


OPTIMIZE	
 <p><b>GOALS</b></p> <ul style="list-style-type: none"> <li>➤ Integrate new research and practices and evolve as a profession, professionals, and community.</li> <li>➤ Adapt to new challenges (e.g. COVID) by creating new practices that align with core values and vision.</li> <li>➤ Undoing “Institutional hypocrisy”.</li> </ul>	<p style="text-align: center;"><b>STRATEGIES</b></p> <p>Some examples of activities at the optimize stage include:</p> <ol style="list-style-type: none"> <li>1. Regularly scheduled focus groups and committees review progress, surface new challenges or innovations and make suggestions for moving forward.</li> <li>2. Study groups explore new research in inclusion, equity, and diversity.</li> <li>3. The process is repeated (explore, prepare, integrate, scale, optimize).</li> </ol>
<p><b>BY THE END OF THIS PHASE:</b></p> <ul style="list-style-type: none"> <li>➤ There isn’t one 😊</li> </ul>	
<p><b>SELECTION OF INSPIRING EXAMPLES</b></p> <ol style="list-style-type: none"> <li>1. <a href="#"><u>Metis Montessori Lyceum</u></a></li> <li>2. <a href="#"><u>Luuu Forestry School</u></a></li> <li>3. <a href="#"><u>Jaouim Ruyra Elementary School</u></a></li> </ol>	