Exercise 24: Reflect on the Quality of Existing Routines

**Objective(s) for participants:**

Evaluate whether existing performance management routines meet the criteria for a strong routine.

* Identify recommendations for strengthening an existing routine.

**Instructions:**

Choose an existing performance management routine that could be used to monitor progress on NGSS implementation. This could be an existing routine for science or a related initiative such as implementation of the CCSS.

For that performance management routine, review each characteristic of a strong routine and record the existing strengths on the flipchart.

Again referring to the characteristics, record the things that might be missing from the routine.

* Using the identified strengths and challenges of the existing routine, create key recommendations for strengthening the existing routine and integrating NGSS implementation.

**Materials needed:**

Flipchart

* Markers

**Template for Exercise 24**

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| **Existing routine:**  |  |
| **Characteristics/Questions To Consider** | **Strengths of Existing Routine** | **Existing Challenges or Things Missing from Existing Routine** |
| **Agreeing on a common purpose:** Do all people participating in the routine clearly understand and agree on its purpose — to discuss performance against priorities, identify and solve problems, and identify and commit to clear next steps? |  |  |
| **Arriving at a shared view of performance and progress:** Is the discussion structured to help participants discuss and agree on current progress against priority goals? What range of evidence is used to support this discussion? |  |  |
| **Identifying and solving problems:** Does the routine help participants identify and agree on the most critical barriers to achieving priority goals? Does it create space for creative problem-solving that empowers participants to address these challenges? |  |   |
| **Encouraging learning and collaboration:** Does the routine encourage participants to identify challenges that are common among their peers and learn from each other’s best and most promising practices? |  |  |
| **Identifying and committing to clear next steps:** Does every routine produce a clear and actionable list of next steps for all relevant participants that can be tracked through future routines? |  |  |
| **Recommendations:** |