



Assessing and Getting Feedback about Trustability

Driving Question: To what degree do teachers and leaders exhibit the elements of 'trustability'?

Activity is adapted from *Culture Re-Boot: Reinvigorating School Cultures to Improve Student Outcomes* by Kaplan and Owings (2013).

Purpose:

- Assess levels of trustability amongst teachers and principals
- Evaluate the elements of of sustaining trust

Assessing and Getting Feedback on Trustability:

1. For each member of your building leadership team, complete the table below.
 - a. This can be done first as a self-reflection and self-assessment.
 - b. If in a safe environment, team members can evaluate one another.
 - i. Put the name of each individual member on a card.
 - ii. Pass the cards, and simply put a check mark in the column you think is most appropriate.
 - iii. Once the card makes it back to each member, they can see how many checks they were given in each column (high, medium, low).

Name:	High	Medium	Low
Benevolence			
Reliability			
Competence			
Honesty			
Openness			
Integrity			
Sharing control/Teamwork			

2. After completing the table, reflect on the following:
 - a. What is your overall rating on 'trustability'?
 - b. How might you become a greater contributor to building trust in your organization?



Evaluating Efforts to Sustain Trust

Sustaining Element	What are you already doing to sustain trust around this element?	What else might you do to sustain trust (or grow trust) around this element?
Trust in Principal-Teacher Relationships		
Trust in School Attributes		
Trust in On-Going Cooperative Interactions		
Building Collective Trust		
Reputation		