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Session: (select one) 1 ***2*** 3 4

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!!! 3 things learned

1. I learned that the premature asking of ***how*** questions halts progress. These questions are roadblocks to action. Yes, they are needed questions, but they are more helpful at the appropriate time. These are to be asked ***after*** questions about purpose, intent, and rationale.
2. “Because people are unable to see a connection between the problem and the solution, they tend to become frustrated and feel powerless.” (pg. 45) Quality questioning will help connect the two. The connection helps individual have the opportunity to find meaning in a proposed plan which then helps develop an intrinsic value and commitment to the plan.
3. Compliance doesn’t build capacity. Attitude and belief must be present or money or compliance won’t help!!

++ 2 connections made

1. By practicing quality questioning over the past few years, principals and coaches will now call me and “talk through” problems and solutions. They no longer for a “Fix” but for an outside brain to help them think through. I feel that some capacity has been built--- it does take perseverance, though (Thanks, Jackie!)
2. The steps to effective dialogue are crucial to our job as consultants. We must truly learn to listen to one another. We must hold our assumptions and actions. I connect this to the Instructional Rounds I participated in at Tarrant City – facilitated by Kathy and Jackie.

? 1 question

What steps, as a regional staff member, do I take to help develop a stronger sense of self efficacy in educational leaders?