Meeting Dislikes/Likes - Norms

Capital Region Professional Growth Circle

November-December 2017

*Dislikes*

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Participation | Equity | Use of Time | Agenda | Accomplishments |
| Too quiet; not enough dialogue  People say ‘I am great…’ or ‘I did …’ in a boastful manner | Some dominate while others say little | When someone sucks the air out of the room  Time is wasted on not agreed upon topics | When there is no agenda  Just fluff – no real substance  When non-related issues are brought up that are really something for ‘after class’ | Too much judgment  Negativity  When someone says they will do something but has no intention of doing it |

*Likes*

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| --- | --- | --- | --- | --- |
| Participation | Equity | Use of Time | Agenda | Accomplishments |
| When I can come ready to participate  When deep challenging discussions occur  Ideas and experiences are shared for the intended purpose of helping everyone | Peer to peer  Visible collaboration occurs  All engaged in conversation  That what I face is similar to what others face | When I walk away with something I can use right away; including articles to read | Forward moving  Provides opportunity to help others  Planned ahead of time so I know what to expect | Good conversation even if the issue was not mine  Positivity is generated  Discussions that grow my ability to help all our students, especially the ELL’s  I grow from a teacher mindset in to one of an administrator’s  Learn a new strategy  Share my tools with others |

*Possible Norms*

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| --- | --- | --- | --- | --- |
| Participation | Equity | Use of Time | Agenda | Accomplishments |
| All engaged in deep, challenging dialogue  Everyone comes ready to participate  Ideas and experiences are shared by all  Boastfulness is replaced by Empathy | ‘Air time’ is shared  Titles are checked at the door  Leave knowing I am not alone | Time is used for agreed upon topics  Leave with something I can use right away | Agendas are substantial and distributed ahead of time  Time is allotted to help others, such as \_\_\_\_\_\_\_\_.  Non-agenda items are handled after Circle time | Judgments and negativity are replaced by acceptance and positivity  Grow circle members so they can grow students, especially the ELL’s  Grow in to an administrator’s mindset  Sharing of tools regularly occurs |