



## The Process of Developing Success A Protocol for Reflection and Analysis ATLAS Learning Communities

*Developed by Daniel Baron with appreciation to Vivian Johnson who inspired it.*

### **Purpose of this protocol**

To analyze how a new successful practice has developed so that we can apply the lessons learned to future work.

### **Roles**

A timekeeper/facilitator to help the group stay focused on how the practice described by the presenter is different from more routine practices. The analysis of what makes this practice so successful is the purpose of the protocol. The facilitator is a full participant in this protocol.

“Best Practice” is defined as a process that proved to be highly effective in achieving the intended outcome.

1. Identifying a success. Reflect on and then write a short description of a “best practice” that you have developed over the last year. *Note what processes, experiences, and performances led to that success.* Be sure to answer the question, “What made this experience so different from other experiences I’ve had?” (5-10 minutes)
2. Presenter describes the success. In groups of 3, the first person shares their “best practice” and *the process that made it so successful.* The rest of group takes notes. The facilitator checks to make sure that the presenter shared what about the experience contributed to its success. The rest of the group takes notes on the presentation. (5-10 minutes)
3. Group asks clarifying questions. The rest of the group asks clarifying questions about the details of the “best practice”. (3 minutes)
4. Group reflects on the success story. The group discusses what they heard the presenter describing. What was interesting to you about the process the presenter described? What helped the experience to be so successful? What probing questions might you want to pose to the presenter? (5-10 minutes)  
*Note: Presenter does not participate in this part of the discussion but does take notes.*
5. Presenter responds. The presenter responds to the group’s discussion of what made this learning experience so successful and how it might be applied to future work. (3 minutes)  
*Note: Presenter does not have to respond to questions raised in Step 4.*
6. Appreciate! Take a moment to appreciate the good work of your colleague. (1 minute)
7. Protocol begins again for next group member. Repeat steps 2 through 6 for each member of the group. Remember to keep the focus on *the process that helped to make the experience so successful.* (25 min. for each member)

8. Debrief the protocol as a whole group. Possible questions; what worked well? How might we apply what we learned to other work? What misconceptions or confusion emerged? How might teachers and students use this process to reflect on their work? What adaptations to this protocol might improve the process? (5 minutes)