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| --- | --- | --- | --- | --- |
| **New or planned action** | **Intended consequences** | **Challenges/Difficulties** | **Interventions** | **Unintended consequences** |
|  | If we take this action, what will happen? | As you think about potential challenges, revisit the issues and needs identified earlier and that relate to this action. What obstacles do you anticipate?  How might these issues influence your ability to attain the intended result of the action? | What will you do to overcome the potential challenges/difficulties?  Will any of the other planned actions address these challenges? If not, what needs to be done to address the challenges/ difficulties? | What could happen that you might not intend or plan?  In particular, what might happen if you fail to address potential challenges/difficulties? |
| *Example: Recommend that the district create a formal structure for submitting all teacher-created, high stakes for students) assessments for “Final Eyes” review and work with the admin team to set up the review team and structure* | *Improvements to the quality and caliber of teacher-designed assessments*  *Increased sharing among teachers of diverse examples of assessments*  *Opportunities to provide quality feedback* | *Teachers may feel as if they’re being attacked, or that the district doesn’t trust their design abilities; an additional layer of accountability.* | *First round could be volunteer only; “Final Eyes” team staffed by teachers, BOCES staff or district administrators serve only as process facilitators. Feedback referred to as “recommendations” unless they are psychometric non-negotiables* | *Teachers will refuse to share their assessments, making their work even more insular.*  *Teachers may turn in assessments that are either copies of existing published tests if they feel insecure about their assessment capability reducing the types and diversity of the assessments* |
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**Take Back and Use Worksheet**

Use this page to write down approaches or ideas you can use in your work with schools related to assessment design as well as the specific action steps you will use to apply these ideas.

New Approach/ Idea                                                                                          Action

1.

2.

3.

4.

5.