

Fostering a Culture of Trust in Schools

Megan Tschannen-Moran
William & Mary School of Education
mxtsch@wm.edu

Noticing Trust



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Glue



Lubricant



A Choice



The Overzealous Reformer



- Passionate about the task
- Impatient to make change
- Forgot that teachers are at the heart of the work of schools

Breach in Civic Order

- ❖ Lying
- ❖ Breaking promises
- ❖ Stealing ideas or credit
- ❖ Abusive exercise of authority
- ❖ Shirking responsibilities
- ❖ Disclosing private confidences



Breach in Identity



- Public criticism
- Wrong or unfair accusations
- Blaming others for personal mistakes
- Insults of you or your group

The Keep-the-Peace Principal

- Avoided conflict
- Failed to hold students and teachers accountable
- Avoided making hard decisions
- Teachers and staff felt vulnerable

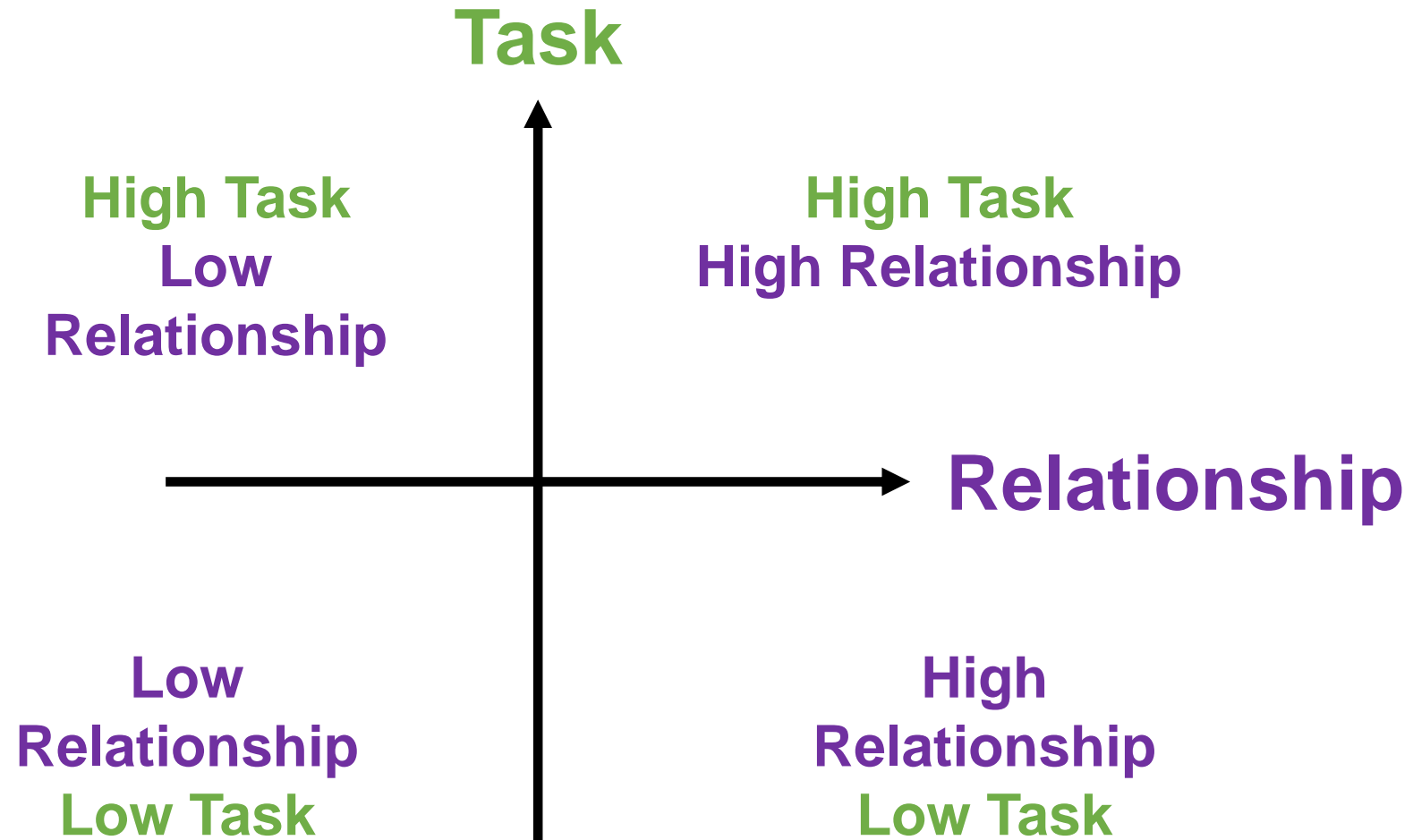


Moment of Truth



- Great ideas to make things BETTER
- BETTER means different
- Different means change
- Change can lead to resistance

Dimensions at Play



High Engagement Leader

- Balanced commitment to the task with commitment to the people
- Expected a great deal
- Provided resources and support
- Inspired teachers to go beyond their contractual obligations



Paired Interviews

- ❖ Tell a story about an experience you had of working or playing on a team where trust was high.
 - ❖ Who was involved?
 - ❖ What goals were you working on?
 - ❖ What made the experience so positive?



Trust Is ...

Feeling at ease in interdependence
based on the confidence that the other person
is:



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

Benevolent

- ❖ Mutual good will
- ❖ Respect
- ❖ Caring



They Don't Care How Much You Know...



- Uncaring
- Caring as Virtue
- Caring as Relation

Honest



Open



Reliable



Competent



Discussion

- How did the elements of the story you and your partner tell align with the five facets of trust?
- Are there other elements that should be added to the model?



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Cultivating Trust



Courtship



Trusting In-Groups & Out-Groups



Social Media



Optimal Trust



Rethinking Student Misbehavior



**Will
or
Skill?**

Teacher Aggression

- ❖ Yelling
- ❖ Sarcasm
- ❖ Humiliation
- ❖ Group punishment for individual misdemeanors

