

Key Education Recovery Tools to Use for Addressing

Issues/Concerns/Progress

Plus/Delta

What is it?

It is any size sheet of paper on which is a big “+” cross. On the left of the “+” is a “+” plus sign and on the right of the “+” is a “Δ” delta sign.

How does it work and who is responsible?

The leader of the group or his/her designee is responsible and gives sticky notes to participants asking them to reflect on a particular issue, process, or event, etc. One thought should be put on each sticky note and determination if it is a plus or a delta should be made. Then participants put the items on the t chart in the appropriate column. A variation is to do this together aloud with a recorder. For this to work well, there should be no editorial comment on any plus or delta as they are being assembled. Another variation is to ask participants to prepare sticky notes ahead of the meeting and put them on the chart as participants arrive.

What is the purpose?

1. To have everyone consider what went well (plus) or what could be changed (delta) to improve the processes in the learning, or in the meeting, or in the process under review
2. To review a project eliciting comments from anyone who wishes to give comment
3. To open communication
4. To improve the process

Things to remember:

Plus/Deltas are to be used to help make change. Some people will consider their thoughts “delta” while others think the same thought is a “plus”. It could be listed in both columns. The person writing the plus/delta writes what is said. **IMPERATIVE** that the deltas be used to actually improve the process and that participants are reminded when their deltas are used in process improvement.

IT'S A GREAT TOOL FOR CLASSROOM TEACHERS TO ENGAGE STUDENTS, TOO!