



**Center for Leadership & Educational Equity**

## Kiva Protocol

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*Adapted by the School Reform Initiative Colorado Center of Activity.*

### **Purpose**

The Kiva allows large numbers of people to fully participate in a discussion with representatives to voice opinions that are then discussed in smaller groups.

### **Rule of Six**

Represents the four directions (north, south, east, and west) and the worlds that exist above the sky and below the earth. It is the random selection of presenters that offer the possibility of all perspectives being heard.

### **Process**

1. Organize the larger group into small groups of approximately 8 people.
2. Volunteers are asked to sit at the front of the room. (Usually 6, but may be 4 if the total group is smaller.)
3. A question is posed to the panel. They are given one minute to think about their responses.
4. Each person on the panel is allowed one minute to respond orally to the question addressing the entire group. Audience members listen and write a key word or phrase (on post-its) that captures their attention.
5. After all presenters have spoken, the panel is offered an additional minute to respond again.
6. Presenters return to their small groups.
7. Each person in the small group shares their recorded word or phrase in turn, followed by a group discussion. Each participant writes a possible answer to the focus question to be posted on a group chart.
8. A new panel is chosen and the process (steps 2-7) is repeated with a new question.
9. A third panel is chosen and the process (steps 2-7) is repeated with a new question.
10. Teams discuss what they heard and think and create a common chart that may be used to develop an action plan to decide next steps for the group.

### **Possible Kiva questions**

What must we stop doing in order to move forward with our goals?

What must we continue doing in order to ensure success with our goals?

What must we start doing in order to reach our goals?