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Session: (select one) 1 2 3 4

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!!! 3 things learned

* Collective efficacy is defined as group members’ shared perception or belief that they can dramatically enhance the effectiveness of their organization. Collective efficacy of the teachers in a school is a better predictor of student success in schools than is the socioeconomic status of the students!
* Questioning is a way of building trust within an organization because the posing of questions honors individuals’ thinking and opinions.
* The time to ask *how* questions is *after* the questions pertaining to purpose, intent, rationale, and alternatives have been discussed and answered.

++ 2 connections made

* Leadership must understand that in order to lead change in their faculty they must first find out what their faculty believes. The example from Magnolia Middle School could be beneficial to leadership wanting to lead change in their school but not knowing where to begin.
* Don’t start with the “how” question! When we do this we stand to cause our clients to express doubt about the ability to make needed changes. Understanding purpose must come first.

? 1 question

* How can I take this information and use it with leadership to help administrators understand what it would take for their faculty to examine their beliefs in an honest and critical fashion?