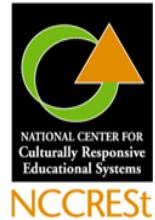
Provide 5 minutes for this part of the activity.

Pairs join to form small groups. Each pair within the small group will briefly share the way they addressed the questions for their chosen stakeholder.

Notes:

OUTCOMES REVIEW

Academy 2: Engaging Stakeholders in Culturally Responsive Systems



Materials: *Outcomes Review handout*



Time Limit: 10 minutes

Purpose: This activity gives participants the opportunity to reflect on the knowledge and skills gained in the academy.

Facilitator Note: None

Activity: **Part 1 – Review Academy**

Provide 5 minutes for this part of the activity.

Participants use the *Outcomes Review* handout to work in groups and brainstorm the knowledge and skills they learned in the academy. Groups should focus on one outcome, or at most, two outcomes.

Part 2 – Sharing Results

Provide 5 minutes for this part of the activity.

Bring the whole group together to share the results from the small groups. Since the groups focused on one outcome, take time to have all groups report out and make sure to that groups cover the big ideas from the academy.

Notes:

