

What Works in Staff Meetings
A Middle School Principal's Experience Using System Dynamics

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Practical application and use of systems tools in professional development, with staff, in order to examine: current educational issues; staff awareness and methods of communication; and the decision making process.

ISSUE	TOOL UTILIZED	DESIRED RESULT
<ol style="list-style-type: none"> 1. District initiated program change 2. Site initiated program change 	<ol style="list-style-type: none"> 1. Ladder of Inference 2. Experiential activities (<i>Circles in the Air & Color, Furniture, Flower</i>) 	<ol style="list-style-type: none"> 1. Examine mental models 2. Increase communication and awareness
<ol style="list-style-type: none"> 1. Teacher Effectiveness/ student engagement 2. Implementation of instructional strategies 	<ol style="list-style-type: none"> 1. Behavior over Time Graphs 	<ol style="list-style-type: none"> 1. Examine patterns 2. Implement research based instructional strategies 3. Increase communication and awareness
<ol style="list-style-type: none"> 1. Student failure (promotion/retention) 2. Implementation of new approach 	<ol style="list-style-type: none"> 1. Fixes That Fail 2. Experiential activities (<i>Hands Down</i>) 3. Video clip 	<ol style="list-style-type: none"> 1. Define problem 2. Seek Solution 3. Increase awareness
<ol style="list-style-type: none"> 1. Classroom evaluation of reading instructional strategies 2. Examine communication process 	<ol style="list-style-type: none"> 1. Ladder of Inference 2. Stock Flow 3. Experiential activities (<i>Paper Tear</i>) 	<ol style="list-style-type: none"> 1. Examine mental models 2. Examine systems behavior/responses 3. Increase communication and awareness