



CENTER *for* SCHOOL
TRANSFORMATIONSM

Enriching Conversations - Inspiring Change

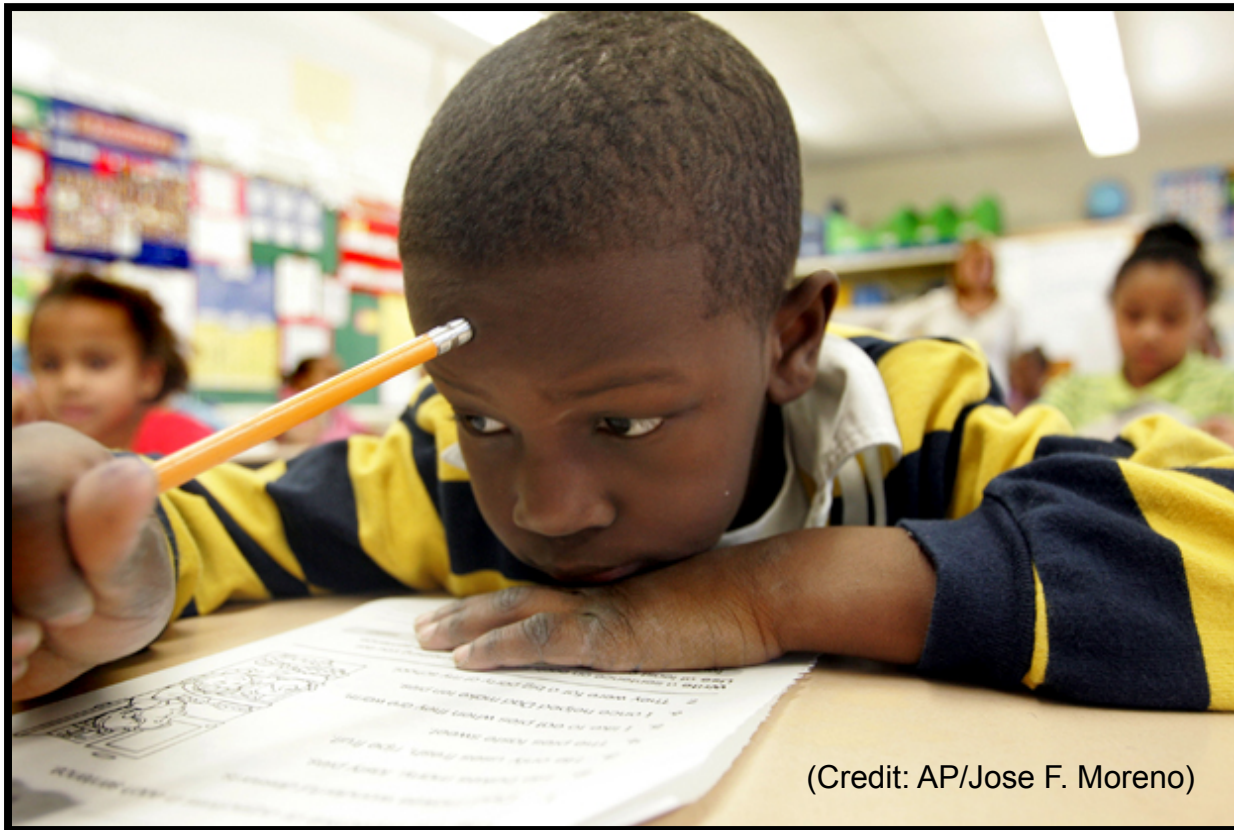
FOSTERING VIBRANT SCHOOLS

NURTURING TEACHER SELF-EFFICACY
THROUGH EMPATHY, TRUST, AND A
STRENGTHS-BASED ORIENTATION

21ST CENTURY SKILLS



STRESS AND FEAR



(Credit: AP/Jose F. Moreno)

VIBRANT SCHOOLS



TEACHER SELF-EFFICACY



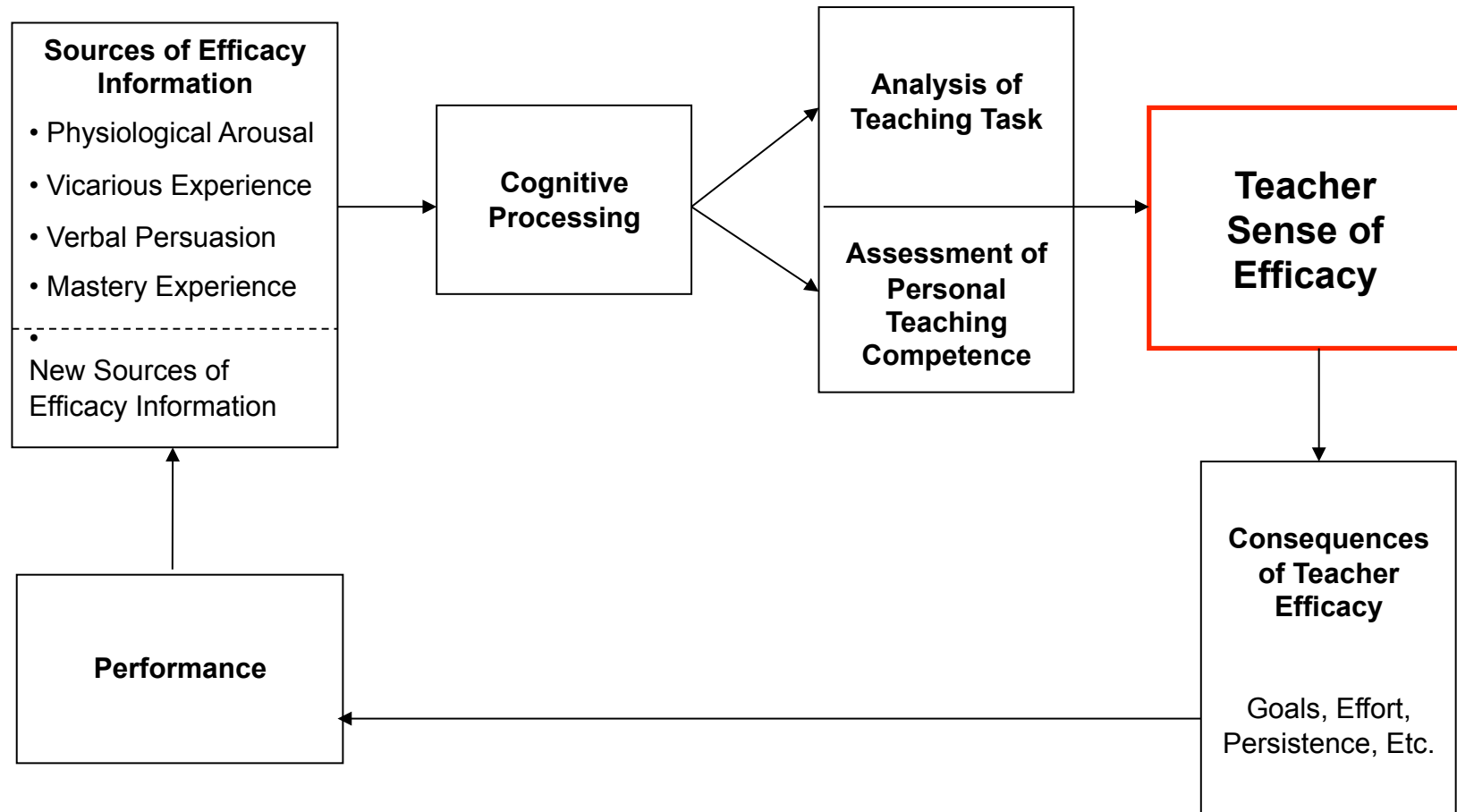
A judgment of one's capabilities to bring about student engagement and learning, even among those students who may be difficult or unmotivated

SOURCES OF SELF-EFFICACY



- Physiological Arousal
- Vicarious Experience
- Verbal Persuasion
- Mastery Experience

TEACHER SENSE OF EFFICACY MODEL



CONSEQUENCES OF TEACHER SELF-EFFICACY



- Greater effort invested in teaching
- Set higher goals
- Greater levels of planning
- Greater organization
- More willing to experiment with new methods
- Greater enthusiasm in teaching
- Greater commitment to stay in teaching

TEACHER RELATIONS WITH STRUGGLING STUDENTS

- Persistence
- Less critical of students when they make errors
- Work longer with a student who is struggling
- Less inclined to refer a struggling student to special education
- Resilience



STUDENT OUTCOMES



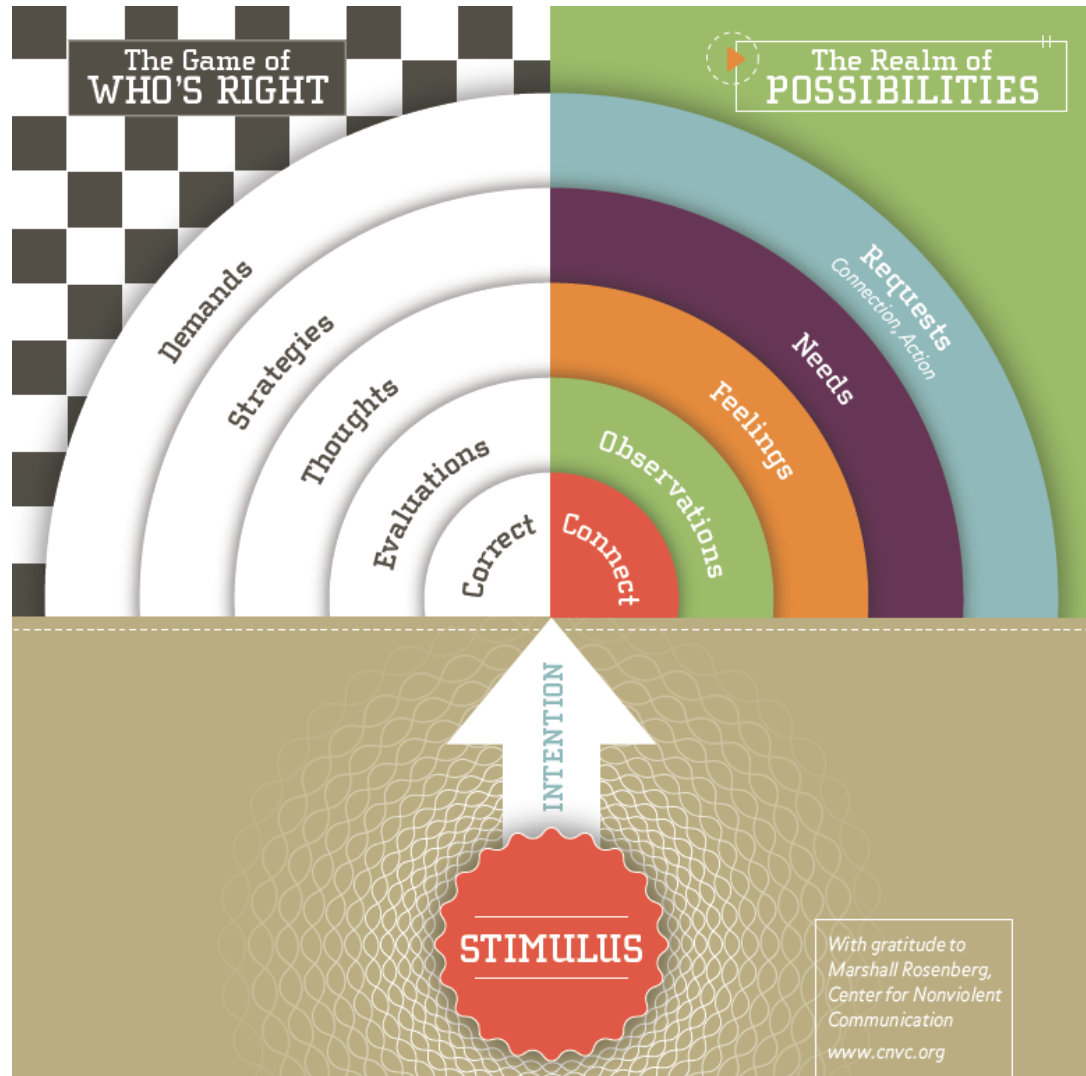
- students' motivation
- students' self- efficacy
- student achievement

- 
- A dramatic photograph of a bright sun partially obscured by dark, heavy clouds. Sunbeams (crepuscular rays) fan out from the sun's position, illuminating the scene. The clouds are dark and textured, with the sun's light catching the edges, creating a high-contrast, inspiring image.
- ❖ Empathy
 - ❖ Trust
 - ❖ Focus on Strengths

EMPATHY: A RESPECTFUL UNDERSTANDING



COMPASSIONATE COMMUNICATION



BEYOND THOUGHTS

A photograph of a person's legs sticking up from a field of yellow flowers. The person is wearing white socks and teal sneakers. The background is a soft-focus field of yellow flowers under warm, golden light, suggesting a sunset or sunrise. The text is overlaid on the image.

Out beyond ideas of wrongdoing
and rightdoing there is a field.

I'll meet you there.

When the soul lies down in that grass
the world is too full to talk about.

~Rumi, the 13th century mystic poet

OBSERVATIONS VS EVALUATIONS

“Making observations without evaluations is the highest form of human intelligence.”



~Jiddu Krishnamurti

FEELINGS

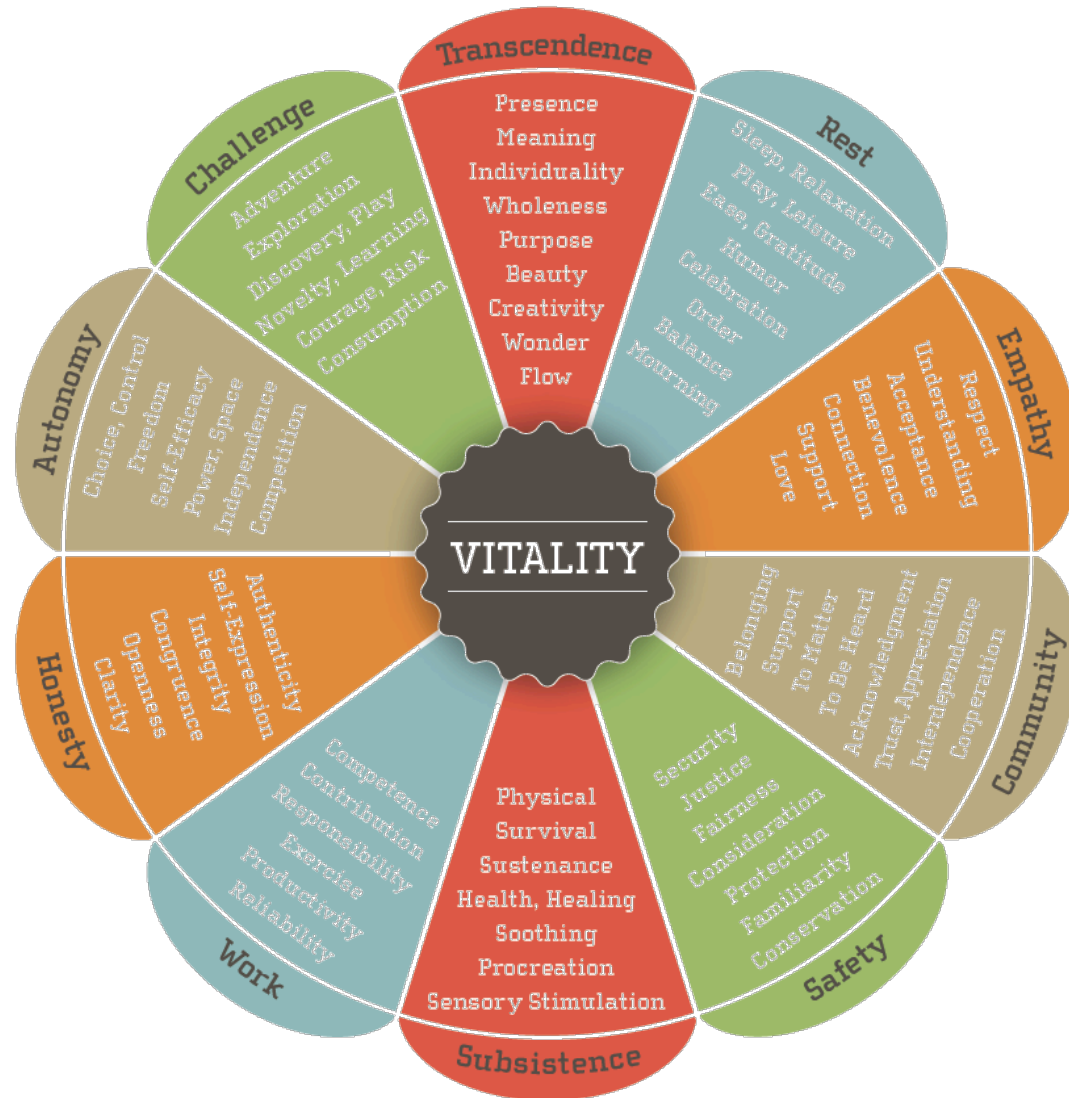
► Feelings When Needs Are **NOT** Being Met

HOSTILE Animosity, Antagonistic, Appalled, Aversion, Cold, Contempt, Disgusted, Dislike, Disdain, Hate, Horrified, Repulsed, Scorn, Surly, Vengeful, Vindictive
ANGRY Enraged, Furious, Incensed, Indignant, Irate, Livid, Mad, Outraged, Resentful, Ticked off
ANNOYED Aggravated, Bitter, Cranky, Cross, Dismayed, Disgruntled, Displeased, Exasperated, Frustrated, Grouchy, Impatient, Iried, Irritated, Miffed, Peeved, Resentful, Sullen, Uptight
UPSET Agitated, Alarmed, Discombobulated, Disconcerted, Disturbed, Disquieted, Perturbed, Rattled, Restless, Troubled, Turbulent, Turmoil, Uncomfortable, Uneasy, Unnerved, Unsettled
TENSE Antsy, Anxious, Bitter, Distressed, Distraught, Edgy, Fidgety, Frazzled, Irritable, Jittery, Nervous, Overwhelmed, Pressured, Restless, Stressed out, Uneasy
AFRAID Apprehensive, Concerned, Dread, Fearful, Foreboding, Frightened, Hesitant, Mistrustful, Panicked, Petrified, Reserved, Scared, Sensitive, Shaky, Suspicious, Terrified, Timid, Trepidation, Unnerved, Wary, Worried, Unsteady
VULNERABLE Cautious, Fragile, Guarded, Helpless, Insecure, Leery, Reluctant
CONFUSED Ambivalent, Baffled, Bewildered, Dazed, Flustered, Hesitant, Lost, Mystified, Perplexed, Puzzled, Skeptical, Torn
EMBARRASSED Ashamed, Chagrined, Contrite, Disgraced, Guilty, Humiliated, Mortified, Remorse, Regretful, Self-conscious
LONGING Envious, Jealous, Nostalgic, Pining, Wistful, Yearning
TIRED Beat, Burned out, Depleted, Exhausted, Fatigued, Lethargic, Listless, Sleepy, Weary, Worn out
DISCONNECTED Alienated, Aloof, Apathetic, Bored, Cold, Detached, Disengaged, Disinterested, Distant, Distracted, Indifferent, Lethargic, Listless, Lonely, Numb, Removed, Uninterested, Withdrawn
SAD Blue, Depressed, Dejected, Despair, Despondent, Disappointed, Discouraged, Disheartened, Downcast, Downhearted, Forlorn, Gloomy, Grief, Heavy hearted, Hopeless, Melancholy, Sorrow, Unhappy
SHOCKED Appalled, Disbelief, Dismay, Horrified, Mystified, Startled, Surprised
PAIN Agony, Anguished, Bereaved, Devastated, Heartbroken, Hurt, Miserable, Wretched

► Feelings When Needs **ARE** Being Met

EXHILARATED Ecstatic, Elated, Enthralled, Exuberant, Giddy, Silly, Slap-happy
EXCITED Alive, Amazed, Animated, Eager, Energetic, Enthusiastic, Invigorated, Lively, Passionate
INSPIRED Amazed, Astonished, Awed, Dazzled, Radiant, Rapturous, Surprised, Thrilled, Uplifted, Wonder
JOYFUL Amused, Buoyant, Delighted, Elated, Ecstatic, Glad, Gleeeful, Happy, Jubilant, Merry, Mirthful, Overjoyed, Pleased, Radiant, Ticked
RELAXED At ease, Carefree, Comfortable, Open
CURIOUS Adventurous, Alert, Interested, Intrigued, Inquisitive, Fascinated, Spellbound, Stimulated
CONFIDENT Empowered, Proud, Safe, Secure, Self-assured
ENGAGED Absorbed, Alert, Ardent, Curious, Engrossed, Enchanted, Entranced, Involved
HOPEFUL Expectant, Encouraged, Optimistic
GRATEFUL Appreciative, Moved, Thankful, Touched
REFRESHED Energetic, Enlivened, Rejuvenated, Renewed, Rested, Restored, Revived
AFFECTIONATE Closeness, Compassionate, Friendly, Loving, Openhearted, Sympathetic, Tender, Trusting, Warm
PEACEFUL Blissful, Calm, Centered, Clear headed, Mellow, Quiet, Serene, Tranquil
RELIEVED Complacent, Composed, Cool, Trusting
CONTENT Glad, Cheerful, Fulfilled, Satisfied

THE WHEEL OF NEEDS



FAUX FEELINGS

Causal Attributions	Possible Primary Feelings	Possible Underlying Needs
Attacked	Angry Scared	Safety, Respect
Belittled	Indignant, Outraged Distressed, Tense Embarrassed	Respect, Autonomy, To Be Seen, Acknowledgement, Appreciation
Blamed	Indignant, Angry Scared Bewildered Hurt	Fairness, Justice, Understanding
Betrayed	Outraged Disappointed Stunned, Hurt	Trust, Dependability, Honesty, Respect, Commitment, Clarity, Security
Boxed In	Angry Frustrated Scared, Anxious	Autonomy, Choice, Freedom, Self-Efficacy
Coerced	Angry Frustrated Scared, Anxious	Autonomy, Choice, Freedom, Self-Efficacy
Criticized	Irritated Scared, Anxious Humiliated Embarrassed	Understanding, Acknowledgement, Recognition
Disrespected	Indignant Frustrated Embarrassed Hurt	Respect, Trust, Acknowledgement
Distrusted	Frustrated Sad Hurt	Honesty, Authenticity, Integrity, Trust
Harassed	Angry Aggravated, Exasperated Pressured, Frightened	Respect, Consideration, Ease
Hassled	Irritated, Iried, Frustrated Distressed	Autonomy, Ease, Calm, Space
Insulted	Angry, Incensed Embarrassed	Respect, Consideration, Acknowledgement, Recognition
Interrupted	Resentful Irritated Hurt	Respect, Consideration, To Be Heard
Intimidated	Frightened, Scared, Vulnerable	Safety, Power, Self-Efficacy, Independence
Left Out	Anxious Lonely, Sad	Belonging, Community, Connection, To Be Seen
Manipulated	Angry, Resentful Vulnerable Sad	Autonomy, Consideration, Choice, Power
Misunderstood	Upset, Dismayed, Frustrated	Understanding, To Be Heard, Clarity
Overworked	Resentful, Angry Frustrated Tired	Respect, Consideration, Caring, Rest, Ease
Pressured	Resentful Overwhelmed, Anxious	Relaxation, Ease, Clarity, Space, Consideration
Rejected	Angry, Defiant Scared Hurt	Belonging, Connection, Acknowledgement
Taken Advantage Of	Angry Frustrated Powerless	Autonomy, Power, Trust, Choice, Connection, Acknowledgement
Taken For Granted	Angry Disappointed Hurt	Appreciation, Acknowledgement, Recognition, Consideration
Tricked	Furious, Indignant Embarrassed	Integrity, Honesty, Trust
Unappreciated	Frustrated, Irritated Sad Hurt	Appreciation, Respect, Acknowledgement
Unsupported	Resentful Sad Hurt	Support, Understanding
Violated	Outraged Agitated Anxious Sad	Safety, Trust, Space, Respect

TRUST IS ...

a willingness to be vulnerable based on the confidence that the other person is:



- **Benevolent**
- **Honest**
- **Open**
- **Reliable**
- **Competent**

BENEVOLENCE



HONESTY



OPENNESS



RELIABILITY



COMPETENCE



BREECH IN CIVIC ORDER



BREECH IN IDENTITY



RETHINKING STUDENT MISBEHAVIOR



TEACHER AGGRESSION

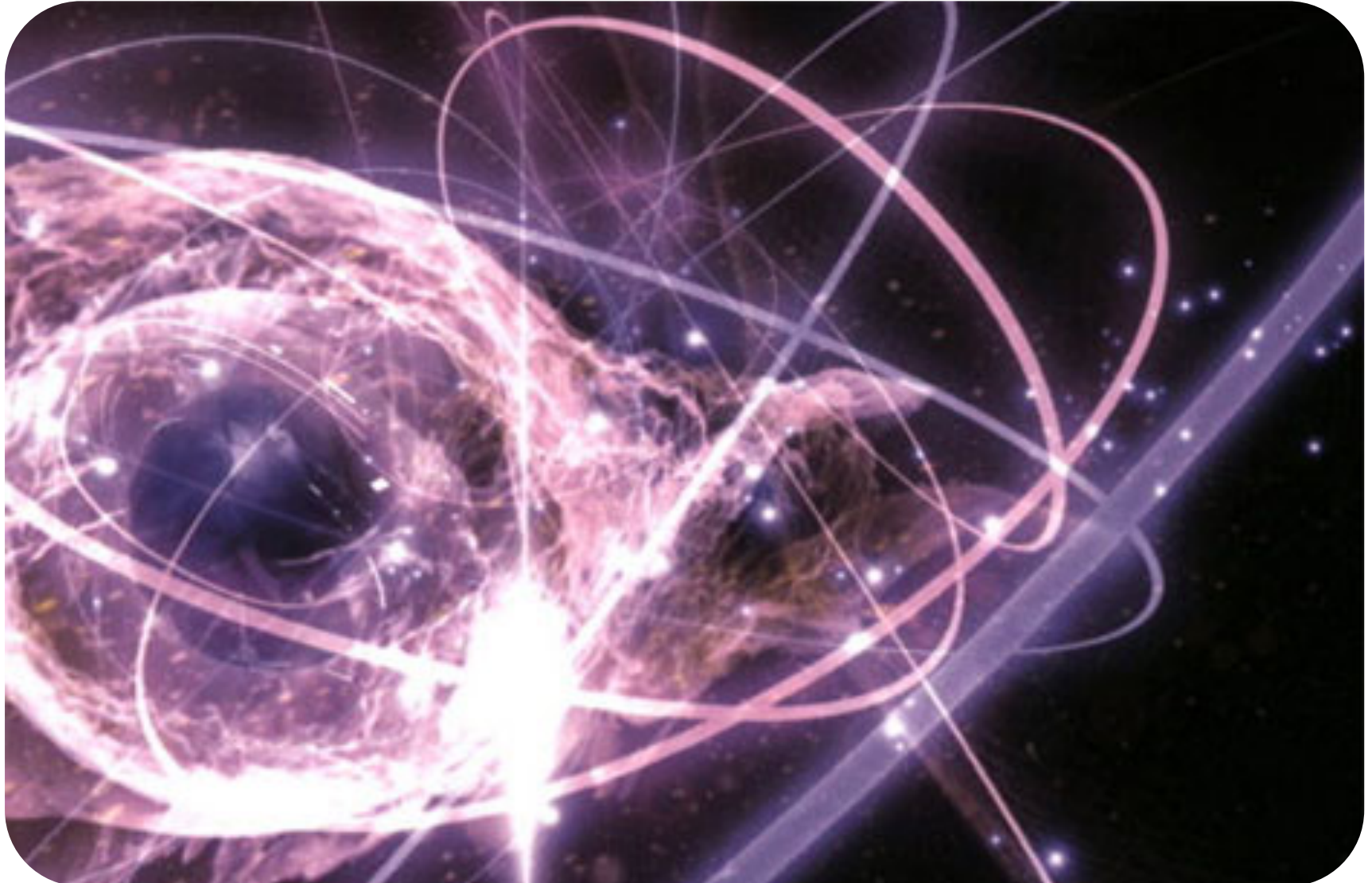




APPRECIATIVE INQUIRY



NEW THINKING



SWOT



THE TWIN ENEMIES OF CHANGE

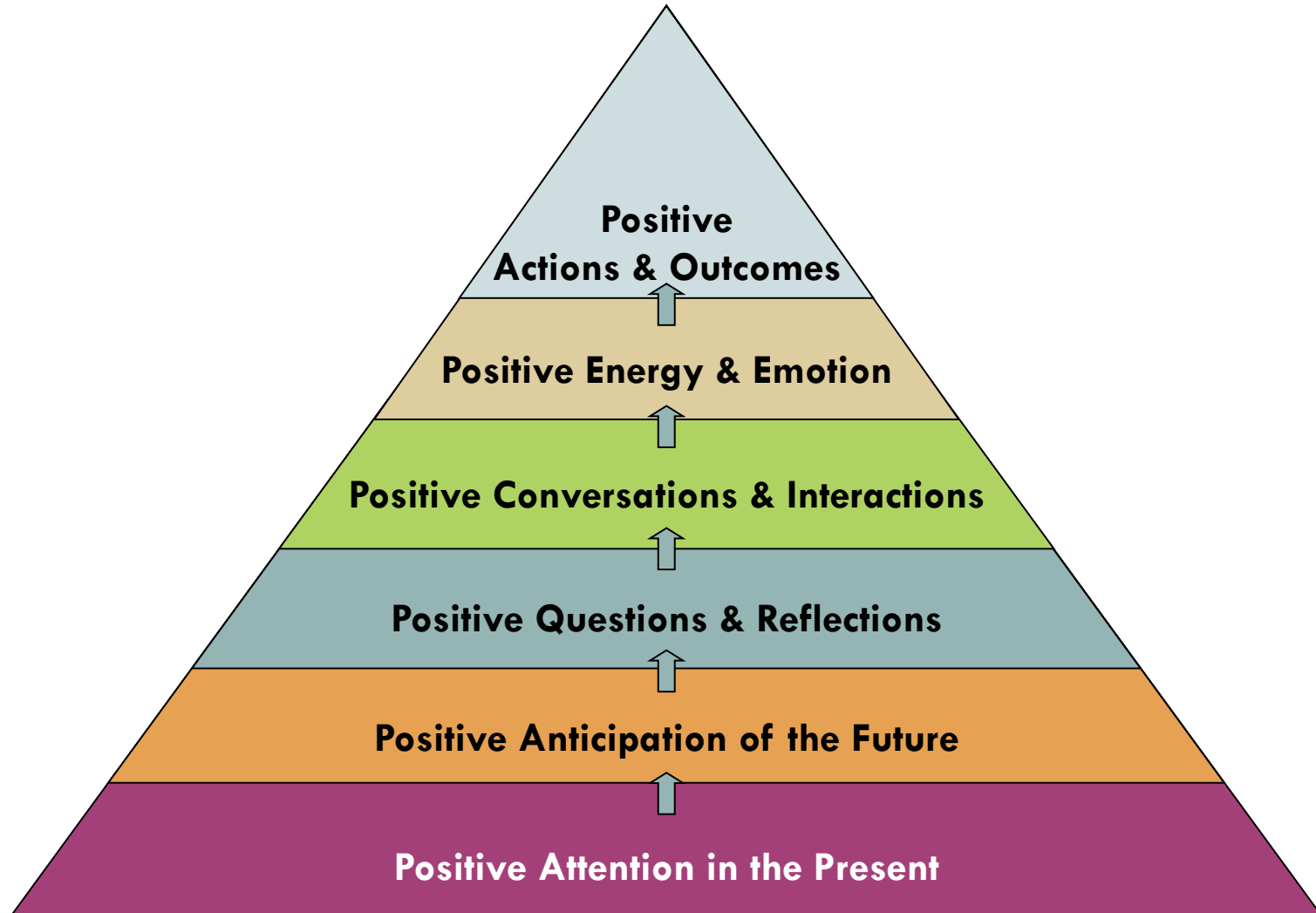


SOAR

Strengths
Opportunities
Aspirations &
Resources



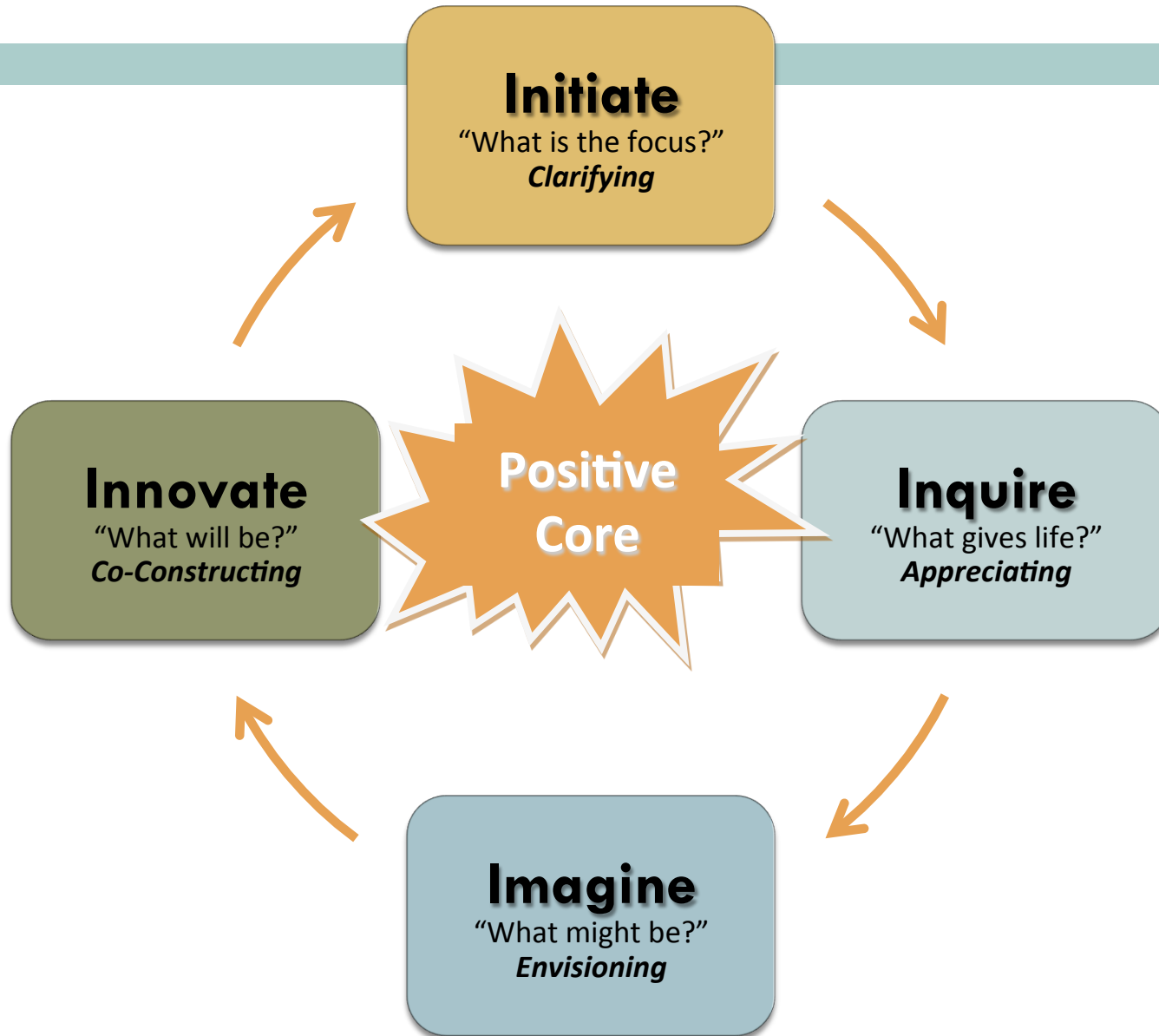
THE PRINCIPLES OF APPRECIATION



THE POWER OF QUESTIONS



DESIGNING THE EXPERIENCE



IMPLICATIONS FOR TEACHER EDUCATION

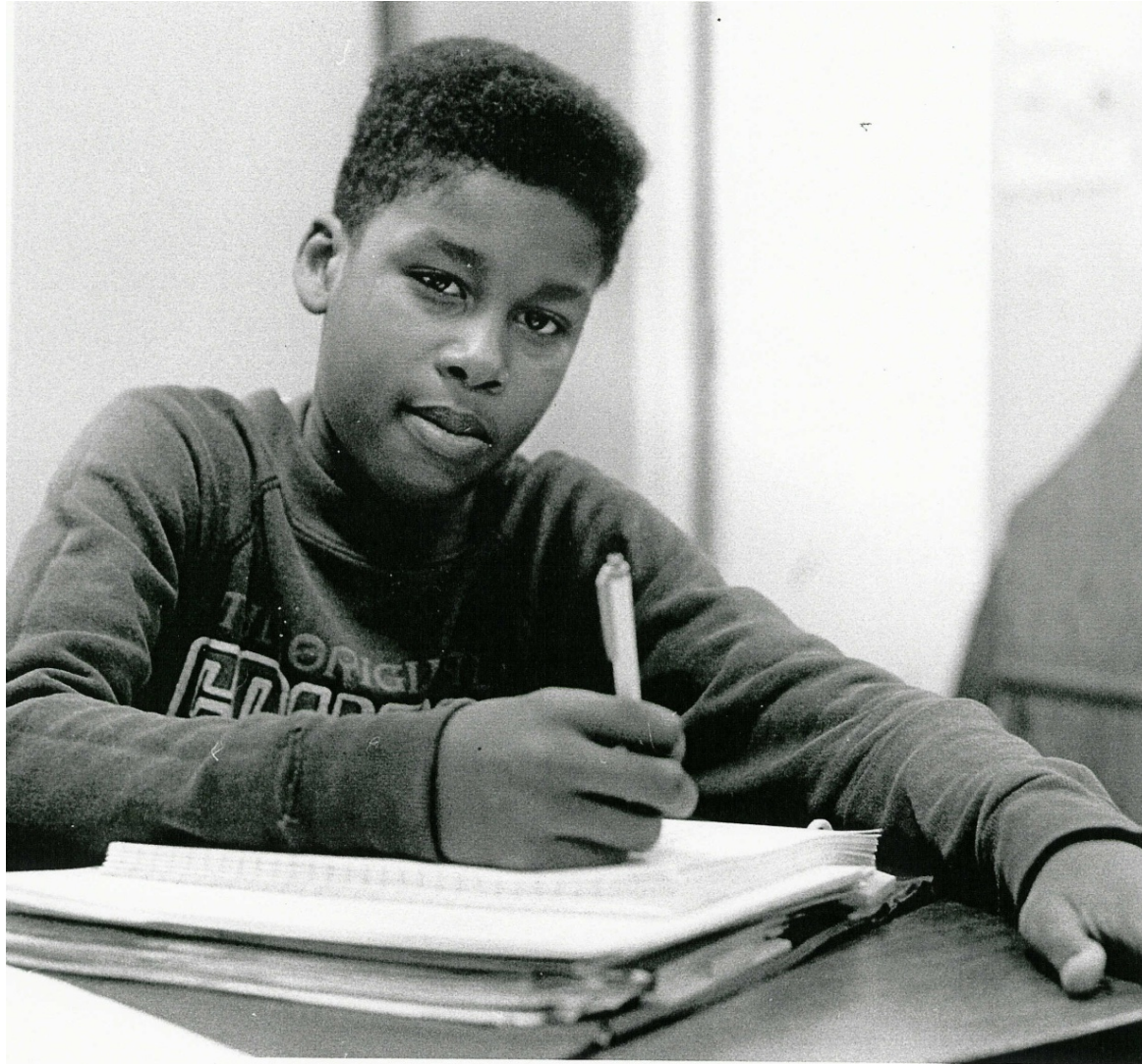
- Teacher preparation would focus more on mastery experiences
- Supervisors would adopt a strengths-based approach
- Novice teachers would be protected and supported in their first years in the classroom



I AM A WITNESS























Who are you?

Why are you
here?



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For More Information Contact:

mxtsch@wm.edu

www.SchoolTransformation.com