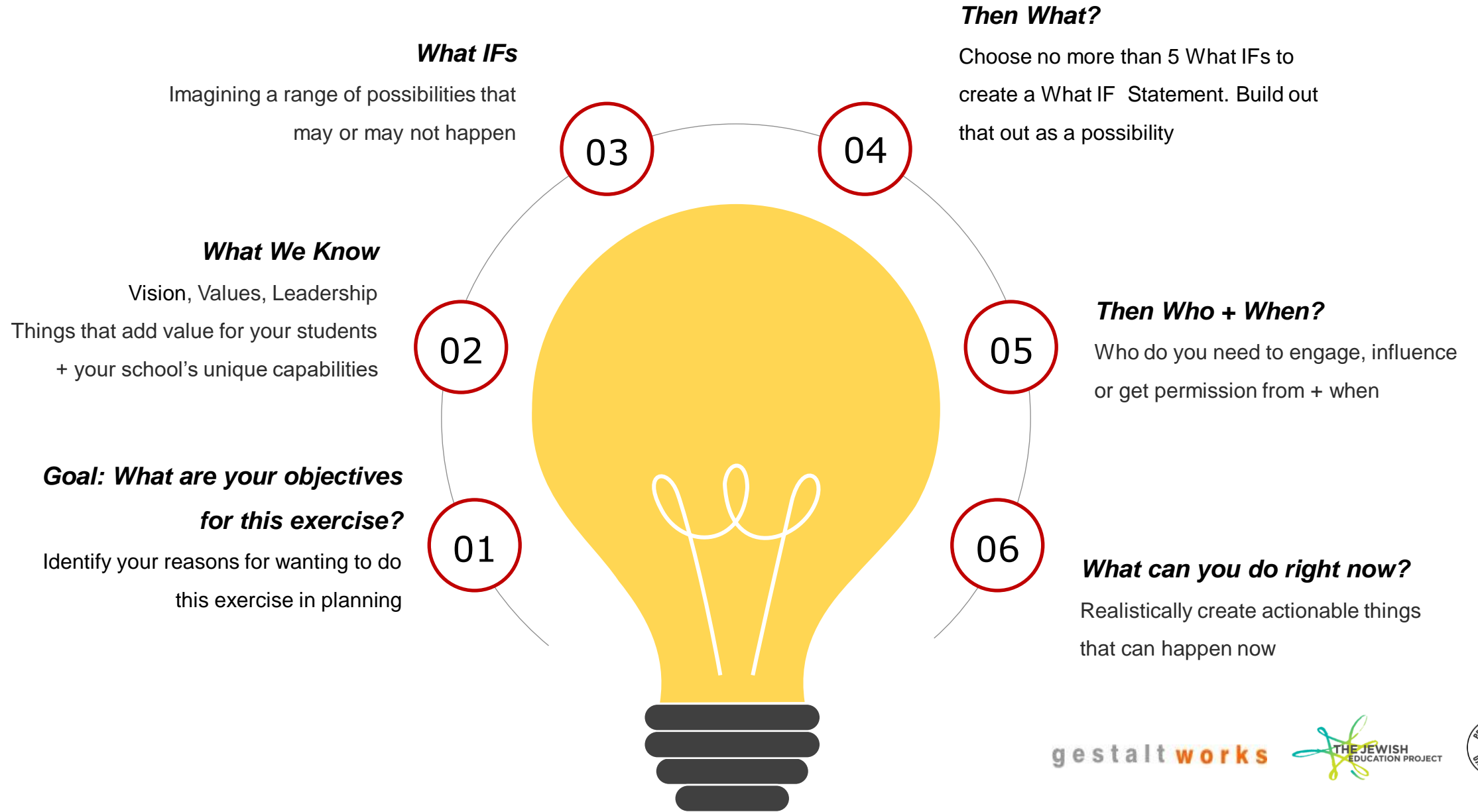# DIY Overall Directions for The What's Next Framework

Each phase of the framework has specific directions following this introduction.

Each Phase is defined as:

1. **Goal** for this planning exercise

2. **Vision:** your organization's vision, values, leadership

3. **What IF** this happens, or that happens

4. **Then What** is thinking through mobilizing the possibilities

5. **Who + When** is the leadership part of who you need to engage in the decision making and when

6. **What can you do right now** is when you move into action!

The What's Next Framework for Schools

Then What?

Choose no more than 5 What IFs to create a What IF Statement. Build out that out as a possibility

What IFs

Imagining a range of possibilities that may or may not happen

What We Know

Vision, Values, Leadership Things that add value for your students + your school's unique capabilities

Then Who + When?

Who do you need to engage, influence or get permission from + when

Goal: What are your objectives for this exercise?

Identify your reasons for wanting to do this exercise in planning

What can you do right now?

Realistically create actionable things that can happen now

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Example

1. **Smart Goal:** By the end of July, the school leadership team will bring this framework to our board to build out three "What if's" with three actionable items to implement.

2. **Our Vision is** to for our learners to develop a passion for learning and a strong sense of themselves as Jews and as human beings.

3. **What if**…enrollment in the school goes down 50%, what if we can't afford our education director, what if we prioritize teacher collaboration, what if we specialize in what we do best.

4. **Then What** is thinking through all possibilities. Research viable partners, communicate to members, understand implications for current staff, consider use of building and grounds.

5. **Who + When** is thinking through who you need to engage in the decision making and when

6. **What can you do right now?**

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How to use this tool:

The first step in the What's Next Framework is to be clear on what you want to achieve from this kind of planning.

Follow the directions on each slide.

What's Next Smart Goals:
What are your objectives for this exercise?

Specific

Rather than general, exactly what results do you want to achieve? What is the product or output?
For example: By September 2020, our teachers will be poised to deliver experiential education digitally.

Measurable

How will you know you are making progress, have successes or failures? This uses quantitative and qualitative measures. For example: By September 2020, our teachers will be poised to deliver 50% of the digital education with experiential components.

Attainable

Identify goals that are reachable and provide some stretch. Is the goal attainable given current circumstances?
If the answer to this is no, how can you rewrite it so that it is possible?

Realistic+ TImebound

This helps focus your objectives on results and outcomes rather than processes and inputs. Agree when the goal will be achieved by – this may be over the next year or in some shorter period. Some goals may be set in stages.

Smart Goal Brainstorm

List all the things you want from this series on Getting to What's Next

By, *date* we *names* will *goal* .

By, _____ we, _____will _____.

How to use this tool:

The second step in the What's Next Framework is to be clear on what you know.

Fill in your organization's purpose, core values, educational goals, important history, your strengths, and current opportunities.

That will direct you to where you are headed, to your vision.

Print + Fill In

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Our Organization's Vision

■ *PURPOSE*

Organization's reason and purpose for existing

Aleph School educates students of all abilities using innovative pedagogy and technologies

■ *VALUES*

Timeless guiding principles that define who we are and what we believe in. Non-negotiables

- *Hard work, can do attitude, meet the challenge, dedication, persistence*
- *Pride in and loyalty to community + families*
- *Passionate commitment to quality education*
- *Modality: Reggio, Integration of Judaic and Secular Studies, Project Based Learning*

Where We Are Headed

● *VISION*

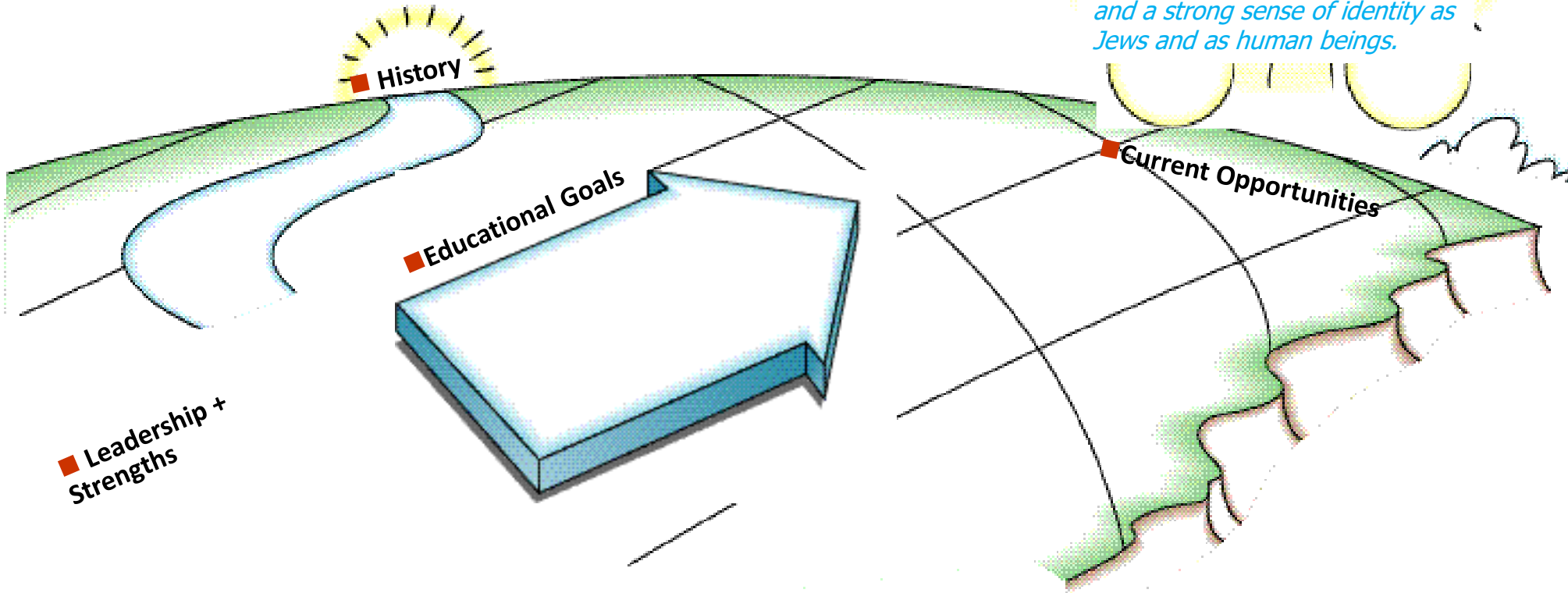**Clear, compelling focal point for efforts - daunting, but reachable-**

Our Vision is for our learners to develop a passion for learning and a strong sense of identity as Jews and as human beings.

■ **History**

■ **Educational Goals**

■ **Current Opportunities**

■ **Leadership + Strengths**

Our Organization's Vision

■ **PURPOSE**

Organization's reason and purpose for existing

■ **VALUES**

Timeless guiding principles that define who we are and what we believe in. Non-negotiables

Where We Are Headed

■ **VISION**

Clear, compelling focal point for efforts - daunting, but reachable-

■ History

■ Educational Goals

Opportunities

■ Leadership + Strengths

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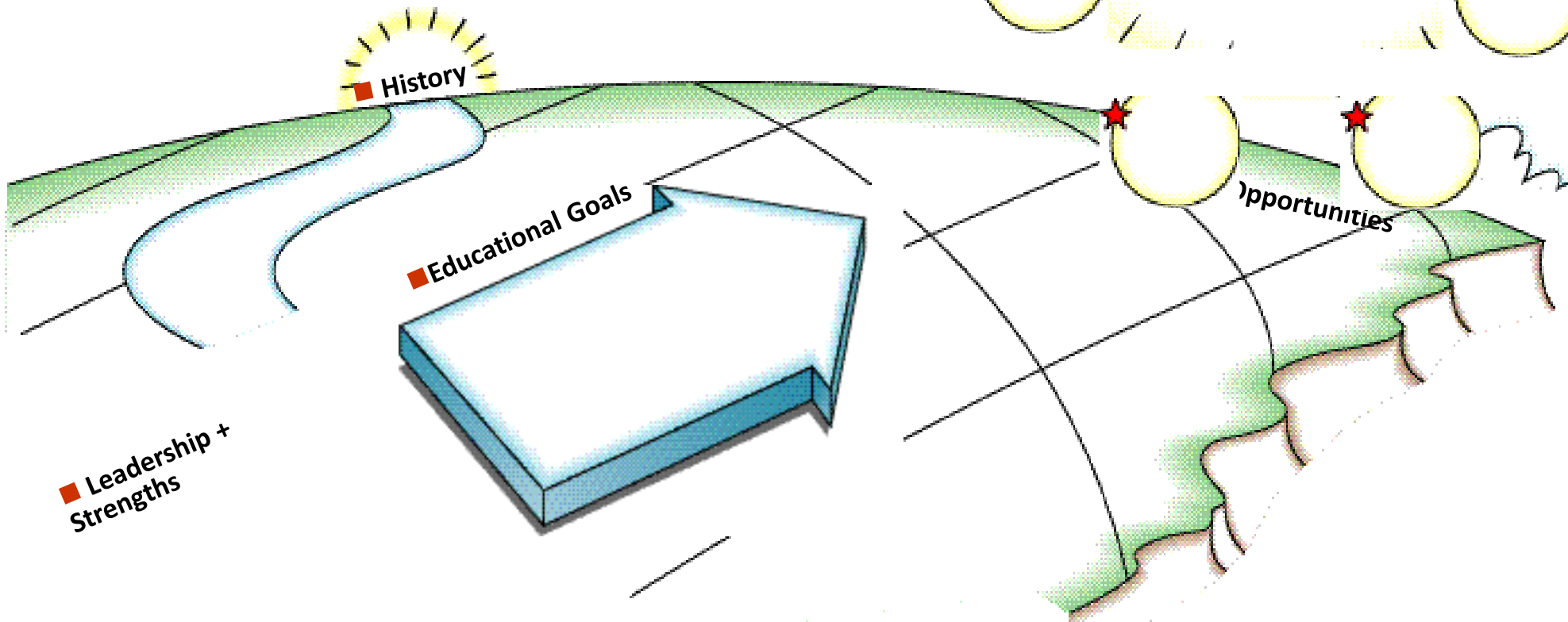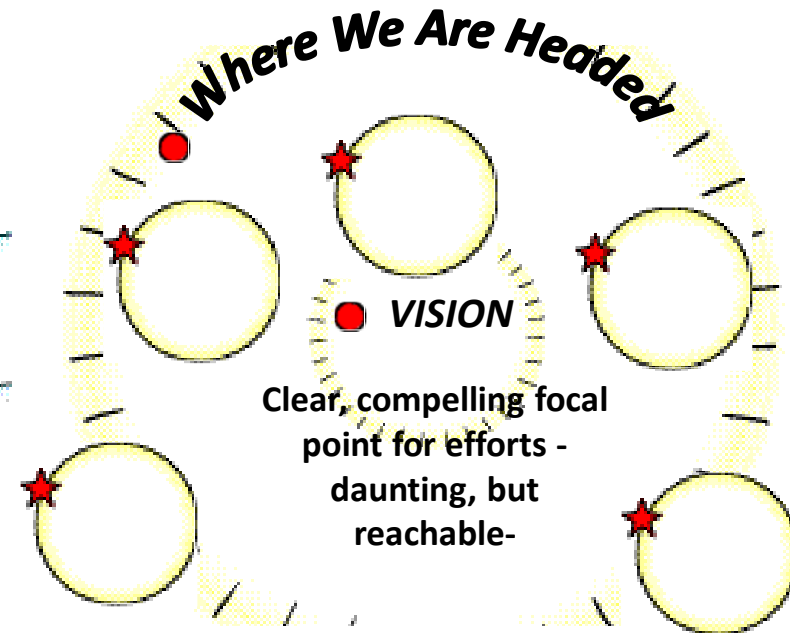
The What's Next Framework

What IF...

What IFs are an exhaustive list of what might or might
not happen when preparing for back to school.

Your job is to add to this list.

Opportunities/Collaboration/Partnership
We prioritize teacher collaboration
We have an overwhelming number of new students
We play to the strengths of our teachers
Our steering/NS committee has a different mission this year
We collaborate with other Nursery Schools on virtual curriculum
We partner with parents

_____
_____
_____
_____

Operations/Facility/Resources
We have to pivot mid-year
We cannot meet in our building
We lose a substantial portion of our families
We have an overwhelming amount of new students
We have only eight children per class
A large number of teachers tell us in August that they aren't coming back
We need to let teachers go
We have a lot of new staff
Our staff isn't certified
We have a Covid-19 outbreak in our facility
We don't have the money/resources/teachers we need to offer our program
Our program budget is cut
We run a morning and an afternoon program
Children are constantly too close to each other and touching each other

_____
_____
_____
_____

Teaching and Learning
We were committed to an emergent play-based philosophy
Our primary purpose is to create community
We have teachers who can't implement our plan
We focus on the social and emotional growth of our students
We understand that relationships come before curriculum
We can't have specialists
We built our curriculum around the questions of our learners
We want our families to view Judaism as a tool for living and thriving
We stop grouping kids by age
We specialize in what we do best

_____
_____
_____
_____

Creativity
We tailor our program to each family and their needs
We rely on volunteers to help us do our job
We focus on one or two pieces of our program
We experiment with experiential learning in virtual spaces
We meet the needs of our students with special needs
We have to pivot mid-year
We run a morning and an afternoon program
We stop grouping children by age
We specialize in what we do best

_____
_____
_____
_____

People
We empower parents in our community to do more home ritual/learning
Our main concern is helping our families thrive
We have families that don't feel comfortable coming into the building but want
to remain engaged
We partner with parents
We play to the strengths of our teachers
A large number of teachers tell us in August that they aren't coming back
We put relationship building and resilience at the center of our program

_____
_____
_____
_____

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What IF...

What IFs are an exhaustive list of what might or might not happen when preparing for back to school.

Your job is to add to this list.

Opportunities/Collaboration/Partnership

Our religious school committee has a different mission this year
We partner with parents
We prioritize teacher collaboration
We create more full-time teacher positions
We collaborate with other synagogues on virtual curriculum
We share virtual religious school programs but run our own in-person program
We capture this moment to focus on bridge building with other religious/racial communities

_____
_____
_____
_____

Operations/Facility/Resources

We have to pivot mid-year
We don't have the money/ resources/teachers we need to offer our program
Our program budget is cut
We need to let some teachers go
We have a Covid-19 outbreak in our facility
We lose a substantial portion of our membership
We cannot meet in our building
We have families that don't feel comfortable coming into the building but want to remain engaged
We create a new and effective way to communicate with our families
Social distancing policies and restrictions create challenges for students

_____
_____
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_____

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Teaching and Learning

We specialize in what we do best
We put relationship building and resilience at the center of our program
We experiment with experiential learning in virtual spaces
We build our curriculum around the questions of our learners
We tailor our program to each family and their needs
We focus on one or two pieces of our program
We want our families to view Judaism as a tool for living and thriving
We empower parents in our community to do more home ritual/learning
We have teachers who cannot effectively teach online
We play to the strengths of our teachers

_____
_____
_____
_____

Creativity

We stop grouping kids by grade
We try something new this year and...
We have to pivot mid-year
We tailor our program to each family and their needs
We help our families embrace and create Jewish life cycle for this new era
We focus on one or two pieces of our program
We play to the strengths of our teachers
We specialize in what we do best

_____
_____
_____
_____

People

We put relationship building and resilience at the center of our program
Our main concern is helping our families thrive
Our primary purpose is to create community
We empower parents in our community to do more home ritual/learning
We play to the strengths of our teachers
We think differently about who can be a teacher in our community and what role she/he plays

_____
_____
_____
_____

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What IF...

What IFs are an exhaustive list of what might or might not happen when preparing for back to school.

Your job is to add to this list.

Operations/Facilities/Resources

Our in-person plan is over-turned on day 2 or just days before starting, how do we communicate well with parents, teachers and students?

Parents can't get their kids to school with work/school schedules?

We don't have the space we need?

Finances get in the way of implementing our plan?

We need to teach some students in-person while some are online (hybrid)?

_____

_____

_____

_____

People

Our school community is split down the middle and want very different things?

Our teachers are overwhelmed by all of the pivots?

A large number of teachers tell us in August that they aren't coming back?

_____

_____

_____

_____

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Opportunities/Collaboration

We collaborate with other schools in some virtual learning and continue in person with just our learners?

We create authentic opportunities for Hebrew language acquisition in partnership with Israeli schools?

We establish relationships/internships with people in a state of deferred life plans - college students/graduates - to help implement our school plans?

Educational leaders from different schools collaborated to share the planning (eg assessment planning, curricular adjustments)?

_____

_____

_____

_____

Teaching and Learning

We find ways to expand hands-on/experiential learning both in person and online?

Social distancing restrictions result in behavioral issues and/or academic disengagement?

Teachers and/or parents request schedule adjustments because they are concerned about skill and knowledge acquisition?

Students are in disparate places academically and behaviorally; teachers aren't sure how to provide appropriate instruction and cover the curriculum?

Students work in groups/partners while social distancing?

Teachers can't implement our plan?

Teachers learn how to use a few tech tools really well?

_____

_____

_____

_____

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The What's Next Framework

Combining What IFs into a What IF Statement

What IFs are an exhaustive list of possibilities, known and unknown.

Using this list of options, assumptions, expectations, and opportunities, your next step is to combine **NO MORE THAN 5** What IFs that your team wants to focus on.

Example 1:

1. We lose a substantial portion of our student body
2. We will need to develop a "hybrid" learning platform for our students
3. We focused on one or two pieces of our program and did those exceptionally well

Look at what you picked and consolidate that into a WHAT IF Statement:

If our student numbers are less and we will adopt a hybrid learning platform then we will focus on two parts of our program and do that exceptionally well.

Example 2:

1. Finances get in the way of implementing our plan
2. We have teachers who can't implement our plan
3. We were committed to an emergent play-based philosophy
4. We stop grouping kids by age
5. We run a morning and an afternoon program

WHAT IF Statement:

If we plan to group children differently using an emergent play-based philosophy, running both AM + PM programs, then we will explore how to implement our plan.

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What's Next Planning Sheet

What IFs	What IF Statement	Then What *do we need to think about?*	Then Who + When	What can we do right now?

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If you have questions about the "Getting to What's Next Framework" please email:

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