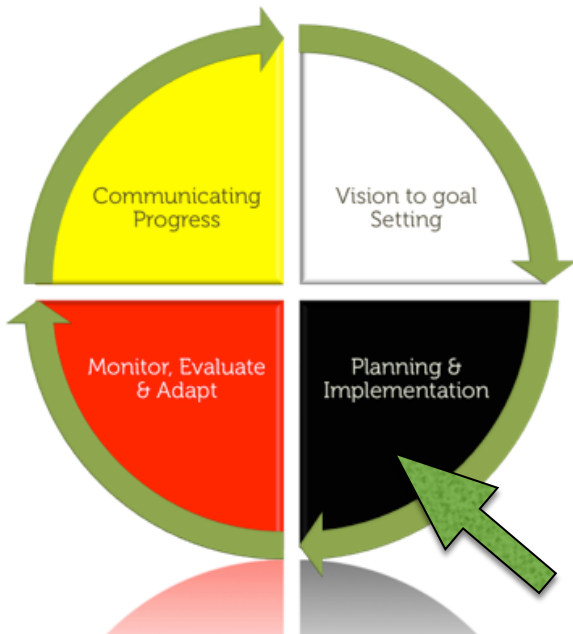


# Awareness

## *Appreciative Inquiry Circle*



### Activity Process:

1. Discovery Phase: At a staff meeting, lead a discussion about “the best of what is” as it pertains to your identified areas for growth. Try to reveal the positive core of the organization and what people are doing.

*For example, if you noticed that students do not feel safe at your school, ask, “What are we doing to enhance students’ sense of safety at school?”*

2. Dream Phase: Lead a discussion about the future or what could be.

*For example, ask “What could we do to make students feel even safer at school?”*

3. Design Phase: Have participants design positive possibility statements that capture their vision of the future.

*For example, a staff develops statements such as the following: “At Sitka Elementary student safety is our top priority. We develop and maintain this sense of safety by building relationships among students at their own grade level and with students at different grade levels. Staff nurtures a trusting relationship where students feel they have allies that they can go to if they need help. Teachers equip students with skills to be caring and respectful of others and assertive when needed.*

4. Destiny Phase: Participants develop detailed action plans to turn their visions into reality. Note: Staff may choose to work in groups of like-minded individuals at this point.

*For Example, Teachers K-7 will consistently use the “Kids in the Know” program to teach resiliency skills.*

### Big Idea:

Start from the positive core of what you are doing

### Guiding Questions:

As it relates to the identified school planning goal:

- What are we doing already to achieve that goal?
- How can we enhance & deepen what we are already doing?