**Realms of Concern and Influence**

**Purpose:** Determine the things one is concerned about and sort them by whether one has direct influence over them.

**Procedure:**

1. In this protocol, we will examine coaching for equity in special education through Joyce’s story and determine what we are concerned about and what we have influence over.
2. Find the three concentric circles on page two of this document. Label the center circle, “You,” the middle circle, “Realm of Influence,” and the outer circle, “Realm of Concern.”
3. Take two-minutes to list as many concerns as possible about a Joyce’s experience in the outer circle. List everything you are concerned about.
4. Take ten-minutes to discuss which issues from the other ring they have influence over. These “Realms of Influence” go into the middle circle. Think critically about what is put there: do you really have influence over it? Move items from outer (Concern) ring to the middle (Influence) ring as you reach consensus.
5. Take the final few minutes to write identify one issue from the “Realms of Influence” and identify what you could do as a coach to support a school or district address Joyce’s experience.

**Ideas for Debrief:**

1. What do you see? What sticks out? What’s significant to you?
2. What is the difference between the concerns list and the influence list?
3. Emotions check: Did any emotions come up for you when you examined your concerns and what you have influence over?
4. Purpose check: Did you have any ah-ha’s during this protocol?

**Credit:**

Baron, D. (n.d.) *Realms of Concern and Influence.* National School Reform Faculty.

<https://www.nsrfharmony.org/wp-content/uploads/2017/10/realms_concern_influence_0.pdf>

