Title of Class: Building and Maintaining a Culture of Trust

Learning Design: Collegial Circle

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Identified Need
Feedback from the DTSDE and Principal Evaluation, demonstrates a gap in Domain 2 - nurturing and sustaining a culture of collaboration, trust, learning, and high expectation by providing structured opportunities for cross role groups to design and implement innovative approaches to improve learning, work, and practice.

Class Description
Participants will read, learn, and assess their practice using a variety of texts and resources. At the end of the course, they will be able to: improve trust in their school or department, utilize a collegial circle as a viable learning method, have a foundational understanding of the professional learning standards, and know the learning methods and protocols used in the district.

Levels of Use

<table>
<thead>
<tr>
<th>Levels of Use</th>
<th>Stages of Concern</th>
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<tbody>
<tr>
<td>Non-Use</td>
<td>No involvement</td>
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<tr>
<td>Orientation</td>
<td>Acquiring information</td>
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<tr>
<td>Preparation</td>
<td>Preparing for use</td>
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<tr>
<td>Mechanical</td>
<td>Short term use</td>
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<tr>
<td>Routine</td>
<td>Stable use</td>
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<tr>
<td>Refinement</td>
<td>Variation of use for greater impact</td>
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<tr>
<td>Integration</td>
<td>Combining own efforts with use</td>
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The Five Facets of Trust (Trust Matters; Orchestrating School Change – Transforming your leadership)

- **Benevolence** – Caring, extending goodwill, supporting teachers, being fair, appreciation
- **Honesty** – Showing integrity, keeping promises, honoring agreements, being authentic, accepting responsibility
- **Openness** – Maintaining open communication, sharing information, sharing power, sharing decision making
- **Reliability** – Being consistent, dependable, showing commitment, expressing dedication, exercising diligence
- **Competence** – Buffering teachers from outside disruptions, handling difficult situations, setting an example, being flexible

Partnership Communication Strategies (Unmistakable Impact)

- **Listen** – Commit to listen, make sure your partner is the speaker, pause and ask “Will my comment open/close this conversation?”
- **Ask Good Questions** – Be curious, ask open-ended opinion questions, be nonjudgmental.
- **Find Common Ground** – Commit to common ground, find common denominators, use words that unite.
- **Control Difficult Emotions** – Name it, reframe it, tame it.
- **Love your Partners** – Pay attention, make lots of bids, turn towards lots of bids, let it go.

Reflections

- Google Classroom can be a viable learning tool to facilitate professional learning.
- Adult Learning Theory is as important as the learning methods, design and content if you want to move staff to the next level.

Implications for future Professional Learning Opportunities for administrators, educators, staff, etc. (Next Steps)

- Recognize that learning from each other is the most powerful professional learning, it cannot happen haphazardly. Creating a culture where learning from each other is the norm and it is embedded into our professional development is necessary.
- Build the ability for staff to work collaboratively to try and find solutions and ideas while building our own peer support.
- Ensure that the learning designs and methods are embedded into School Comprehensive Education Plans.

“Trust is...a human virtue, cultivated through speech, conversation, commitments and action.”
~ Solomon & Flores

“When teachers stop learning, so do students.”
~ Jim Knight

“The five facets of trust are important for building relationships and creating a safe and supportive learning environment.”
~ OPL 2015 LL