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# Courageous Equity Leadership

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Change Process  
Moving Toward Equity Mind-Set  
Module 1



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# Change



## Predict the Sequence

- Number the following first, second, and third to indicate the order in which you believe these events usually occur:

\_\_\_ Changes in teacher behaviors

\_\_\_ Changes in teacher beliefs and attitudes

\_\_\_ Changes in student learning



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# Predict the Sequence

- Findings of a landmark staff development study by Thomas Guskey (1989):

Staff development leads to...

- 2 Changes in teacher behaviors
- 3 Changes in teacher beliefs and attitudes
- 1 Changes in student learning

**Rationale:** Teachers must first try a strategy or practice and see the positive results with their students before they become convinced that it will work and therefore change their previous belief, attitude, or assumption.

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# Moving Toward Equity Mind-set!

Equity Staff development leads to...

Self-Fulfilling Prophecy – Pygmalion Effect....

2 Changes in teacher behaviors

1 Changes in teacher beliefs and attitudes

3 Changes in student learning

**Rationale:** Teachers must have high expectations for all students first! Then the teacher will feel the efficacy (belief that I can teach any student) which changes teaching behaviors, therefore yielding positive academic achievement.