

**Request/Concern/Question:** Concerns around one of three innovations. “Fear the innovation will be pulled if we can’t turn it around.” How best to prepare for Friday’s conversation without getting analysis paralysis.

**Action Steps:** *I am hoping to finish up looking over my notes from all of the sessions and readings. Specifically I have a few more things from Quiet that I would like to look at. Then I will journal. I have gotten away from journaling, so I am excited just to write for a bit this evening.*

**“Self-quotes”, key questions, misc. notes from KPF for continued reflection:**

- Questions from cohort members:
  - Fast forward 12 months, what is the ideal world you are now living in?
  - What is the best outcome for the meeting on Friday?
  - What are others at the Department of Ed. afraid of?
  - What would bring stability?
  - What does L. think you bring to the situation?
- Your own observations:
  - Have made minor changes to the other innovations based upon feedback regarding implementation; however, they have a clearer map. Don’t have the same map for this one – don’t have multiple data points like the others.
  - Need to go back and define the outcomes of the innovation. Currently don’t talk about anything before the 1<sup>st</sup> home visit.
  - Maybe having a different version of the PSP – maybe need to hear more about her vision.
    - *What questions can you ask to learn more about her vision?*
  - Might need to change the process of how teams apply for the innovation.
  - Reflective supervision just popped in my head – we need to support practitioners more on the emotional level. Wondering what the data looks like for those who have done RS and those who haven’t.
- KPF notes/invitations
  - Define/unpack what it looks like and/or feels like to have “analysis paralysis” or “be in a rut”. The more we can name the emotion (the thing you are avoiding in this instance) the easier it becomes to recognize it and tame it.
  - Generate a list of all the assumptions you are afraid are being made. This will help you decide which ones you need to debunk, which are your own shark music, and which are impacting decisions in a negative way.
  - You mentioned that you do agree that based upon other data that some things need to change. Again, generating a list of your own “brainstormed” ideas of what could/should change, will allow you to be ready to find the both/and when bigger changes are tossed out. Meaning, if someone says something like, “Let’s just start over or try X, Y, Z instead.” You can be prepared to say something about taking a smaller first step vs. a gigantic leap, which may require more investigation and discussion.