

Hopes and Fears Protocol Instructions

(This protocol is adapted from: J. P. McDonald, N. Mohr, A. Dichter, and E. D. McDonald, *The Power of Protocols: An Educator's Guide to Better Practice* (New York: Teachers College Press, 2003.)

Timing: The protocol as described below takes 15 minutes total.

Materials: Chart paper & markers.

Purpose

To give participants an opportunity to get expectations and concerns out in the open so that they can begin to establish a group commitment to addressing them.

Steps

1. *4 min.:* Ask participants to write down their greatest fear for this institute/week: "If it's the worst experience you've had, what will have happened (or not happened)?" Then they write their greatest hope: "If this is the best professional development you've ever attended, what will be its outcome(s)?" **Note: While they're writing, write "Fears" on the top of 1 piece of chart paper and "Hopes" on top of another piece of chart paper.*
2. *10 min.:* Participants call out fears and hopes as the facilitator lists them on separate pieces of chart paper. List all fears and hopes exactly as expressed, without editing, comment, or judgment. Encourage folks to be concise when they share their hope or fear—keep it to 1 line for the chart paper and 2 sentences for explanation because we want to have time to hear from everyone. No need for you to respond to each one, except to say, "thank you," and solicit ideas from other people. **Note: If you are feeling pressed for time, you can choose to not write hopes and fears out on chart paper.*
3. *1 min.:* Transition to the Norms protocol by explaining: "In order to maximize our hopes and minimize our fears, what norms will we need?" Explain that norms are guidelines for interaction/meeting, and can include both process (like start and end on time) and content (like taking risks with our questions and ideas).

