



## Facilitator's Guide: Activity 1

# Reviewing the First Bold Step Proposals

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The Alternative Model Sub-team has prepared descriptions of three possible first bold steps for the Task Force to consider. These proposals should be in handout form so that small groups can discuss them concurrently, following the discussion guide provided.

After the small groups have had about 15 minutes to deliberate, reconvene the Task Force and have each group recommend to the large group which of the proposals it thinks should be your first bold step. Also ask for the suggestions, if any, the groups have for tweaking the proposals to make them even more appropriate as a first bold step.

Once the groups have reported, a clear consensus may emerge. If not you can use a tool called “The Six Levels of Consensus.” Once you have a sense that people are close to making a choice, using the six levels helps clarify for the participants themselves and the large group, as well, where everyone stands. It is most effectively used when each member of the group has a copy of the Six Levels of Consensus handout, found on page 17. The facilitator goes around the group asking each person what their “level” is regarding a decision. This strategy helps to create a kind of “shorthand” language so you can take the pulse of the group.



## Discussion Guide: Activity 1

# Reviewing the First Bold Step Proposals

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The Alternative Model Sub-team has prepared descriptions of three possible first bold steps for the Task Force to consider. The questions below are to guide your small group discussion as you compare the proposals' key features and determine which proposal you recommend be chosen as your congregation's first bold step towards realization of your alternative model of children's Jewish learning.

1. At the beginning of *Looking Forward* you read an article on the Online Resource Center entitled "Mission, Vision, Goals, Alternative Models, and Bold Steps: The Jargon of Transformation." As a refresher, this is how the article defined a first bold step:

The first bold step should meet the following criteria:

- It should contain the spark of your vision and elements of the alternative model so that participants can see how it is connected to your aspirations
- It should be bold enough to signal to participants and other stakeholders that things are going to be different around here, and it should be bold enough to make them a bit uncomfortable as they try something new
- It should be bold enough to make you think creatively about how to find resources, but not so bold that you cannot provide a quality experience.

Bold steps often are a smaller version of the alternative model, making changes only to some of the levers – who the learners are, who the teachers are, when and where learning takes place. This can include launching something in a few grades instead of all grades, running a program as a six week unit instead of for a full year. It also can mean making changes to how children are learning, but realizing that all of the changes to the role of parents may be happen over time. The decision about what needs to be included in the first bold step and what can wait is completely dependent on what you are trying to achieve in your congregation.

2. Based on this description, which of the proposals do you think is the first bold step that signals a change, is challenging yet realistic and best reflects the Task Force's desires?

3. Looking at all three proposals, compare how they each address the five building blocks of an educational system. Where are the similarities? The differences?
4. What suggestions, if any, do you have for tweaking this proposal in a way that would make for an even better first bold step?



Reference: Activity 1

## Six Levels of Consensus

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1. I can say an unqualified “YES” to the decision. I am satisfied that the decision is an expression of the wisdom of the group.
2. I find the decision perfectly acceptable.
3. I can live with the decision; I’m not especially enthusiastic about it.
4. I do not fully agree with the decision and need to register my view about it. However, I do not choose to block the decision. I am willing to support the decision because I trust the wisdom of the group.
5. I do not agree with the decision and feel the need to stand in the way of this decision.
6. I feel that we have no clear sense of unity in the group. We need to do more work before consensus is reached.