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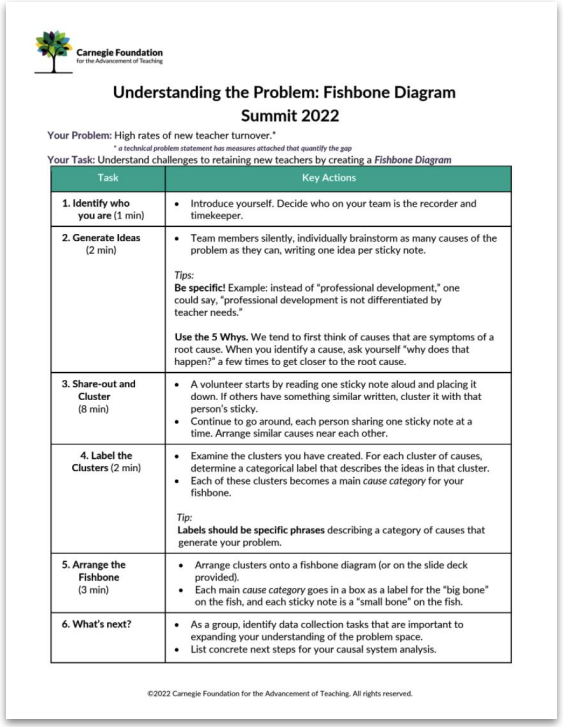
# Session 1A: Consolidating Your Understanding of a Problem Within Your System by Using Fishbone Diagrams

*Activity Sheet*

# Group Activity: Build a Fishbone Diagram

In small groups, follow the steps below to identify causes of the teacher retention problem:

1) Identify who will be the recorder and timekeeper
2) Document ideas on sticky notes (2 min)
3) Share-out causes and cluster (8 min)
4) Label clusters (2 min)
5) Arrange the clusters onto the Fishbone Diagram (3 min)



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**Understanding the Problem: Fishbone Diagram**
**Summit 2022**

Your Problem: High rates of new teacher turnover.*
** a technical problem statement has measures attached that quantify the gap*
Your Task: Understand challenges to retaining new teachers by creating a *Fishbone Diagram*

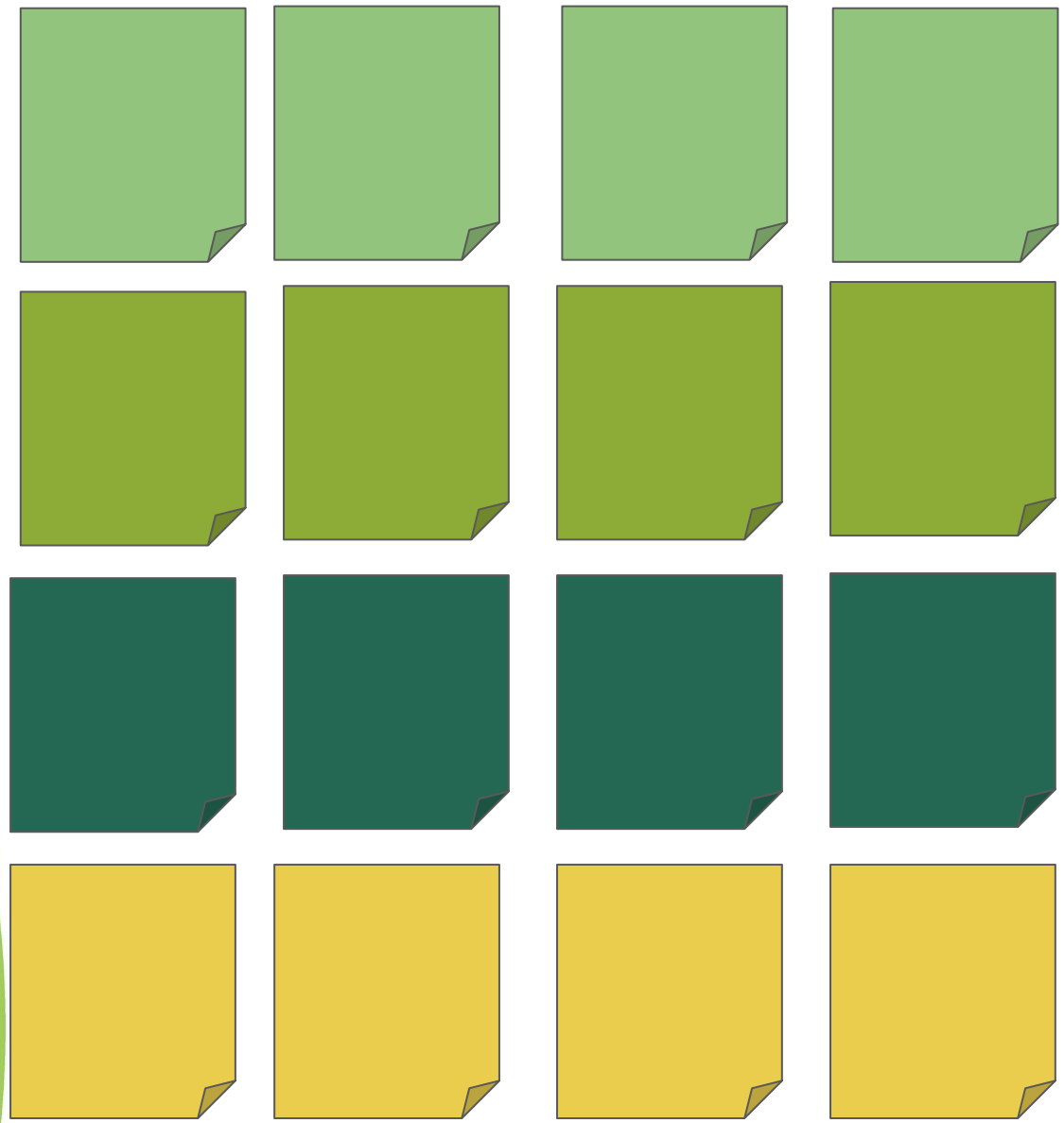
| Task | Key Actions |
|---|---|
| **1. Identify who you are** (1 min) | • Introduce yourself. Decide who on your team is the recorder and timekeeper. |
| **2. Generate Ideas** (2 min) | • Team members silently, individually brainstorm as many causes of the problem as they can, writing one idea per sticky note.<br><br>*Tips:*<br>**Be specific!** Example: instead of "professional development," one could say, "professional development is not differentiated by teacher needs."<br><br>**Use the 5 Whys.** We tend to first think of causes that are symptoms of a root cause. When you identify a cause, ask yourself "why does that happen?" a few times to get closer to the root cause. |
| **3. Share-out and Cluster** (8 min) | • A volunteer starts by reading one sticky note aloud and placing it down. If others have something similar written, cluster it with that person's sticky.<br>• Continue to go around, each person sharing one sticky note at a time. Arrange similar causes near each other. |
| **4. Label the Clusters** (2 min) | • Examine the clusters you have created. For each cluster of causes, determine a categorical label that describes the ideas in that cluster.<br>• Each of these clusters becomes a main *cause category* for your fishbone.<br><br>*Tip:*<br>**Labels should be specific phrases** describing a category of causes that generate your problem. |
| **5. Arrange the Fishbone** (3 min) | • Arrange clusters onto a fishbone diagram (or on the slide deck provided).<br>• Each main *cause category* goes in a box as a label for the "big bone" on the fish, and each sticky note is a "small bone" on the fish. |
| **6. What's next?** | • As a group, identify data collection tasks that are important to expanding your understanding of the problem space.<br>• List concrete next steps for your causal system analysis. |

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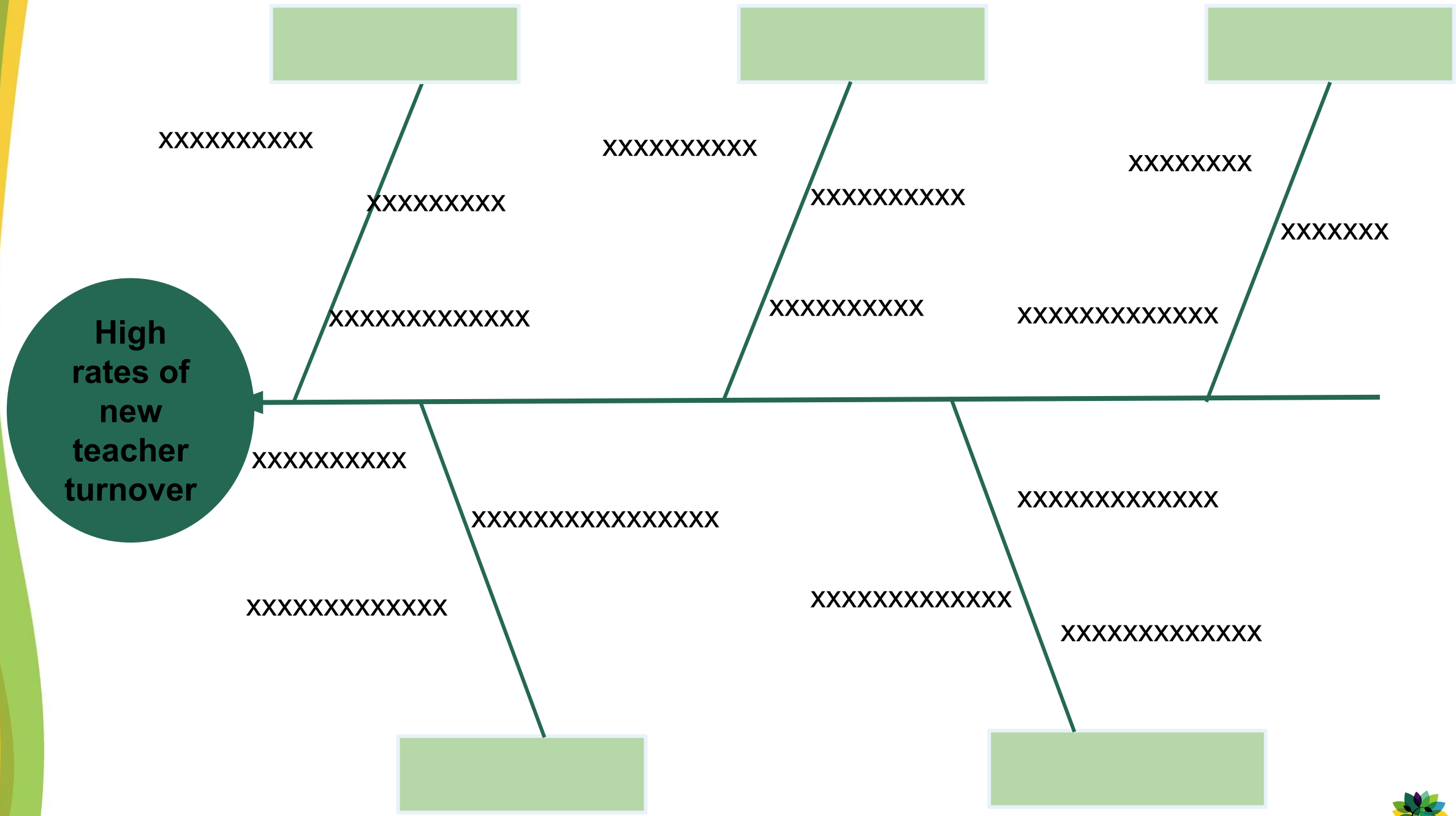
# Brainstorm



# Group

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