


# O=PICS

Opportunity = Problem....Issue.....Concern.....Situation

Opportunity	Problem	Issue	Concern	Situation
<ul style="list-style-type: none"> <li>• Can I use this event/issue/situation to increase our voice, influence, power?</li> </ul>	<ul style="list-style-type: none"> <li>• World problems</li> <li>• Difficult to solve</li> <li>• Have been around "forever"</li> </ul>	<ul style="list-style-type: none"> <li>• Have specific solutions</li> <li>• Often related to contract, past practices, rules, expectations</li> </ul>	<ul style="list-style-type: none"> <li>• Related to emotion</li> <li>• Not based in facts</li> </ul>	<ul style="list-style-type: none"> <li>• Limited in scope</li> <li>• May apply to one or two sites/locations</li> </ul>
	World Hunger	Local food banks are experiencing a food shortage	I am conflicted – does feeding homeless people fuel a hunger issue?	A father in the neighborhood lost his job and is in need of assistance
	NOT actionable. Move people to identify the ISSUE in the problem.	<b>Actionable.</b> Has a larger impact.	NOT actionable. Allow people to vent.	<b>Actionable.</b>

## O=PICS SCENARIOS

### Is it a problem, issue, concern, or situation?

1. Site-based decision making is not working at Mark Twain High School.
2. Workload is overwhelming our members.
3. Special education students are being placed inequitably in classrooms in the district.
4. Our district is funded 273<sup>rd</sup> out of 295 districts in our state.
5. After adopting GLADD training, teachers and paraeducators are spending hours after school preparing materials.
6. My principal does not like me. He never smiles at me in the hall, feels like he is mocking me in staff meetings, and visits my classroom for evaluations on the days before vacations.
7. I was placed in a new grade that I haven't taught before.
8. There is a flaw in the heating system at Robert Frost Elementary, and so all the intermediate classrooms are cold.
9. Our instructional coach is a spy for the district.
10. Every school in our district has multiple teachers in overload.
11. The school board has publicly indicated that the district will need to freeze all steps of the salary schedule.
12. An educator at Hills High does not have enough sick leave to cover her absences for chemotherapy treatments.
13. There is a substitute shortage in the district, so classes are going uncovered.
14. Teachers are struggling implementing the district's new math curriculum.
15. There is no curriculum for any of the elective courses at Heights Middle School.
16. My principal has arbitrarily placed me in a class for which I have an endorsement but I haven't taught before.
17. Funding is inequitable in the district since much of the funding for "extras" comes from the PTAs at various schools.
18. The district asked for teachers to volunteer to be on the new Compact Task Force, but then isn't really interested in authentic feedback.