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!!! 3 things learned

1. The collective efficacy of the teachers in a school is the better predictor of student success than socioeconomic status.
2. *Questions develop people*… less mandating and “telling” enhances self-worth by honoring the thinking and opinions of individuals within the group.
3. Making personal meaning of change through discussion and reflection are essential in helping members of the group to fully understand and accept change. Compliance is not an effective avenue through which to accomplish effective and lasting change.

++ 2 connections made

1. Just as each school has its own strengths, weaknesses, and culture, each school has to create its own pathway to more powerful learning, and ownership of the things that happen in that school. Overcoming a culture of helplessness is a challenge.
2. In motivating people to “get on board”, the primary focus must be purpose… we have learned through our work that a clear purpose is needed in order to be effective. Prematurely asking “How” without arriving at a clear purpose can lead us to more ineffectiveness.

? 1 question

1. How can we create in school leaders the capacity to believe that change is possible?