

Intended for Grades: 4-12 **Estimated Time:** Varied

Lesson Title: GROWING PONO-Using Appreciative Inquiry to Cause Change

Lesson Purpose: Students will:

- * Work in collaboration to create an activity or project that promotes *pono* and peace in their school or community
- * Follow Appreciative Inquiry steps to identify a campaign focus and design and implement their campaign steps
- * Share what was accomplished by joining the *E Ola Pono* Campaign

Materials & Preparation:

- * *Suggested Prep:* Become familiar with how Appreciative Inquiry works by visiting AI sites listed below in resources.
- * Provide or help obtain resources needed for the group's selected activity or project.

Background Information:

One way to guide an E Ola Pono Campaign that promotes respect and peace is the Appreciative Inquiry (AI) process. AI begins by looking at what is working well, and then builds on those successes. Consider following the "Four D's" described below to help groups create positive changes at your school.

"Appreciative Inquiry (AI) is a way of being and seeing. It is both a worldview and a process for facilitating positive change in human systems, e.g., organizations, groups, and communities. Its assumption is simple: Every human system has something that works right--things that give it life when it is vital, effective, and successful. AI begins by identifying this positive core and connecting to it in ways that heighten energy, sharpen vision, and inspire action for change." *-Center for Appreciative Inquiry*

Steps:

1. DISCOVERY: Identifying what works

First: As a group, think about what is working well that promotes respect, harmony, and peace at your school. Consider activities, attitudes, classes, projects, people, and places on the campus that are positive, inclusive of everyone, and appreciated. Find the good things at your school to celebrate.

Next: Talk about the contrast, or things that do not reflect *pono* and peace. Discuss concerns about attitudes and interactions between people, places on campus, and things that are done that show little or no respect. Identify what detracts from having a safe and peaceful school.

2. DREAM: Envisioning What Could Be

First: Think about what you really would like to see for everyone at your school. Imagine what it would feel like, look like, and be like to attend a school where everyone and everything reflected a high level of respect, harmony, and peace. Think about what is already working well.

Next: Brainstorm new possibilities. Generate ideas for an activity or project that can help create what you envision.

3. DESIGN: Co-constructing What Should Be

First: Create a plan of action for your Campaign: Consider what is already working, and build on those ideas.

Next: Figure out one or more ways to help elevate your school's level of respect, peace, and harmony, making it a more desirable place to be. Brainstorm the following for your school's Pono Campaign:

- Focused purpose for your campaign
- Message you want everyone to hear or change you want to see
- Effective and creative ways to share this message or make this change
- Who will be impacted
- What is manageable with given time and resources

4. DELIVER (or Destiny): Sustaining What Will Be

Activate your plan by organizing everyone to work in collaboration. Enlist support as needed. Document your efforts by having people keep good notes of your process and take photos. Celebrate your achievements!

TO SHARE YOUR PONO CAMPAIGN:

Complete and submit the E Ola Pono Campaign participation forms posted each year in the Fall on the Growing Pono Schools website: www.growingponoschools.com. During the Spring, each group that joins the Pono Campaign becomes eligible to win \$500.00 or more. Lessons and resources that support pono life skills are also available.

Reflection Questions:

- * What did you learn about the Appreciative Inquiry process?
- * How did your group cause change at your school or in your community?
- * How did it feel to participate?

Resources:

- * <http://appreciativeinquiry.case.edu/> Appreciative Inquiry Commons:
The "AI Commons" shares academic resources and practical tools on Appreciative Inquiry and the expanding discipline of positive change. This site is hosted by Case Western Reserve University's Weatherhead School of Management.
- * <http://appreciativeinquiry.case.edu/intro/whatisai.cfm>
-A short description of AI by David Cooperrider and Diana Whitney -EXCERPTS FROM Appreciative Inquiry Handbook: For Leaders of Change by David L. Cooperrider, Diana Whitney and Jacqueline M. Stavros
- * <http://dus.psu.edu/mentor/old/articles/070706jt.htm>
- Simple information about the steps to AI and how it may be used to move students into success. "Using Appreciative Inquiry in Advising At-Risk Students: Moving from Challenge to Success" by Jack H. Truschel, East Stroudsburg University

A.I. STEPS for an E OLA PONO Campaign

1. DISCOVER: Identify what works & then explore the “contrast”

**What’s promotes respect, harmony, and peace at your school or in your community? Consider activities, attitudes, classes, projects, people, and places.*

**What does not reflect pono and peace?*

Identify negative attitudes, places, and actions that show little or no respect and detract from having a safe and peaceful school.

2. DREAM: Envision what could be

**How would it feel if everyone reflected respect, harmony, and peace?*

Think about when this feeling exists, and why it happens.

** How can we support this vision?*

What could we do to promote more respect and harmony?

3. DESIGN: Co-construct what should be

** How can we create a good action plan?*

Consider identifying:

- Focused Campaign Purpose
- Message you want to share; change you want to see
- Creative ways to share message & motivate change
- Who will be impacted
- What is manageable, with given time and resources

4. DELIVER (or Destiny): Sustain what will be

** What steps do we take to make this happen?*

- Who will do what by when (action plan)
- How efforts will be documented
- Plan to celebrate achievement