

## Success Analysis

### Information Processing: Exploring and Discovering

#### PROCESS

- In advance of the meeting, the participants develop notes describing an area in which they are finding success or making progress.
- At the meeting, the participants share their case studies of successful work with a student or with a group of students.
- In round-robin fashion, members share while their colleagues take notes.
- The colleagues ask questions of clarification only, such as “When you said ‘those students,’ to which ones were you referring?”
- The colleagues ask questions of inquiry, such as “How did you know to move on at that point?” or “What is your sense of the most catalytic decision you made?” or “What is some learning you are taking from this situation?”
- The colleagues offer thoughts and ideas while the presenter takes notes without responding.
- The presenter initiates a conversation with the colleagues, inquiring more deeply about their thoughts.

cont.

- After the last round, the group summarizes what was learned and what can be applied from this session.

## ALTERNATIVES

- Use this process for events that were not successful.
- Use this process with other role groups, such as principals or mentors.

## TIPS

- A total round for one person should take about 30 minutes.
- Use small groups of three to six members.
- Expressed judgments, positive or negative, are more threatening than data or open-ended, nonjudgmental questions.