



Courageous Equity Leadership

Change Process
Moving Toward Equity Mind-Set
Module 1



Change



Predict the Sequence

- Number the following first, second, and third to indicate the order in which you believe these events usually occur:

___ Changes in teacher behaviors

___ Changes in teacher beliefs and attitudes

___ Changes in student learning



Predict the Sequence

- Findings of a landmark staff development study by Thomas Guskey (1989):

Staff development leads to...

- 2 Changes in teacher behaviors
- 3 Changes in teacher beliefs and attitudes
- 1 Changes in student learning

Rationale: Teachers must first try a strategy or practice and see the positive results with their students before they become convinced that it will work and therefore change their previous belief, attitude, or assumption.



Moving Toward Equity Mind-set!

Equity Staff development leads to...

Self-Fulfilling Prophecy – Pygmalion Effect....

2 Changes in teacher behaviors

1 Changes in teacher beliefs and attitudes

3 Changes in student learning

Rationale: Teachers must have high expectations for all students first! Then the teacher will feel the efficacy (belief that I can teach any student) which changes teaching behaviors, therefore yielding positive academic achievement.