

## Reframing Statements to Encourage More Creative and Positive Action

Scenario: A Superintendent discusses strategic placement of staff due to the changes in instructional delivery because of the guidelines for reopening schools in the fall.



DEFICIT FRAME	TO REFRAME THE CIRCUMSTANCES	POSITIVE FRAME
We are going to have to make changes in staff assignments due to the guidelines for reopening schools in the fall. Teachers are just going to have to deal with all these changes. It is not going to be the same around here and teachers are going to be unhappy. We will just have to make some tough decisions and make this work.	<i>Speak in terms of the positive (what assets and strengths do we have to build on?) instead of talking about what we lack (expressing disapproval, sarcasm, cynicism).</i>	We have very talented and committed staff in our district. All of us have worked extremely hard to support our students and each other during this pandemic. To build upon the changes we've already instituted, new changes will occur in the fall to ensure our students and staff return to safe and supportive classroom environments. Decisions will be made that may impact your teaching assignment. We understand this may be difficult, and we are committed to helping impacted staff with these necessary changes.
We know we will have budget reductions so we will need to be creative about how we use our staff. All teachers will have to sacrifice and figure out how to enhance learning whether they are face-to-face or teaching remotely. This will be hard on everyone.	<i>Share and incorporate all relevant negative information in reframing the future we want to create.</i>	We know we will be returning in the fall facing budget reductions. We will be creative as we use the talents, expertise, and areas of certification that our staff possesses. We will collectively support each other with preparing for new teaching assignments.
The hybrid model, which means everyone teaches some face-to-face learning and some online learning for all grade levels is the best answer.	<i>Seek others' perspectives, instead of assuming the certainty of having the answer. Assume others have valuable information to share.</i>	We would like to convene a group of stakeholders to discuss which instructional model will best meet the needs of our students as we plan to reopen school in the fall.
All teachers will need to plan to hold face-to-face and online classes everyday.	<i>Ask questions in order to explore all possible options.</i>	As we plan to reopen school in the fall we would like to build on the tremendous knowledge of our collective capacity. To start out, what went well under our remote learning plan?

Adapted from: Lee, S., Henderson, M., Whitaker, G. "Positive Problem-Solving: How Appreciative Inquiry Works" ICMA Press, vol. 43, Number 3, 2011.

Add citation here: Adapted from: