Step 6: Create a Theory of Action
(Adapted From the *Moving Toward Equity
Root-Cause Analysis Workbook*)

## Instructions

Choose a strategy that you believe has potential for high impact on the root cause or causes that you identified. For that strategy, create a theory of action diagram using the boxes below.

In the right box, insert your text to indicate the successful outcome after the root cause is addressed. In the middle box, insert your text to indicate the strategy that will address it. In the left box, insert your text to indicate how policy or funding will affect the implementation of the strategy. Please keep words to a minimum.

## Tips

You can start at the right and work left, or start in the middle and work outward, or start at the left and work right―as long as you’re keeping the root cause(s) in mind. (The process is not always as linear as we like to think!)

For a list of possible policy levers, see the *Moving Toward Equity Quick-Start Guide*
(<http://www.gtlcenter.org/sites/default/files/docs/Quick_Start_Guide.pdf>).

You may want to use Regional Educational Laboratory Pacific’s Education Logic Model Tool (<http://relpacific.mcrel.org/ELM.html>) to help further articulate your theory of action.

**Policy or Funding Levers That You Need to Pull to Implement the Strategy**

**Comprehensive Strategy for Addressing the Root Cause**

**Successful Outcome After the Root Cause of Inequity Is Addressed**