

Leading Together for Healthy School Communities

Oregon School Employee Wellness Conference

Presented by:

Dawn Montgomery & Matsya Siosal

Center for Courage & Renewal Facilitators

May this be a House of Joy

By Lucille Clifton

May this be a House of Joy.
May we be open here to dreams,
and to each other.

May all who enter in these magic walls
feel love and feel respect
for learning and each other.
May we be always friends to life.
May we walk in that friendship.

May learning live in this house.
May it never leave.



Lucille Clifton wrote this poem for Hollywood Elementary School in Maryland as its inaugural school blessing, November 10, 1993. Kathleen Glaser was the principal of the school at the time.

Goals for this Session

- ❑ To reflect on trust in the adult community in our schools
- ❑ To connect with research on emotional intelligence and relational trust as applied to the school setting
- ❑ To experience protocols and practices from Leading Together designed to strengthen relational trust
- ❑ To learn about the Leading Together approach, and possible applications to your organization

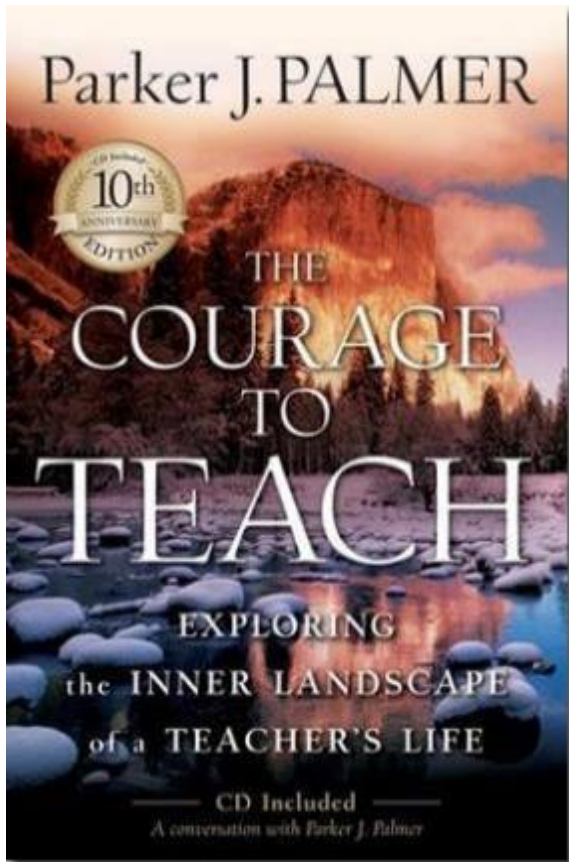


Moving Circles

Building Relationships



Leading Together Foundation: Courage to Teach A Reflection



The question we most commonly ask is the 'what' question – what subjects shall we teach?

"When the conversation goes a bit deeper, we ask the 'how' question – what methods and techniques are required to teach well?"

"Occasionally, when it goes deeper still, we ask the 'why' question – for what purposes and to what ends do we teach?"

“But seldom, if ever, do we ask the ‘who’ question – who is the self that teaches? How does the quality of my selfhood form – or deform – the way I relate to my students, my subject, my colleagues, my world? How can educational institutions sustain and deepen the selfhood from which good teaching comes?”

—Parker J. Palmer, *The Courage to Teach*



Who are you bringing into the room today?

How might that impact your experience of the day?

How might that impact those around you?

Trust: the place from which we build



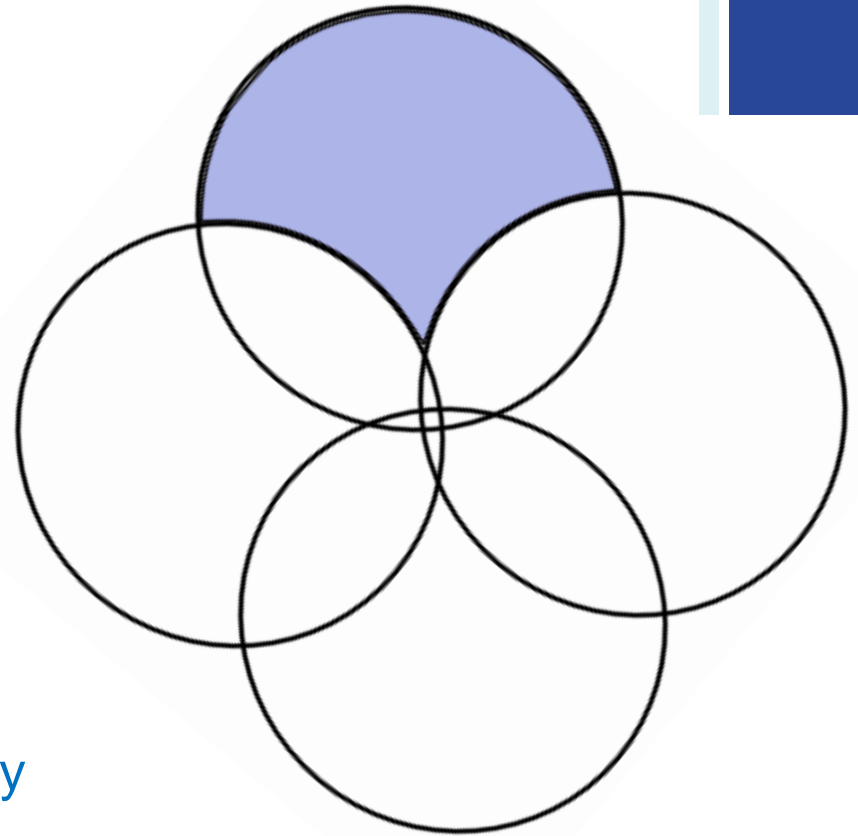
LEADING TOGETHER MODULES:

- Building Deep Seated Accountability
- Empowering & Engaging Others
- Honest & Open Communication
- Creating Trustworthy Space

The Five Behaviors of a Cohesive Team™ Model

Leading Together Model

- **Creating Trustworthy Space**
- Honest & Open Communication
- Empowering & Engaging Others
- Building Deep Seated Accountability



Key Aspects of Relational Trust

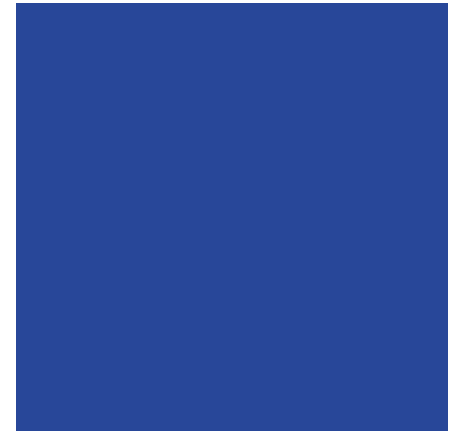
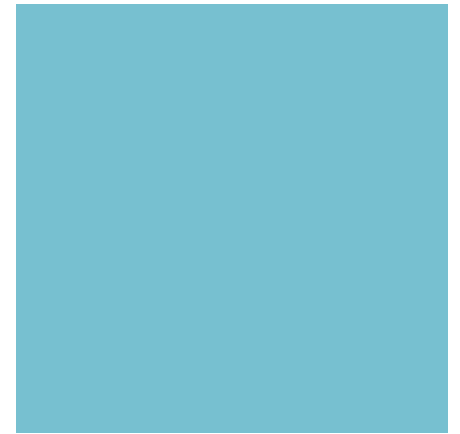
- **Respect.** Do we acknowledge one another's dignity and ideas? Do we interact in a courteous way? Do we genuinely talk and listen to each other?
- **Competence.** Do we believe in each other's ability and willingness to fulfill our responsibilities effectively?
- **Personal regard.** Do we care about each other both professionally and personally?
- **Integrity.** Can we trust each other to put the interests of our students first, especially when tough decisions have to be made?

From Bryk, Anthony S. and Barbara Schneider. *Trust in Schools: A Core Source for Improvement*. New York: Russell Sage Foundation, 2002. & Bryk, et. al. *Organizing Schools for Improvement*. Chicago: University of Chicago Press, 2010.

Touchstones (pg. 50-51)



- Give and receive welcome.
- Be present as fully as possible.
- What is offered is by invitation, not demand.
- Speak your truth in ways that respect others' truth.
- No fixing, saving, advising or correcting each other.
- Learn to respond to others with honest, open questions.
- When the going gets rough, turn to wonder.
- Attend to your own inner teacher.
- Trust and learn from the silence.
- Observe confidentiality.
- Know that it's possible to leave the circle with whatever it was that you needed when you arrived.



Everything that happens to you is your teacher. The secret is to learn to sit at the feet of your own life and be taught by it.

- Polly Berends

Stepping Stones (pg. 96)

Building Relationships & Resilience

Shoulders

by Naomi Shibab,
Red Suitcase

A man crosses the street in rain,
stepping gently, looking two times north and south,
because his son is asleep on his shoulder.

No car must splash him.
No car drive too near to his shadow.

This man carries the world's most sensitive cargo
but he's not marked.
Nowhere does his jacket say FRAGILE,
HANDLE WITH CARE.

His ear fills up with breathing.
He hears the hum of a boy's dream
deep inside him.

We're not going to be able
to live in this world
if we're not willing to do what he's doing
with one another.

The road will only be wide.
The rain will never stop falling.

Thank you!

Center for Courage & Renewal (CCR)

Leading Together

www.couragerenewal.org

and

Courage Community at Lewis & Clark College

https://graduate.lclark.edu/programs/oregon_courage/

Presenters/CCR Facilitators

Dawn Montgomery dawnm@lclark.edu; Matsya Siosal msiosal@lclark.edu