

Gaining Buy-In: Individual Reflection 1/3

Take a moment to reflect on your institution and how you think you're doing in regards to each of these six buy-in strategies (or add your own on the last page). Briefly note a few things you know are already underway, and give your institution a general rating along the scale of "Emerging" to "Exemplary."

Buy-in Strategy	What are we doing in this area?	How well do we do this?
<p>1. Leverage external pressures (eg. accreditation, demands for student learning outcomes, etc.)</p>		<p><input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/></p> <p><i>Emerging Developing Accomplished Exemplary</i></p>
<p>2. Connect proposed changes to existing missions and goals</p>		<p><input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/></p> <p><i>Emerging Developing Accomplished Exemplary</i></p>
<p>3. Share responsibility for planning</p>		<p><input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/></p> <p><i>Emerging Developing Accomplished Exemplary</i></p>

Gaining Buy-In: Individual Reflection 2/3

Buy-in Strategy	What are we doing in this area?	How well do we do this?
<p>4. Create a broad communication strategy</p>		<p><input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/></p> <p><i>Emerging Developing Accomplished Exemplary</i></p>
<p>5. Engage concerns, listen, and implement feedback</p>		<p><input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/></p> <p><i>Emerging Developing Accomplished Exemplary</i></p>
<p>6. Help faculty and staff understand the proposed changes to support student success</p>		<p><input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/></p> <p><i>Emerging Developing Accomplished Exemplary</i></p>

Gaining Buy-In: Individual Reflection 3/3

Buy-in Strategy	What are we doing in this area?	How well do we do this?
		<p data-bbox="1402 358 1455 412"><input type="radio"/></p> <p data-bbox="1367 435 1482 464"><i>Emerging</i></p> <p data-bbox="1570 358 1623 412"><input type="radio"/></p> <p data-bbox="1535 435 1661 464"><i>Developing</i></p> <p data-bbox="1745 358 1797 412"><input type="radio"/></p> <p data-bbox="1692 435 1850 464"><i>Accomplished</i></p> <p data-bbox="1913 358 1965 412"><input type="radio"/></p> <p data-bbox="1881 435 1997 464"><i>Exemplary</i></p>
		<p data-bbox="1402 824 1455 878"><input type="radio"/></p> <p data-bbox="1367 901 1482 930"><i>Emerging</i></p> <p data-bbox="1570 824 1623 878"><input type="radio"/></p> <p data-bbox="1535 901 1661 930"><i>Developing</i></p> <p data-bbox="1745 824 1797 878"><input type="radio"/></p> <p data-bbox="1692 901 1850 930"><i>Accomplished</i></p> <p data-bbox="1913 824 1965 878"><input type="radio"/></p> <p data-bbox="1881 901 1997 930"><i>Exemplary</i></p>
		<p data-bbox="1402 1271 1455 1325"><input type="radio"/></p> <p data-bbox="1367 1346 1482 1375"><i>Emerging</i></p> <p data-bbox="1570 1271 1623 1325"><input type="radio"/></p> <p data-bbox="1535 1346 1661 1375"><i>Developing</i></p> <p data-bbox="1745 1271 1797 1325"><input type="radio"/></p> <p data-bbox="1692 1346 1850 1375"><i>Accomplished</i></p> <p data-bbox="1913 1271 1965 1325"><input type="radio"/></p> <p data-bbox="1881 1346 1997 1375"><i>Exemplary</i></p>

Gaining Buy-In: Group Discussion 1/3

Come together as a group and discuss how you think your institution is doing in regards to each of the six buy-in strategies (or add your own on the last page). Briefly note a few things you know are already underway, and give your institution a general rating. Decide as a team which two focus areas you'd like to prioritize moving forward.

Buy-in Strategy	What are we doing in this area?	Group Rating	What could we be doing in this area that we are not? What could we do better?	What would it take to do this new work and/or to improve the work we are doing?
<p>1. Leverage external pressures (eg. accreditation, demands for student learning outcomes, etc.)</p>		<p> <input type="radio"/> <input type="radio"/> <i>Emerging</i> <i>Developing</i> </p> <p> <input type="radio"/> <input type="radio"/> <i>Accomplished</i> <i>Exemplary</i> </p>		
<p>2. Connect proposed changes to existing missions and goals</p>		<p> <input type="radio"/> <input type="radio"/> <i>Emerging</i> <i>Developing</i> </p> <p> <input type="radio"/> <input type="radio"/> <i>Accomplished</i> <i>Exemplary</i> </p>		
<p>3. Share responsibility for planning</p>		<p> <input type="radio"/> <input type="radio"/> <i>Emerging</i> <i>Developing</i> </p> <p> <input type="radio"/> <input type="radio"/> <i>Accomplished</i> <i>Exemplary</i> </p>		

Gaining Buy-In: Group Discussion 2/3

Buy-in Strategy	What are we doing in this area?	Group Rating	What could we be doing in this area that we are not? What could we do better?	What would it take to do this new work and/or to improve the work we are doing?
<p>4. Create a broad communication strategy</p>		<p> <input type="radio"/> <input type="radio"/> <i>Emerging Developing</i> </p> <p> <input type="radio"/> <input type="radio"/> <i>Accomplished Exemplary</i> </p>		
<p>5. Engage concerns, listen, and implement feedback</p>		<p> <input type="radio"/> <input type="radio"/> <i>Emerging Developing</i> </p> <p> <input type="radio"/> <input type="radio"/> <i>Accomplished Exemplary</i> </p>		
<p>6. Help faculty and staff understand the proposed changes to support student success</p>		<p> <input type="radio"/> <input type="radio"/> <i>Emerging Developing</i> </p> <p> <input type="radio"/> <input type="radio"/> <i>Accomplished Exemplary</i> </p>		

Gaining Buy-In: Group Discussion 3/3

Buy-in Strategy	What are we doing in this area?	Group Rating	What could we be doing in this area that we are not? What could we do better?	What would it take to do this new work and/or to improve the work we are doing?
		<p data-bbox="751 311 961 386"><input type="radio"/> Emerging <input type="radio"/> Developing</p> <p data-bbox="751 428 961 503"><input type="radio"/> Accomplished <input type="radio"/> Exemplary</p>		
		<p data-bbox="751 766 961 841"><input type="radio"/> Emerging <input type="radio"/> Developing</p> <p data-bbox="751 883 961 958"><input type="radio"/> Accomplished <input type="radio"/> Exemplary</p>		
		<p data-bbox="751 1214 961 1289"><input type="radio"/> Emerging <input type="radio"/> Developing</p> <p data-bbox="751 1331 961 1406"><input type="radio"/> Accomplished <input type="radio"/> Exemplary</p>		