

Problem Statement

Traditional leadership & education in Haiti fails to develop the necessary skills for building effective institutions and for cultivating a vibrant democratic society.

Goal

To make widely accessible a training program that helps children & adults to think independently, collaborate respectfully and to become more engaged & thoughtful citizens of their republic, communities, and workplaces.

**Logic Model Diagram:
Circles of Change 2006-07**

Long-Term Outcomes

1) RC & OS are part of national curriculum 2) use of OS & RC practices have become as common in meetings, conferences, & classrooms as the use of podiums, flip charts, & chalkboards

Rationales

OS (Open Space) & RC (Reflection Circles) turn upside down traditional Haitian notions about leading & teaching

People who practice RC & OS develop greater tolerance, respect and understanding for students & others they work with, which leads to more effective institutions

6-month training equips participants with skills & habits that make them better teachers, leaders, parents...citizens

RC & OS helps participants in developing & articulating questions & ideas, critical thinking, reading comprehension, and improves self-confidence

Assumptions

Our mtgs (Haiti & US) will continue to attract people & many will decide to pursue training

We have good materials & tools, & skilled practitioners for recruiting and training new groups & institutions

Key practitioners have adequate access to computers/internet

Experienced practitioners are able to manage 2-4 trainings at a time

Resources

75+ skilled, motivated & independent practitioners

Two coordinators: one in Haiti, one in US

Grants for 2 6-month trainings - \$5,400

Computer, Internet, Telephone, Transportation

Office/mtg/trng supplies

Venues for trngs & mtgs & scholarships

Materials for practitioners & participants

Promotion & communication tools: Creole/Engl

Total: \$125,000 plus \$42,000 contingency

Activity Groups

Training & Exchange
1) Annl June Conf & Dec mtg 2) 3-6-month trainings 3) Regular skill-building sessions

Materials 1) OS Guide 2) Guide for RC image book

Promotion 1) Brochures:Creole/Engl 2) DVDs 3) improved website 4) Haiti Salon 5) Newsltr:Creole/Engl 6) Oct. fundraisng event, etc

Org Capacity 1) develop evaluation system 2) create policy/procedures manual 3) create non-religious nonprofit 4) synchronize work with Adult Ed. program

Exploration: create horizontal learning school?

Outputs

1) 20 new people participate 2) 100 new people complete trng 3) 20 new people "eligible" to do training

1) 5000 2) 1000

1) 1000/1000 2) 350/350 3) database 4) 250 participants 5) 1000/1000 6) 50 new donors@\$30,000

1) Practitioners using new system 2) 200 copies distributed 3) application submitted 4) work closely w/ Jude

Our findings presented to BB/LL

Intermediate-Term Outcomes

3-Year Goals 1) 400-600 motivated & skilled RC & OS practitioners 2) 20 institutions provide training in RC & OS 3) Our trainers have reputation for innovation & professionalism 4) Haitian Diaspora promote RC & OS 5) Haiti Salon is thriving

Short-Term Outcomes

Practitioners are growing in quantity & quality

Proposals from "Eligible" practitioners increase

Organizations & individuals increasingly request our involvement with Haiti initiatives

We're reaching rev. goals