Final Exam Reflection

How do the pieces or theories fit together?

A lot of these presentations overlapped. All components must work together in order for a business, school, etc. to run at its highest potential. Senge overlaps with Burke’s theory in the fact that you have to have a shared vision of mission and strategy. Also, all components must work together for change. Dufour and Eaker overlaps with Senge. You could use the Burke model to help make change in Deming’s Concept of Systems and Profound knowledge. Dufour and Eaker’s Professional Learning Communities stress culture collaboration and bring your team together to get the core value. Deming’s Concept of System and Profound Knowledge states you need to collaborate and not fear your administrator. Therefore, Dufour and Eaker’s theory intersects with Deming, in the fact they both strive for collaboration in a positive learning community. Glasser’s Choice Theory is more related to Dufour’s Professional Learning Communities because they can’t control external factors and students needs need to be met. Their plan will be in place in order to meet the needs of students.

**Deming’s Concept of Systems and Profound Knowledge**

* All about change and overall quality.
* You have no control over negative outcomes.
* System of profound knowledge: 14 points
* Important to appreciate the network where you work together.
* Make transformation everyone’s job.
* Multiple intersections (transformational and transactional)

**Professional Learning Communities:** **Dufour & Eaker**

* Not just teach, but make sure every student learns.
* 3 Big ideas stem from the 6 core principles ( Culture of collaboration, .
1. Ensuring that students learn (What do you expect them to learn? How will we know when they have learned it? How will we respond when they don’t learn? How will we respond when they already know it?)
2. A Culture of Collaboration (Collaborating for school improvement, removing barriers to success)
3. Focus on Results (Common assessment, use shared results in a specific way, drives the learning)
* We need to take the initiative to change as teachers and not wait on the principal.
* Bring your team together to get the core value.
* Prepare kids for the next level.
* No right way to do the teaching.

**William Glasser & His Notion of Quality Schools**

**Choice Theory**- different options, intrinsic motivation

The five basic needs:

 -survival

- love and belonging

- power

- freedom

- fun

**Axiom-** a statement everyone believes to be true without proof.

* Can’t control your external environment, only can control your own classroom or behavior or how you present your information.
* It is your choice and you have to take the responsibility.

“Choice theory, with the Seven Caring Habits, replaces external control psychology and the Seven Deadly Habits. External control, the present psychology of almost all people in the world, is destructive to relationships. When used, it will destroy the ability of one or both to find satisfaction in that relationship and will result in a disconnection from each other. Being disconnected is the source of almost all human problems such as what is called mental illness, drug addiction, violence, crime, school failure, spousal abuse, to mention a few.”

* Lead Management is the application of Choice Theory to any situation where one's responsibility is to manage others
* "The better we know someone and the more we like about what we know, the harder we will work for that person," (W. Edwards Deming)

**Reality Theory:**

* Reality Therapy is a form of counselling that encourages the individual being counselled to look for solutions to problems by changing his or her own behavior. It uses a process of strategic questioning to initially help the person to find out what he or she really wants out of the problematic situation and then to assist the person in developing a personal plan to achieve it.
* Reality therapy is, through the strategic questioning process, holds up a mirror so that individual can see more clearly what he or she really wants and whether his or her own behavior is moving them closer or further away from that.

**Quality Schools:**

* Choice and reality put into play to what Glasser calls a quality school.
* A quality school applies choice and reality therapy.

**Peter Senge**

**Personal Mastery-**Knowing what you want and why it’s important to you.

**Mental Models-** understanding of our own deeply ingrained personal beliefs. Past experience can give you an understanding of something. It’s all in your head.

 We need to be aware that these types of models exist and that they can affect our decisions and outlook on situations.

**Shared Vision-** A common picture of success must always be able to be articulated by any member of your organization.

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