

PROCESSES



Cause and Effect

Purpose:

This process allows staff members, school councils, or small interested groups to delve deeper into school data and its cause and effect; and use it to make changes to school goals and priorities.

Materials:

- School research report (in 1st or 3rd implementation year), school-level surveys, government accountability surveys, satisfaction surveys, academic results, behaviour monitoring, or attendance reporting.
- 11x17 paper
- Glue
- At least 1 marker or pen per person
- Post-it notes

Time for Process: 30 minutes

Pre-process Steps:

1. Print out your school's research report.
2. Choose important statistics in areas that need improvement for the group to reflect on (at least one statistic for each group). Cut out the statistic results and glue each one in the middle of a 11x17 paper. Write on the paper the question that relates to the statistic (e.g. What percentage of students consume enough vegetables?)
3. Cover the statistics with post-it notes to allow for discussion before the statistic is revealed.
4. Distribute the papers around the room either on tables or taped to the wall.
5. Ensure that you have at least one different statistic for every group of participants.

Process:

1. Ask participants to get into groups of 3-4 people. Each group must pick a statistic to start with.

2. Ask one group member to read the question and invite others to guess what the answer is (percentage). Once everyone has guessed and elaborated on why they think the result is that high or low, reveal the statistic by removing the post-it-note.
3. Ask participants to consider what might have caused the result to be as high or low as reported. Record their ideas on the paper (allow a couple of minutes for discussion).
4. Next, ask participants to consider what could be done to improve that result. Record their ideas again on the paper (allow a couple of minutes for discussion).
5. Remind participants to cover up the data result before moving to the next statistic.
6. Repeat this process allowing all groups to consider all statistics. Allow only 5 minutes for discussion, recording new ideas, and considering cause and effect relationships at each station.
7. If limited by time, ask participants to only consider one statistic and report results of the discussion to the whole group.
8. Conclude the meeting by making note of the positive growth the school community has experienced over the last year, reminding everyone that this process allows us to do both: look critically at what needs to be improved and at what we need to celebrate.
9. End with a celebration cheer for the school, a toast to a job well done, or another activity that ensures the group leaves in a positive mind set.

Next Steps:

Use the results of this discussion to determine priorities for your school action plan, school goals, or as topics for deeper conversations later.