

PROFESSIONAL COMMUNITY and SHARED LEADERSHIP WORKSHEET

GUIDING INSTRUCTIONS:

- (1) *ADDRESS PARTS A and B WITH A BRIEF INDIVIDUAL REFLECTION AND THEN A GROUP DISCUSSION.*
- (2) *COMPLETE PART A BEFORE MOVING ON TO PART B.*
- (3) *PREPARE TO PRESENT WHAT YOU THINK YOU HAVE LEARNED AT THE GROUND LEVEL TO THE LARGER GROUP.*

Part A: For each of the following cultural barriers to PC/shared leadership, consider how they may be reflected in your school, even if they are not pervasive problems. Be brutally honest! Remember, you can have a happy, high-performing school that has all of these characteristics – They are the default teacher culture!

1. **Cultures of Isolation**
2. **Stepping Up (Or In) As *Stepping Out Of Line***
3. **“Doing” as a Driving Value**
4. **Hierarchical Assumptions with “Zoned” Responsibilities**

Has your involvement in this project helped you to identify and/or address any of these default cultures?

Part B: Skim the “hairball” handout. Remember that every school (and every organization) has a hairball!

1. **What “hairballs” currently get in your school’s way? Think of at least one specific example....**
2. **How do you or your teachers typically get sucked into the hairball? What are the stories or “tag lines” that are used to stifle creativity?**