



NATIONAL  
CHARTER SCHOOL  
RESOURCE CENTER

# Leading in the Unknown: Sustaining Impact

*How are We Doing?*

*Supplemental Workbook for Reflection During Webinar*

U.S. Department of Education  
November 5, 2020



The National Charter School Resource Center (NCSRC) provides technical assistance to federal grantees and resources supporting charter sector stakeholders working across the charter school life cycle. NCSRC is funded by the U.S. Department of Education and managed by Manhattan Strategy Group in partnership with WestEd.

*This handout was developed by Lisa Diaz and Lumen Impact Group in partnership with NCSRC.*

## Identify Your Key Lever Points

---

Where is extra gas needed to get a strategic priority/goal advancing?

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_

Select one Key Lever Point: \_\_\_\_\_

What inputs do you see as essential to advancing this Key Lever Point?

Inputs:

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_
4. \_\_\_\_\_

(Note: there may be existing inputs that are already part of your school's routine that will have an impact; however, remember this is about hyper-focus, so keep your inputs focused on elements that are going to need more gas to get them moving.)

### Additional Notes:

---

---

---

---

---

---

---

---

---

---

---

---

# Creating Your Dashboard

Key Lever:					
Inputs:					
Outputs	Target/Date	Target/Date	Target/Date	Target/Date	Target/Date

## Additional Notes:

---

---

---

---

---

---

---

## Moving from Process to People

---

### Clarify Shared Expectation:

If you were successful at \_\_\_\_\_, tell me what we would see happening?  
What would this mean for your preparation/approach?

---

---

---

---

What would this look like in your daily work?

---

---

---

---

### Minimizing Barriers to Success:

What could get in the way of your success?

---

---

---

---

**Follow-up:**

Set a specific time for your follow-up check-ins. Focus on expectations and personal intentions to support the creation of habit.

---

---

---

---

**Sustaining Impact by Supporting People:**

1. Provide feedback both champion and developmental. Remember, even before we fully achieve our goals, we need to have acknowledgement of progress. Additionally, if we hold back developmental feedback, we are basically saying that we don't care about our team members' personal development. Remember, don't go it alone. Encourage others below, beside, and above you to provide feedback as well.

---

---

---

---

2. Letting it go, but not really: What is currently sitting in your suitcase that you need to start being intentional about giving feedback on?

---

---

---

---

3. Are you feedback adverse? How often are you asking for feedback?

---

---

---

---

## Additional Notes:

---

---

---

---

---

---

---

---

---

---

## Visioning Commitments for the Next Three Months

What is one thing you will do in the next week to move your team closer to tracking success and sustaining impact?

---

---

---

What is one thing you will do in the next month to move your team closer to tracking success and sustaining impact?

---

---

---

What is one thing you will do in the next three months to move your team closer to tracking success and sustaining impact?

---

---

---

