Module 1: Introductions and workshop overview

Agenda

| 9:00 am | Module 1: Introductions and workshop overview |
|----------|---|
| 9:15 | Module 2: How to determine whether a staff member is capable of a particular writing assignment |
| 10:00 | Module 3: How and why to invest most of your management energy during the planning stage of writing |
| 10:30 | Break |
| 10:45 | Module 4: How to provide writing assignments so you get the product you asked for |
| 11:15 | Module 5: How to monitor progress so the writer can complete the assignment successfully |
| 12:00 pm | Lunch |
| 12:30 | Module 6: How to identify what a draft document needs and communicate that to the writer |
| 1:15 | Module 7: Course wrap-up |
| 1:30 | Adjourn |

Imagine you could have conversation with your college self. What would you tell your college self about what it's really like to write on the job?

Module 2: Determine whether a staff member is capable of a particular writing assignment

Writing skills fall into two broad categories

| Big-picture writing skills Require decision-making Many different ways to be correct | Small-picture writing skills Require obedience Only one way to be correct |
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A few writing skills straddle the big-picture/small-picture divide:

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Module 2: Determine whether a staff member is capable of a particular writing assignment

Where does this writer need the most help? Big-picture writing skills? Small-picture writing skills? Both?

| Subject: | Preparing for cold weather |
|----------|--|
| Date: | August 15, 2015 |
| From: | Douglas Dunn, Director of Facilities Management (FM) |
| To: | All Staff, ABC Agency |

As per FM's previous communication, ongoing negotiations have been conducted with the landlord with reference to addressing the staff's concern: HVAC. During the summer, offices on the south side of the building average an actually uncomfortable temperature of 80 degrees while offices on the south side of the building average a very chilly 68 degrees. Our building has experienced problems with uneven temperatures. During routine facility walk-throughs, it has been noticed that some staff members are using personal space heaters and personal space coolers. Unfortunately, these units are considered safety hazards and are not allowed to be used in our spaces. This prohibition is written into our lease and the landlord's engineers are entitled to confiscate these personal space temperature systems if they see them. In the course of working with the engineers, it has been determined that these units have contributed to our heating and cooling problems. And further, the space heaters violate of the terms of our lease, which entitles the landlord to fine our agency upon discovery of these items.

There are some things that staff at our Agency can do to help correct the temperature problems without relying on a space heater or cooler. Do not tamper with the electric thermoregulators on the walls. They have been calibrated accordingly in order to keep our space within the optimum temperature range. Notify me or Bill Edwards, whose office is off the main lobby reception area, with any hot or cold concerns, so we can come to your work area personally and adjust the temperature for you or you can submit a work request online.

The purpose of this memo is to remind staff of our Agency Policy 3116-D, which states "The purpose of this policy is to establish administrative regulations which forbids the acquisition or utilization of portable electric space heaters or cooling devices in individual office/worksite areas... " and to announce to all staff that by September 1, 2015 all personal space heating and cooling devices must be removed from the building. Staff may turn in their space heaters or coolers to Facilities Management in Room 1476, who will then in turn donate the devices to the local homeless shelter. Any space heaters or coolers found in worksite areas on or after September 1 will be confiscated and disposed of.

Thank you for your cooperation, Doug Dunn

Module 2: Determine whether a staff member is capable of a particular writing assignment

In this passage, is this manager giving more feedback about the writer's bigpicture or small-picture skills?

| Summary | Cynthia Rob, 9/8/2015 11:41 AM |
|--|---|
| Overall, the site visit team believes that this health system provides reasonably prompt services to Veterans with mental health crises, but is less adequately able to deliver the types of individual psychotherapy services that Veterans preferVeterans expressed frustration with individual psychotherapy appointments that were spaced too far apart to be helpful. They also complained that the types of evidence-based individual psychotherapy provided did not meet their needs. | Deleted: The Battle Creek catchment area, with few exceptions, presents as an ethnically and racially homogenous, economically depresed, rural community. Social networks in this community are right knit and circumspect with others from outside. Battle Creek health care system is characterized by providers and Veterans as one in which word-of- mouth appraisals of services carry alo tof weight. Service providers in this community—including those within the Battle Creek VA health care system—are not aggressive in outreach efforts. Veterans relied on significant others or friends to learn about services an coavince them to use them. ⁵¹ Cynthia Robins 9/8/2015 1:42 PM Comment [6]: Not sure what this means Cynthia Robins 9/8/2015 1:42 PM Comment [7]: Crises suggests emergency care, which should be really prompt. Do you mean "mental |
| | health disorders"? |
| icture or small-picture skills? The Westat interview team conducted a total of 21 interviews and group discussions during the | |
| icture or small-picture skills? The Westat interview team conducted a total of 21 interviews and group discussions during the our-day site visit. At the VAMC we were only able to speak with Veterans who were in residential | Out the writer's big- |
| icture or small-picture skills? The Westat interview team conducted a total of 21 interviews and group discussions during the our-day site visit. At the VAMC we were only able to speak with Veterans who were in residential reatment services. All the OEF/OIF/OND Veterans who had used outpatient VHA services were | Comment [5]: CBOCs are outpatient so you wouldn't have met with residential folks there. Cynthia Robins 9/8/2015 9:44 AM |
| icture or small-picture skills? The Westat interview team conducted a total of 21 interviews and group discussions during the our-day site visit. At the VAMC we were only able to speak with Veterans who were in residential reatment services. All the OEF/OIF/OND Veterans who had used outpatient VHA services were ecruited and interviewed at community sites, not at either CBOC. We also worked with two of the | Comment [5]: CBOCs are outpatient so you wouldn't have met with residential folks there. Cynthia Robins 9/8/2015 9:44 AM Deleted: Data collection efforts at VA sites focused |
| n this passage, is this manager giving more feedback about the second state of small-picture skills? The Westat interview team conducted a total of 21 interviews and group discussions during the four-day site visit. At the VAMC we were only able to speak with Veterans who were in residential reatment services. All the OEF/OIF/OND Veterans who had used outpatient VHA services were recruited and interviewed at community sites, not at either CBOC. We also worked with two of the argest area universities to identify OEF/OIF/OND Veterans who were not accessing services, as | Comment [5]: CBOCs are outpatient so you wouldn't have mer with residential folks there. Cynthia Robins 9/8/2015 9:44 AM Deleted: Data collection efforts at VA sites focused on the VAMC, the Lansing CBOC, the Wyoming CBOC, and the one Vet Center located in the |

Table 1 indicates the types and numbers of individuals interviewed during the site visit. A total of 38 OEF/OIF/OND Veterans participated in the site visit. Of these, five were female and seven, were minorities.

provision of mental health services. In addition, we met with

| on the VAMC, the Lansing CBOC, the Wyoming CBOC, and the one Vet Center located in the catchment area. |
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Module 2: Determine whether a staff member is capable of a particular writing assignment

- 1. If the writer has big-picture skill problems:
 - You must get involved with the document before the writer begins writing. Require the writer to complete a Document Planner. Review that before you review a draft.
 - If the writer has big-picture problems, he or she will need a model document as a reference. Talk through the model document.
- 2. If the draft has big-picture problems, don't react much to small-picture mistakes.
- 3. If MS Word could have caught the small-picture problem, you shouldn't have to fix it.
- 4. When you find a small-picture error, identify and fix it once. Don't correct the second instance of an error. That's the writer's job. Use some tough love.

Module 2: Determine whether a staff member is capable of a particular writing assignment

Analyze a writer's performance on past assignments to discover what he or she can do on an upcoming assignment

Case Study: Review two versions of a proposal



Which big-picture writing skills does this writer possess?

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Which big-picture writing skills will this writer need to develop for the upcoming assignment?

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Module 2: Determine whether a staff member is capable of a particular writing assignment

How to analyze an assignment by the writing skills required to complete it rather than what the final product will be

Instead of wondering, "Is this writer able to write a ______,

consider which big picture skills the writer will need to write the

Practice: Analyze a writing assignment

- 1. Think of an upcoming assignment and a writer you'd like to give it to.
- 2. List three big-picture writing skills a person would need to have to do well on this assignment. (Doing well means being able to produce a clean draft that requires minor revision.)
 - •
 - •
- 3. List two other documents where this writer has demonstrated that he or she has these skills.
 - _____
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Module 3: How and why to invest your energy during the planning stage

Budget time for all the stages in the writing process

What kinds of work is a writer's brain doing?

Step 1: Plan the Document

Step 2: Organize the Information



Step 3: Draft the Document



Step 4: Revise the Document



Module 3: How and why to invest your energy during the planning stage

Resource: Document Planner

| Торіс | | | | |
|--|----|--|--|--|
| What is the document about? | | | | |
| Purpose | | | | |
| What should the document accomplish? Specifically, what do you want the reader to do after reading it? | | | | |
| Message | | | | |
| What is the main point of the document? What is the Bottom Line Up Front (BLUF) statement? | | | | |
| Readers | | | | |
| Who are your readers, both internal and external? List them by name, role, or title. | | | | |
| Readers' Questions | | | | |
| What questions will your reader have about your topic? | 1. | | | |
| | 7 | | | |
| | 8 | | | |

Resource: Document Planner, continued

| Requirements | | | | | |
|---|---------|---|--|--|--|
| What content must this document include? | | - | | | |
| What sections must this document present? | | - | | | |
| What format must this document follow? | | - | | | |
| | | - | | | |
| Resources | | | | | |
| Whom should you call while working on this document? | | - | | | |
| What other documents should you look at while writing this document? | | - | | | |
| What regulations should you consider while writing this document? | | - | | | |
| Deadlines | | | | | |
| Supervisor review | | - | | | |
| Peer review | <u></u> | - | | | |
| Editor review | | - | | | |
| Front office review | | - | | | |
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Module 3: How and why to invest your energy during the planning stage

Discussion:

- 1. Do you currently work with writers during the planning stage? If so, how do you do this? What "written artifact" do you work with?
- 2. Have your planning stage support strategies helped writers produce better documents?
- 3. How would you customize the Document Planner for use with your writers?

Module 4: How to provide writing assignments so you get the product you asked for

Shared wisdom about giving writing assignments

| What's worked | What hasn't worked |
|---------------|--------------------|
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Model documents are the most useful for communicating the level of detail the writing assignment requires

Example: How much detail is in the Innovation Snapshot > Summary?



On-the-Scene Video Consultations With Emergency Physicians Reduce Unnecessary Ambulance Transports and Emergency Department Visits, Connect People to Medical Homes

| Innovation Back Story | Contact the Innovator |
|--|---------------------------|
| Snapshot | |
| Summary | Look for Similar Items by |
| Through a program known as ETHAN ("Emergency Telehealth and Navigation"), the City of Houston Fire Department Emergency Medical Services | Subject |

https://innovations.ahrq.gov/profiles/scene-video-consultations-emergency-physicians-reduce-unnecessary-ambulance-transports-and

Module 4: How to provide writing assignments so you get the product you asked for

Practice: What guidance would you give a writer about how much detail is required to write an Innovation Summary?

Summary

Through a program known as ETHAN ("Emergency Telehealth and Navigation"), the City of Houston Fire Department Emergency Medical Services program uses video and other technology to allow emergency physicians to conduct real-time assessments of patients in the field to determine if they require transport to the emergency department or could be better served elsewhere. For those not requiring emergency care, the program can facilitate the scheduling of and transportation to an appointment at a partner clinic that can serve as a medical home. Through another local partner, the program conducts followup monitoring and connects patients to community-based resources that address social service and other health-related needs. In its first 9 months of operation, ETHAN has seen steadily rising use; significantly reduced unnecessary ambulance transports and emergency department visits (and their associated costs); connected a meaningful number of non-emergent patients to primary care medical homes; and freed up significant time for ambulance crews to deal with true emergencies.

Could you annotate the Summary to give the writer a "how to"?

Module 4: How to provide writing assignments so you get the product you asked for

Here's a list of several things you could do when providing a writing assignment.

Circle the strategies you will try (or already use).

- A. Ask the writer to complete a Document Planner with you or for your review.
- B. Explain which sections of similar documents the writer should reuse without rewriting (or with little rewriting).
- C. Give the writer an example of a successful published document that can serve as a model for the document he or she is working on.
- D. Give the writer an example of a successful published document that can serve as a model for the document he or she is working on. Ask the writer to annotate the model document to explain why it's successful.
- E. Review the in-progress and final deadlines for the writing project with the writer.
- F. Schedule a **planning meeting** with the writer. This should be a live, in-person or online meeting.
- G. Schedule a **progress meeting** with the writer. Ask to see section outlines and at least one fully written paragraph from each section.
- H. Show the writer similar documents your team has already published.

What is the best order for the strategies you'll try?

| 1. | |
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| 2. | |
| 3. | |
| 4. | |
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| 6. | |
| 7. | |
| 8. | |

Module 5: How to monitor progress

Best practices for monitoring a writer's progress

- 1. For your team, establish a set of writing progress meetings. Here are some options:
 - A. Document planning meeting
 - B. Ask the Manager meeting
 - C. Sections, Structure, and Paragraph meeting
 - D. _____
 - E. _____

2. Create a schedule for these meetings.

| | Month Year | | | | | |
|--------|------------|---------|-----------|----------|--------|----------|
| Sunday | Monday | Tuesday | Wednesday | Thursday | Friday | Saturday |
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3. At the start of a writing project, put these meetings on the writer's calendar automatically, even when you're working with a competent writer who needs less monitoring.

Module 6: How to identify what a draft document needs and communicate that to the writer

Describe your method of giving feedback on a writer's draft:

- 1. Do you use Track Changes or write notes in the margin? Why?
- 2. Do you review the comments with the writer?
- 3. What do you expect the writer to do with your comments?
- 4. How well does your method work? Cite a recent experience with a writer and draft document.

| July xx, 2013 See me July xx, 2013 See me of an immigration system is boken and in need of serious reform improve interior enforcement, streamline legal immigration, and modernize our visa system improve interior enforcement, streamline legal immigration, and modernize our visa system improve interior enforcement, streamline legal immigration, and modernize our visa system interior enforcement, streamline legal immigration, and modernize our visa system interior enforcement, streamline legal immigration reform property interior with the Senate debated a comprehensive immigration reform property interior with the Senate debated a comprehensive immigration reform property interior with the Senate debated a comprehensive immigration reform property interior with the Senate debated a comprehensive immigration reform property interior with the Senate debated a comprehensive immigration reform property interior with the Senate debated as the interior and the senate here interior with the senate movements in through an incremental, step by view property with property reform our immigration system is through an incremental, step by view property with the senate reforms are implemented in the proper order and ignificant properse is being made ence dow. To attempt to do excerpting a rome sense that till with the down right and, more incremental, step by view property reform our immigration system is through an incremental, step by view property with the rome reforms are implemented in the proper order and ignificant properse is being made ence dow. To attempt to do excerpting a rome sense that till with the down right and, more incremental, step by view of the proper and and incremental, step by view property reform our immigration system is through an incremental, step by view property reform our immigration system is through an incremental, step by view property reform our immigration system is through an incremental, step by view property reform our immigration system is through an incremental, step by view property r | Hease arave policy, not procedure! That's why we will oppose any effort to pais immigration reform in one large comprehensive bill. [There is no reasonable justification to link each piece of reform - ut significant and utakings - to one mother] Incorrect statement - Unless all issues. Incorrect statement - Unless all issues. The definition system. We stand ready to work with you to accomplish this goal for the American propte. We remain confident that Congress on and should make significant progress on fixing or immigration system. We stand ready to work with you to accomplish this goal for the American propte. Sincerely. Follow up questions: The assignment was to address what should be done good propsofully leave this out? If you don't understand the bill - ooone by my offrice and I'll explain it. Weat droft, re-do: • include evidence • remove towdry allegotions. |
|---|---|
| To might that ensures reforms are implemented in the proper order and significant progress is being made argument on each one. To attempt to do everything at once ensures that lint will be done right and, more likely, duar tooling will be done at all. | include evidence remove toward allegations |

Huffington Post, *Rep. Mark Takano Corrects Republican Letter, Proves He Will Always Be A Teacher*, July 12, 2013. http://www.huffingtonpost.com/2013/07/12/mark-takano-letter-teacher-republicans_n_3582230.html

Does this look familiar?

Module 6: How to identify what a draft document needs and communicate that to the writer

Best practices for commenting (using Track Changes or writing notes in the margin)

- 1. Look for patterns. If you find a pattern, comment in detail the first time then refer to that comment each time the problem comes up again. It's the writer's responsibility to make the changes throughout.
 - First time: Your sentences are too long. Please break sentences like these into two parts.
 - Second time and beyond: See Comment 3 about long sentences.
- 2. Ask questions. This is especially important if you want to build the writer's skills.
 - How can the paragraphs in this section be reordered to improve the flow?
 - Can you find another section in this document for this graph? It's out of place here.
 - Can you find a sample document that handles this type of narrative in an easier-to-understand manner?
 - Where can you incorporate more explanation, so non-technical readers can understand this concept?
- 3. Describe the solution, not just the problem.
 - The graph doesn't support the paragraph content. Decide which is more important then revise the other.
 - You've used many undefined technical terms. Please review our project Glossary and incorporate definitions into the text.
- 4. If you're writing notes in the margin, make them legible.
- 5. Write explicit, not cryptic, comments. Avoid writing "awk" or "?!?" The writer should understand what you want her to do, not how you felt while reading the draft.

6. Avoid rhetorical questions.

- Don't ask: Why is this section in the draft?
- Write: This section doesn't belong in the draft. Please delete.

Module 6: How to identify what a draft document needs and communicate that to the writer

Read this email and write comments for the writer

From: Andrea Williams, The College-for-All Institute, Educational Manager To: Superintendents, Principals

Subject: The Douglas Parker Scholarship Initiative

The College-for-All Institute and Highland State University are pleased to invite your schools to participate in the Douglas Parker Scholarship Initiative. The College-for-All Institute/Highland State University Collaborative has been renamed in honor of Dr. Douglas Parker, Jr., former President of Highland State University and College-for-All trustee. As he was the inspiration behind the initiative, we felt a distinction to give tribute to such a dedicated educator.

The Douglas Parker Scholarship will provide training for teachers and counselors to help students build a rigorous curriculum and academic experience. The initiative will directly target school districts in MS and LA that are in close proximity to Highland State University, where most of the trainings will be held.

We would like to invite you to attend various workshops that will enable your schools to help build and sustain a college preparation program. Please review the timeline of events and select appropriate staff and teachers to attend these events. Our agenda will include sessions on major educational topics and current strategies to build capacity and create a college-going culture for all students.

*** continued ***

The College-for-All Institute will provide a 3-day training at the **Summer Institute for Administrators (SIA) from June 12-16 in Del Ray Beach, FL**, at no-cost to participants, including all meals. The College-for-All Institute will reimburse for travel – \$ 0.54 per mile, up to 600 miles. Or, you may chose to fly to Del Ray Beach. lease contact World Travel at (800) XXX-XXXX and provide budget code XXXXXXXX. The College-for-All Institute will provide up to \$500 in air fare. In addition, we will provide all meals and two nights of double occupancy lodging. On the registration form, participants have the option of designating a roommate for double occupancy or we will be happy to assign one. If an attendee desires a single room, they will be responsible for payment of lodging for one night.

Attached is the timeline of events for your review. Please complete the registration form for the SIA by May 15, 2016 and return it electronically to me at <u>AWilliams@collegeforall.org</u>.

In September, The College-for-All Institute and Highland State University will provide the one-day trainings, including lunch, at no-cost to participants. In October, we will offer a counselor training. We will send details and registration for the teacher and counselor trainings as soon as they are finalized. We are planning on holding the workshops in September and October on the campus of Highland State University. The districts should provide transportation for all participants.

Attachments:

- Registration form for the SIA in Excel spreadsheet
- Instructions for SIA participation
- Timeline of Events for the Douglas Parker Scholarship

Directions for filling out the Summer Institute for Administrators (SIA)

- 1) Fill out the attached Excel spreadsheet
- 2) Note your arrival and departure The College-for-All Institute will take care of all hotel reservations
- 3) Call World Travel to arrange your flight arrangements
- 4) Upon your return, submit receipts for mileage to the airport

Module 7: Course wrap-up

For reflection:

- 1. Which of today's practices or tools do you plan to use with your team of writers?
- 2. Which strategy mentioned by a classmate will you try?

- 3. Is there a particular type of writer or writing project that confounds you as a manager?
- 4. Which steps could you take to build a small collection of annotated model documents or sections of documents?
- 5. How could the publication process in your group be changed so you could get better writing from your team?