

# Creating Commitment and Taking Action

## What It Is

- ▶ Create a commitment to productive action.
- ▶ Promote collaborative accountability to ensure a commitment to productive action.
- ▶ Be aware of how perceptions of risk can hamper deliberate action.
- ▶ Ensure that leaders and teachers have the will as well as the necessary skills and knowledge to take action.

## Why It Matters

- ▶ Commitment and action are essential for change, without which there will be limited impact on student outcomes.
- ▶ Underlying all DAFs is the necessity to create commitment and take action.
- ▶ Creating commitment and taking action are central to a social justice agenda.
- ▶ A culture of collaborative accountability is necessary to ensure improvement occurs and is sustained.

## How I Do It

- ▶ Commit to both notice and take action.
- ▶ Make sure there is a shared understanding of why actions are being taken.

- ▶ Co-construct commitment to action by being clear about next steps.
- ▶ Take a strengths-based approach to engaging others in taking action.
- ▶ Check on and hold people accountable for agreed actions.
- ▶ Pay attention to those who aren't on board.
- ▶ Acknowledge uncertainty, and help people manage it.

## Key Challenges for Me

- ▶ Getting people started
- ▶ Engaging the reluctant
- ▶ Ensuring agreed actions are undertaken through systems of collaborative accountability
- ▶ Taking action when not everyone is on board

## What I Should Notice

- ▶ Who is and isn't on board?
- ▶ Is there a shared understanding of what actions will be taken and why?
- ▶ Are people clear about the next steps for which they are responsible, and are they the right actions?
- ▶ Is there a culture of accountability for agreed actions?