



EEI Forum

November 29, 2006

Objectives



Share Experiences



Create Action Guidelines

Facilitated by Malcolm S. Weinstein, Ph.D.



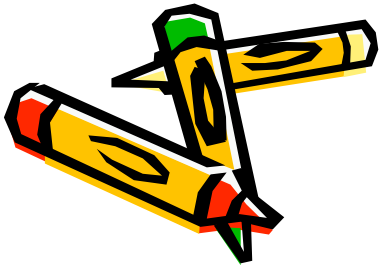
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"Not everything that counts can be measured. Not everything that can be measured counts"

- Albert Einstein

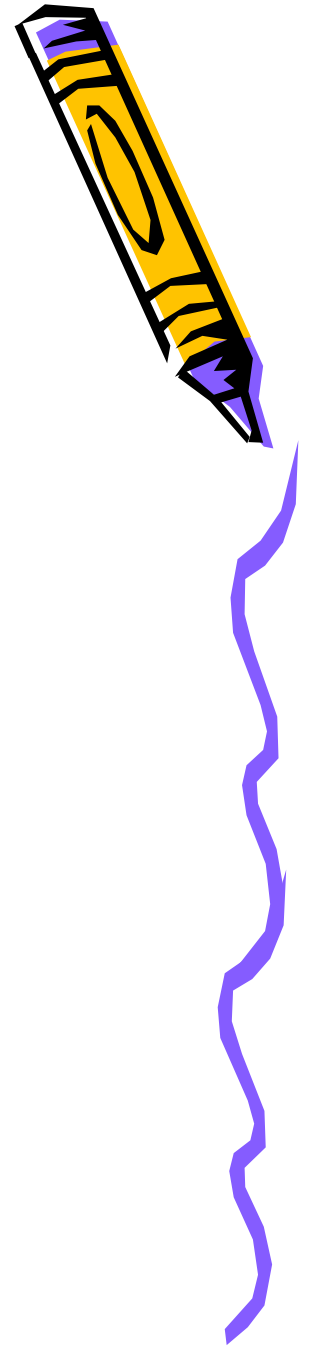


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Ethics:

- It's as simple as 5 - 4 - 3 - 2 - 1

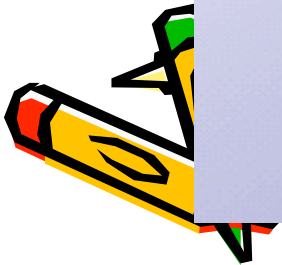
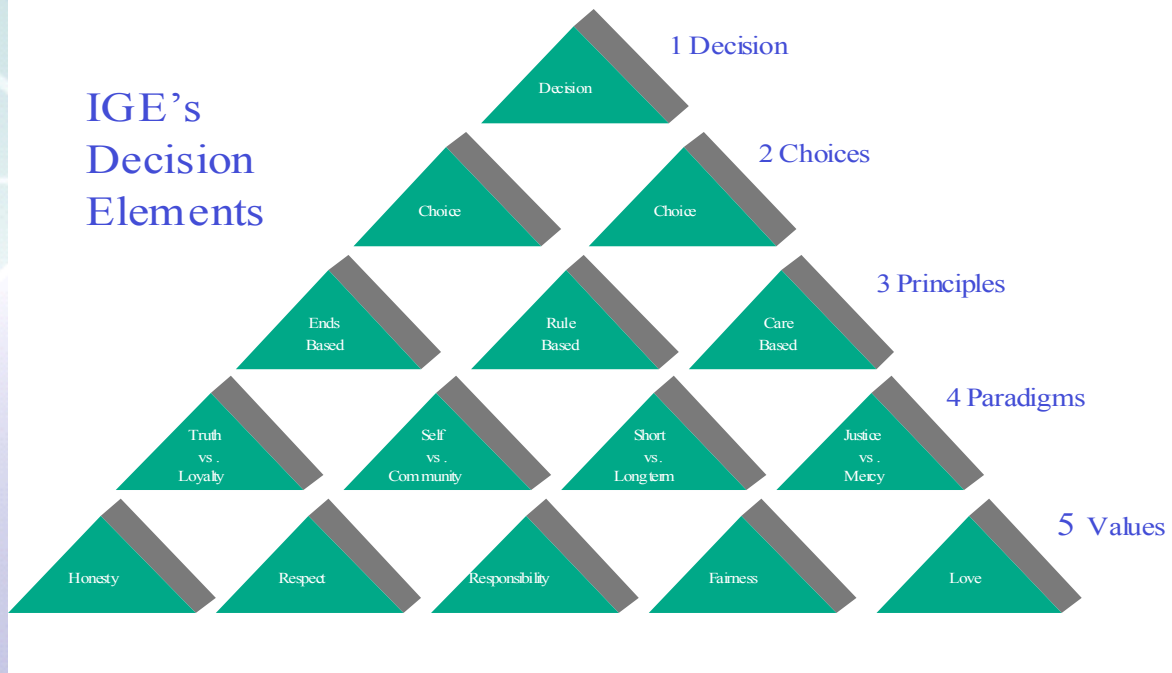


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IGE's Decision Elements



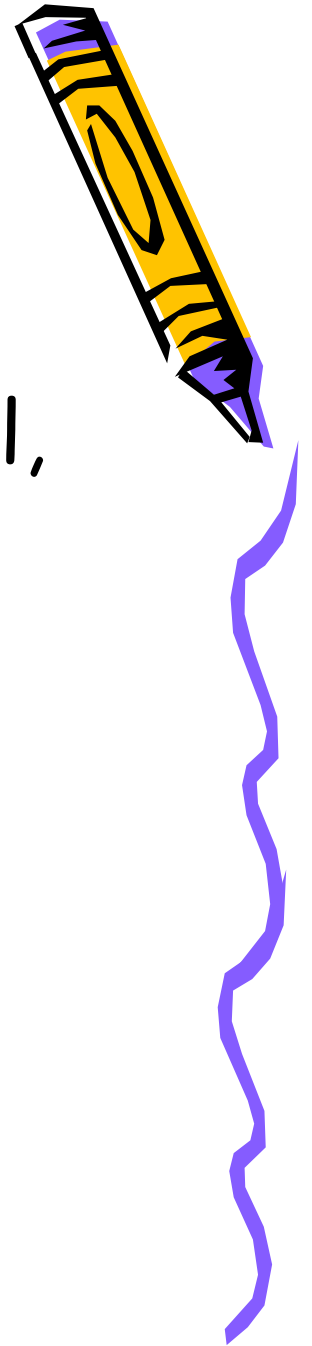
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- Story Sharing - Community, School, Student (Dempster)
- Ethical Cultures in Evolution
 - Early
 - Intermediate
 - Advanced



Action Guidelines



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- Lessons learned from presentations
 - Failure is just another opportunity to try something else - false starts happen; keep going
 - Ethics + (critical thinking, social responsibility)
 - Champions make it happen
 - One house, many windows - leadership, teambuilding, values clarification



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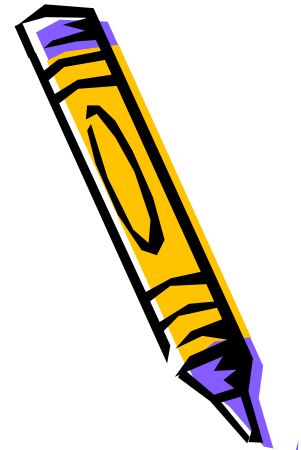
- Practical implications build the case, e.g. effectively dealing with media, saving a student
- Ethical initiatives are a portal to deeper dialogue, a framework for building trust, and build the right climate in which to have tough but productive conversations
- It is important to build bridges between vertical silos - trustees, administrators, teachers, students, support staff, parents, etc.



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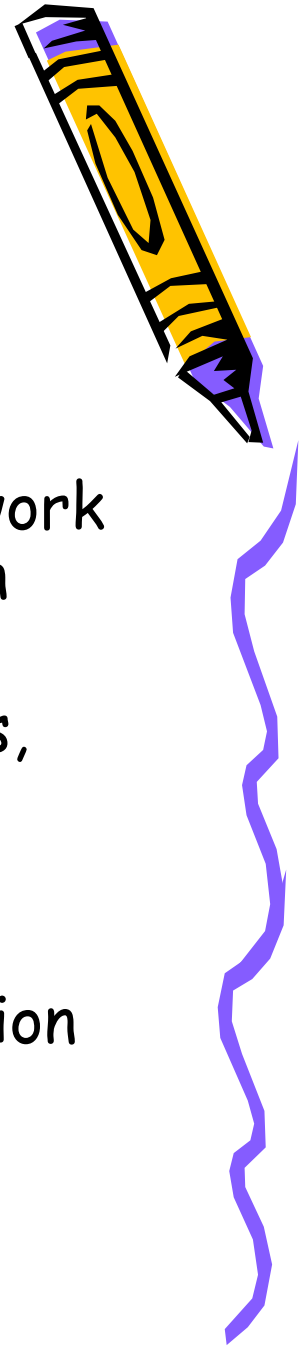
- Persevere! Keep the "tipping point" in mind...
- Keep it simple - watch those graphics
- Start somewhere - we already face the reality of dilemmas every day - this isn't new stuff!
- Bring in models, experts, for credibility and legitimacy - but light internal fires, fast
- Re-consider the "versus" word in pitting values against each other - the goal is to honour the "and"
- Ethics and values - WD40 for so much more!



Action Guidelines

Early/Pre-early

- Articulate that dealing with dilemmas *is* the work
 - dilemmas that create tension are inherent in being an educator/human
- Develop and use a common language - concepts, dynamics - and use the language in *all* your conversations
- Include everybody at the table from the beginning in a flat, non-hierarchical conversation



Action Guidelines

Early/pre-early

- Plant the seed, water it, let it germinate - it will grow when ready - you can't force it
- Introduce the process as a natural way of making value-based decisions
- Honour the culture you have; value it - emphasize that you are not taking the journey as a "fix" for something that is broken
- Have a champion at the District Level



Action Guidelines

- Build in-house capacity - train people who can train others, especially new people
- Link ethical initiatives to existing initiatives, e.g. restitution, critical thinking
- Put the core values into action - model the way
- Break the "ice"- book (e.g. Tough Choices), event, workshop
- Create a buzz - get everyone talking about ethics



Action Guidelines

Intermediate

- Distribute leadership and ownership:
 - Display artifacts, e.g. words, art, materials,
 - Connect to other initiatives
 - Model with intention through action
 - Celebrate successes
 - Strategically train and develop champions throughout the organization and community
 - Move from cruising to moving, deepening along the continuum



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Advanced

- Go deeper, keep reflecting
- Build capacity
 - Model a common language at all levels of the District
 - Students need to be involved in training and use the common language as well
 - Align ethical initiatives with other initiatives
 - Move to a culture of inquiry - make your ethical thinking style overt and transparent - including supervision
 - Bring new administrators on board early - the earlier the better. (Is it in fact unethical to wait?)



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Lessons from the Forum

- Most of these action guidelines apply no matter where you are on the pathway toward a more ethical culture
- Build in reflection time; don't equate action with progress
- Constantly bring in people near the end of career to mentor new people
- In finding a starting place, think about tailoring education to the needs of each student
- Communication is critical, because uncovering is at the heart of it all/understanding what the other is really saying



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- Many layers to this; must not fall into traditional ways of implementing "programs", achieving a "black belt" in ethics
- This is about refocusing our cultures, changing how we think about our world
- Watch out for killer words - accountability, implementation, moving ahead - changing the way we think isn't like implementing another "program"
- Don't just do something - stand there and reflect
- This is how we (aspire to) do business - there is no need to make it more than that

