

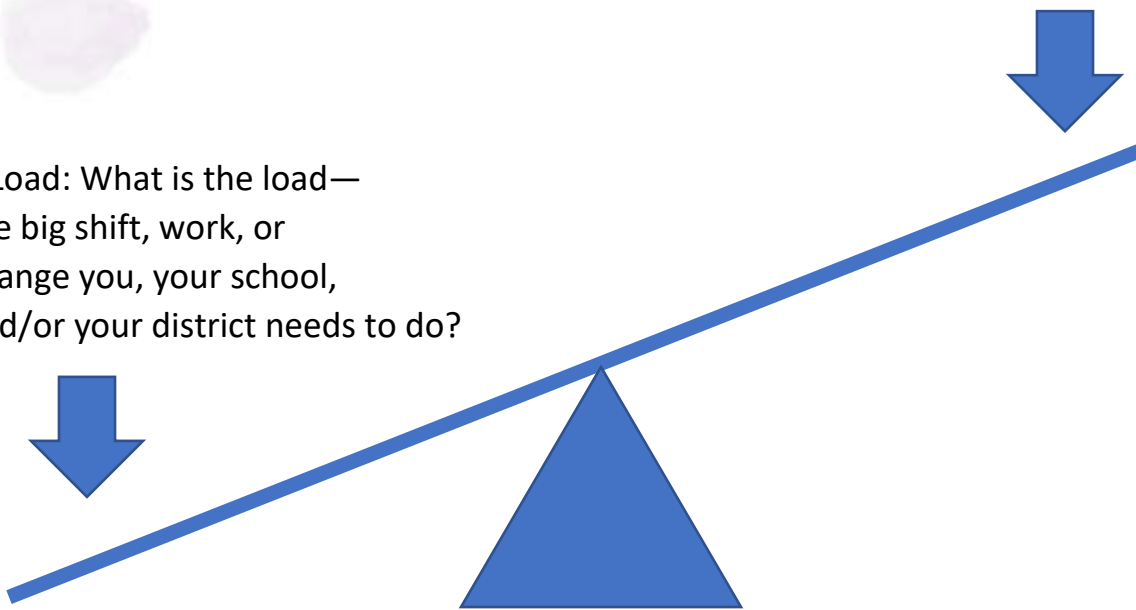
# Review and Reflect

## Organizing the Work: Load, Effort, and Fulcrum

At the conclusion of your study of *The Successful Middle School: This We Believe*, you may have identified some tasks to undertake within your own role or across your school. This exercise helps identify the smaller action steps needed to start the work of the larger tasks.

**2 Effort:** What work needs to be done to make that big shift possible? Who needs to be engaged? What resources are needed? Etc.

**1 Load:** What is the load—the big shift, work, or change you, your school, and/or your district needs to do?



**3 Fulcrum:** What one small change or action can actually get that load moving?