

***What are the work, college, and school support connections that will organize the greater community toward supporting high school redesign? What role can the state play in fostering connections?***

<u>Partner</u> Individual or organization; consider champions, power brokers, workers, sponsors, ambassadors, etc.	<u>Interest in challenge at hand</u> How is the partner affected by effectively connecting high schools to work/college? What motivations does the stakeholder have?	<u>Desired outcomes</u> What does the partner hope to see come out of this?	<u>Level of Engagement</u> How much does the person care about the specific challenge and high schools? What kind of information does the partner want?	<u>Degree of power and influence</u> What resources does the partner possess, and how may they be brought to bear on the challenge?	<u>Values</u> What are the commitments and beliefs guiding behavior and decision-making?	<u>Fears</u> What does the person fear losing (status, resources, etc.) if things change?	<u>Alliances</u> What shared interests does the partner have that could lead to building influence?

Adapted from *The Practice of Adaptive Leadership: Tools and Tactics for Changing Your Organization and the World* by Ronald Heifetz, Alexander Grashow, & Martin Linsky (2009).