

Fish Bone

A common graphic organizer to assist with root cause analysis is the fishbone diagram. The following illustration demonstrates the process. Select a performance concern and list all factors and suggested causes related to the problem. It is important in the group process to validate all responses.

1. Label each one either —S if it is a student generated cause or —A if it is an adult generated cause. Cross out all the —S causes.
2. Label each remaining adult cause —I for *In Our Control* or —O for *Out of Our Control*. Cross out all the —O factors.
3. Be sure that the remaining causes are supported by at least three data sources. The data may tell a different story than what the team perceived and it may create another cause to add to the fishbone.

