# Putting It All Together: Synthesizing Our Work and Considering Next Steps

## Day 2: Team Work Time—Optional Planning Template

## Synthesizing Our Work

Directions: Using the Steps 1–3 planning templates, record the key takeaways from each step.

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| **Identified Key Talent Management Challenge: *Attract, Support, or Retain?*** | **Perceived Key Cause(s) for This Challenge** | **Proposed Strategies to Address This/These Causes** | **Alignment to Boldness Benchmarks** |
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## Identifying Next Steps for Our T4TLA Team

Example Next Steps Planning Template

| **Team Plans** | **Resources, Support, or Project Management Support Needed to Complete This Step** |
| --- | --- |
| **In the next 2–3 weeks, our team plans to…**  *Complete data collection for principals to understand our challenges in attracting, supporting, and retaining leaders.*  *Reconvene to establish a plan for completing Steps 1–3 for teachers and leaders in early 2016.* | *Identify a meeting time and place for our team.*  *Contact our district data point person to collect remaining needed data for teachers and principals.*  *Consult with our RCC for support in completing Steps 1–3.* |
| **In the next 1–2 months, our team plans to…**  *Complete our data review for teachers and leaders and identify a key challenge for both workforce types.*  *Complete the Steps 1–3 process for teachers and leaders and consider whether to prioritize strategies for teachers, leaders, or both. Agree to the problem of practice and perceived causes of our challenge.*  *Engage some key stakeholders on our early findings for input.* | *Stakeholder engagement resources? How might we get some initial feedback at this point?* |
| **Before the next national meeting (in spring 2017), our team plans to…**  *Propose a package of bold talent management strategies that align to our identified challenges and perceived reasons for these challenges.*  *Gather some stakeholder feedback on our plans to get some feedback from the field on our proposed approach to bold talent management.* | *RCC support for research on best practices aligned to our identified challenge*  *Stakeholder engagement planning support—Focus groups? Town hall?*  *Will we have an opportunity to request specific sessions or support at the second national meeting?* |

Blank Next Steps Planning Template

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| **Team Plans** | **Resources or Support Needed to Complete This Step** |
| In the next 2–3 weeks, our team plans to… |  |
| In the next 1–2 months, our team plans to… |  |
| Before the next national meeting (in spring 2017), our team plans to… |  |