



Activity Handout

Activity: Theory of Action

(Requirement for LEAs identified with Significant Disproportionality)

Purpose

The Theory of Action identifies which strategies the LEA will use to address the problem area(s) they have prioritized and the expected outcomes. It is a statement that distills all the CIM work from Step 1 and Step 2 and the activities to be planned and implemented in Step 3 and Step 4.

Instructions

1. **Review:** The CIM team should begin the activity by reviewing two resources:
 - a. [Driver Diagram Instructions](#).
 - b. [Research-Based Strategies for Addressing Disproportionality in Special Education](#). This brief can assist LEAs in identifying strategies supported by evidence that they may want to consider as they develop their theory of action.
2. **Create a Shared Theory of Action:**
 - a. Option 1: Create a theoretical statement that will guide the work of the CIM team moving forward. The Theory of Action is the statement that identifies which strategies the LEA will use to address the prioritized root causes of disproportionality resulting in the expected outcomes. It is a statement that distills all of the CIM work from Step 1 and Step 2, as well as the activities to be planned and implemented in Step 3 and Step 4. Use the sentence frame: If we _____ then _____ will result in _____.
 - b. Option 2: Review the [Driver Diagram Instructions](#) and use the [Driver Diagram](#) (blank) to create a shared theory of action.
3. **Document:** Document the team's Theory of Action in the [Stepwell Template for Sig Dis LEAs](#).

Resources

- [Driver Diagram Instructions](#)
- [Driver Diagram](#) (blank)
- [Research-Based Strategies for Addressing Disproportionality in Special Education](#)
- [Stepwell Template for Sig Dis LEAs](#).



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