

Get to know the

# “Even Over” Protocol

An “Even Over” statement is a phrase that contains **two positive things**, where the former is prioritized over the latter.



It is important to note that an “Even Over” statement should feel as if it **costs you something**. This is because we are choosing between two good priorities or choices, and every choice comes with a sacrifice. In other words, the hallmark of a strong “Even Over” statement is how difficult the tradeoff feels between the designated choices.

## Developing “Even Over” statements

- Step 1:** Gather your team, and provide examples of some “Even Over” statements. When might team members have needed to establish an “Even Over” statement?
- Step 2:** Bring attention back to the focus of the team’s time together. Ask team members to use paper or digital sticky notes to individually list what they want to be true for their work together or for the school’s vision.
- Step 3:** Allow team members to ask clarifying questions if needed.
- Step 4:** Group similar priorities/ideas together.
- Step 5:** Work together to pair up priorities/ideas that may be at odds with one another.

*For example:*



- Step 6:** Come to a consensus with no more than three “Even Over” statements. These will serve as your guideposts as you navigate through the challenging work of continuous improvement.
- Step 7:** Establish a time frame to commit to your “Even Over” statements and test them out.

## Even Over *In Action:*

This protocol can be used in multiple ways, such as:

*To help a school team establish their values for working together*

*To assist a school team with creating or refining their vision statement*

## Resources for Further Learning:

[Data Culture: Practices That Lead to More Informed and More Equitable Decisions for All Students →](#)

[Even over statements: The prioritization tool that brings your strategy to life →](#)

[Even over statements: Makes your strategy a piece of cake →](#)

[How to Write a Strategy Statement Your Team Will Actually Remember →](#)

[Establish Clear Priorities Using Even Over Statements →](#)