1. Individual Reflection (5 minutes)

- On your table arrange a stack of index cards. Distribute three cards to each member of your table group.
- Use these cards to record concerns about the proposed initiative. Please put only one concern on each card. If you have only one concern or more than three, use the necessary number of cards.
- On each card you complete, write a concern (i.e., "Yeah, but . . .") that you would like to address.

2. Round One (10 minutes)

- When you have completed your cards, circulate them for two or three minutes at your own table. If, as you read the circulating cards, you find that you really agree with a particular concern, place a small dot on the card and put the card back in circulation. If you don't find the concern listed as one of your main issues, simply place the card back in circulation.
- Read through as many cards as you have time to read.

3. & 4. Rounds Two and Three (15 minutes)

- After three minutes your table group will, at a signal, exchange cards with another table.
- Repeat the circulation process with the new cards, marking dots to indicate a high level of interest in questions posed.
- At the end of three to five minutes you will, at a signal, exchange cards with yet another table and repeat the process.

5. Collection (10 minutes)

- Upon completion of this round, place the cards in the center of your table and report the main concerns that are raised by this initiative.
- Record main issues on chart paper so that everyone can see them, and create small interest groups to address these concerns. Teachers may choose the "Yeah, but . . ." that they would most like to tackle.