



Plus-Delta-Solution Protocol

School and Classroom Climate

School Leader Strategy

The PDS protocol emphasizes effective collaboration and communication as important aspects of problem-solving in teams.

Duration: 45-60 minutes

PDS Protocol Steps

(1) Stating the Problem: Use prompts like “What challenges are we currently facing in our instructional approach?” or “Identify a logistical issue that needs addressing.” (5-7 min)

(2) Identifying Pluses and Deltas: Encourage participants to be objective and constructive. Remind them not to focus on solutions at this stage. (5 mins)

(3) Group Discussion: Guide groups to fairly distribute time among all members, ensuring everyone's voice is heard. (7-10 minutes)

(4) Developing Solutions: Encourage creativity and practicality. Remind participants that not all problems will have immediate solutions and that's acceptable. (10-20 minutes)

Why This Works

The Plus-Delta-Solution (PDS) protocol facilitates structured, inclusive discussions that encourage diverse viewpoints and collaborative problem-solving.

Goals

- (1) Enhance team communication and collaborative problem-solving abilities.
- (2) Promote a supportive and productive team environment to improve educator well-being.

Preparation

Organize materials: post-it notes, chart paper, markers.