



**A.I.M. High!!!**  
 Attitude ~ Integrity ~ Motivation

## School Community Meeting [REDACTED], 2013

What	Who/Where	Activities/Actions	Time
<b>Meeting Norms:</b> <ul style="list-style-type: none"> <li>• Arrive on-time, start on time, and end on time</li> <li>• Be respectful/professional</li> <li>• Stay engaged</li> <li>• Present solution oriented ideas</li> <li>• Leave the room when taking a call</li> <li>• Maintain confidentiality</li> </ul>		<b>Objectives:</b> <ul style="list-style-type: none"> <li>• Identify key challenges during change and discuss how strategies to overcome them.</li> <li>• Support staff members in clarifying how they need to adapt their own behavior in order to strengthen the school's culture.</li> </ul>	
Review of Norms/Expectations	Group Facilitators (See next section)	<ul style="list-style-type: none"> <li>• Shared understanding of protocols and norms/expectations</li> </ul>	1:15 – 1:20
Organizational Resistance to Change	Group Facilitators	<ul style="list-style-type: none"> <li>• Review of research on natural reactions to change and the need to address organizational resistance during change</li> <li>• <b>Check-In Circle:</b> My name is _____ (first name only). I teach _____ (content area) and I am working on _____ (one thing) to improve our school culture.</li> <li>• <b>Reflection Activity:</b> Staff will read a story to stimulate reflection, conversation, and action.</li> <li>• <b>Sequential Go-Around Circle:</b> After reading the story, staff will participate in a circle and respond to the following questions. Every participant responds or passes during this circle.               <ol style="list-style-type: none"> <li>1. <i>What did you think when you realized that no gorilla would ever again approach the stairs?</i></li> <li>2. <i>How was the first new gorilla impacted by the past experiences of the other gorillas?</i></li> <li>3. <i>If the goal was to get the bunch of bananas, what was needed to overcome and/or withstand the opposition and reach the goal?</i></li> <li>4. <i>How does this relate to you in helping us to make things right?</i></li> </ol> </li> </ul>	1:20 – 1:25
	Department Chairs* [REDACTED] ARC – Room		1:25 – 1:35
	New Staff** [REDACTED] ARC – Room 2158		1:35 – 1:40
	Last Names [REDACTED] Drama Room		1:40 – 2:20
	Last Names [REDACTED] Chorus Room		
Last Names [REDACTED] Band Room			
Last Names [REDACTED] Orchestra Room			
Plus/Delta	Group Facilitators	<b>Non-Sequential Go-Around Circle:</b> Review of the meeting. Participants in the circle volunteer to respond. <i>Important Note: One participant serves as the recorder.</i>	2:20 – 2:30

“Resistance to change is a natural reaction to disrupted expectations and the associated feeling of a loss of control. As such, resistance accompanies all major change. It doesn’t matter whether it is self-initiated, invoked by others, or if the new circumstances are perceived as positive or negative. The greater the change, the greater the resistance is likely to be. Although resistance is inevitable, how organizations choose to address it (or whether they choose to ignore it) greatly affects the prospects for an endeavor’s success.”