Faculty Instructions

After many attempts to introduce the Change Package in a meaningful way, this activity seems to allow for participants to both read and evaluate their own experience in implementing the various components. This activity works well if the first half is conducted prior to a break. This allows faculty to assess notes posted and organize during the break. In total the activity typically takes 40 minutes.

Preparation
- Enlarge the Change Package on flip chart size sheets. Dividing the Change Package into 6-7 pages of text and then enlarging at a Kinko's is the easiest route.
- Post the sheets on the wall throughout the room. Try not to bunch them together so when participants move about the room there is adequate space.
- Distribute sticky notes to each participant.
- Display instruction slide.

Conducting the Activity
- Ask participants to spend 15-20 minutes reading the Change Package. Instruct them as they are reading to note barriers and challenges on their sticky pads and post.
- If possible during the break, ask faculty members to organize notes into themes on each sheet. (Don't mix notes among sheets.)
- During the debrief, ask faculty members to report out on key themes concerning barriers and challenges.
- Spend a few minutes describing the function of the Change Package and how, as a Collaborative, we will be discussing and focusing on the challenges identified by the teams through this activity.

After the Activity
- If possible, record all sticky notes on a Change Package template—correlating the barriers to the component. This can be extremely useful when teams are asked to identify a key area for improvement and they can reflect on the work done through this activity.

Markiewicz, J., Ebert, L., Ling, D., Amaya-Jackson, L., & Kisiel, C. (2006). Learning Collaborative Toolkit. Los Angeles, CA, and Durham, NC: National Center for Child Traumatic Stress.

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Challenges and Barriers in Implementation
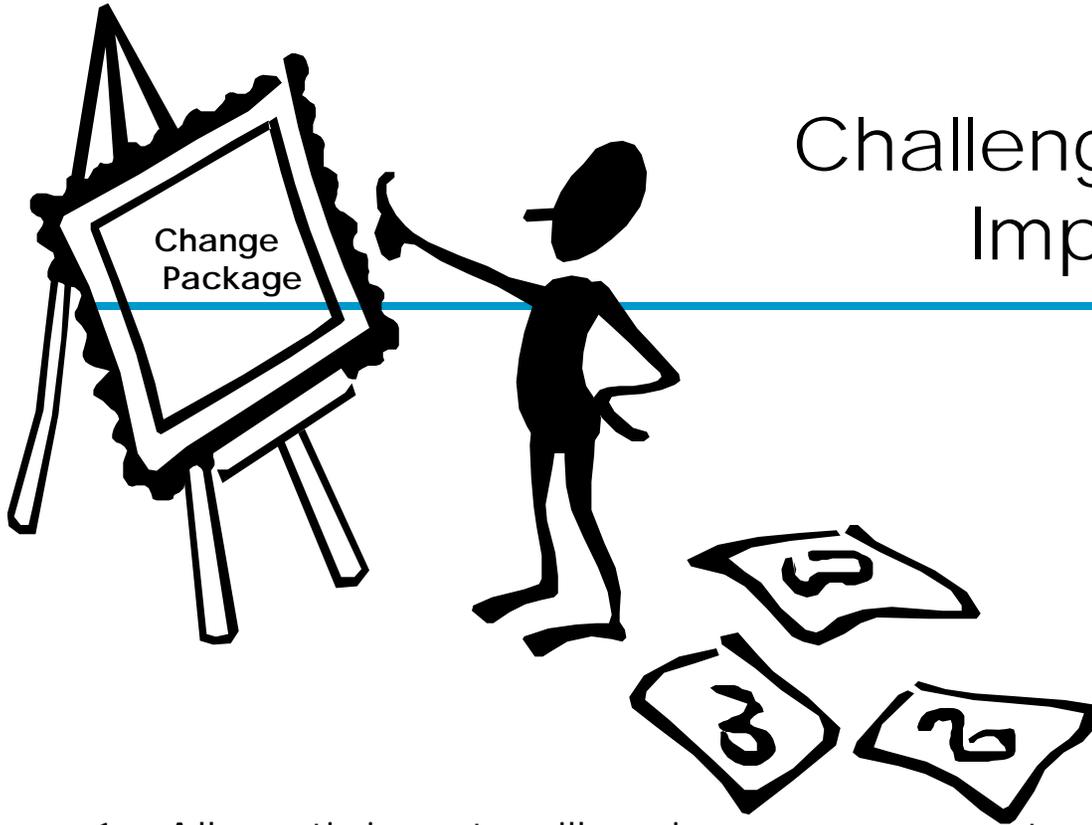
Change Package

1. All participants will review components of the Change Package posted throughout the room.
2. As you review the posted components, record on the sticky notes any barriers or challenges you or your organization is experiencing in regard to that aspect of the Change Package. Use a separate sticky note for each issue and post on the sheet.
3. If you see a note you agree with , feel free to add a check mark to voice your agreement.

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