

Decision-Making and Communication Discussion Questions

Here are some questions that we would like you discuss with your LIT small group. Please take notes and return your feedback to Mike Wilson or Chris Ferrians as soon as you can.

1. Do you feel that you have an adequate understanding of the decision-making process at Wenatchee High School?

- Processes of decision-making shift when decisions are made. Some feel that they think they know how it is supposed to happen, but it does not happen that way.
- Changes in processes without having a vote on changing it.
- 11 say they don't understand how the decisions are made. 2 feel that they understand.

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- ☞ We talk about process but don't work on issues
 - ☞ We are top down
 - ☞ w/o shared vision—faith in leadership both are impossible/improbable
 - ☞ No vision
 - ☞ Veto power
 - ☞ Good communication essential
 - ☞ Don't understand how decisions are made and who makes them.

☞ Yes—talk to LIT groups and it seems that what is shared doesn't get processed well.

- ♪ 6 yes/3 no
- ♪ Need to clarify who makes what decisions, then follow the process

☞ No—Pretty fuzzy on what, who and how decisions are made.

☞ DO and Union have a process but not sure it is being follow or what it is

☞ 5 Yes/3 No/2 Somewhat—Not sure how much input we really have

☞ -Many said "no", one or two said, "yes"

☞ -There is some confusion about who makes which decisions.

☞ -We assume that everyone knows everything, but some people need updates

☞ -Some feel that the process is generally clear.

☞ -No, I believe that I understand the process, but I am often baffled by how and why decisions are made at the admin. level

☞ -I understand the process, but not always the end result.

2. Do you feel that you have sufficient opportunities to communicate your ideas regarding decisions and the decision-making process at Wenatchee High School?

? Meetings not set up to communicate, set up for giving information.

? Still talking about LIT and how it is running and not school issues. We are not getting anywhere with it.

? Getting a group together and gathering ideas, but we don't get anywhere with it. We don't meet in a large group to make votes.

☞ To communicate—not to create change

☞ Enough talking about decision making

☞ Don't feel there is a "safe" environment to share thoughts about WHS

☞ How/who makes decisions regarding what?

☞ We need faster responses to decisions and communication

☞ Some things go well others things seem to get lost.

☞ Our management style seems to be reactive

☞ Many of our reactions are quick

♪ 6 yes/4 no—Like working through LIT leaders but would like to see more follow through

♪ More action, less talk

☞ Yes and no—not sure our opinions are being heard. Seems to depend subject and timing. Need better communication.









☞ 6 Yes/3 No—Concern that some voices are not being heard.

☞ Prefer small group breakouts.

☞ -Yes, but it feels like we're spinning our wheels. We give lots of feedback, but nothing is ever done.





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 -Administration sometimes takes feedback and then does not act on it.




-  -There are enough channels to be heard
 -  -decision-making and listening are getting better
 -  -I believe that I have opportunities, but often feel that my ideas are ignored
 -  -We don't see the results of the feedback.
 -  -Some positive changes have been made lately in response to staff concern
 -  -There many outlets for communication to be heard, we are given numerous opportunities
 -  -Yes, but only because I am a department leader,
 -  -it is getting better
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


3. Would you support restructuring staff meetings and LID Mondays to meet with LIT small groups more frequently? (For example would you support a plan that would change staff meetings into small group meetings that would occur weekly or every other week?)

- ? As long as it does not mess with Individual Planning times.
 - ? If the meeting is to give information, then it should be given over email. Someone available for follow up.
 - ? We need to be careful about adding more and more meetings. Makes teachers feel that there time is not respected, especially when it is just informational. Teachers need to be able to meet with students before class time.
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-  This is essential; process must end w/ action.
 -  Leaders need to embrace a culture of change.
 -  Yes, if ONLY we meet, we leave with an action! We need to start with a clear vision.
 -  Every other week would work
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-  Cannot lose dept. time
 -  Not any support for changing
 -  Might be support if we could tie all the ideas together i.e. dept. time, district time, individual time, not sure how it would work. Need to see a possible model.
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-  7 yes/2 no/1 maybe or sometimes but if we do this we need to maker sure
 -  If we were to do this we need to make sure we are DOING something, have focus
 -  Focused best practice/pro dev.
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-  More large group sharing out of ideas not dialogue but communication from other groups to the whole.
 -  Yes we'd like to meet more frequently but need to make a difference, not meet to meet.
 -  Don't want it to conflict with dept. time
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-  5 Yes/4 No—Much confusion on the issue.
 -  No more staff meeting but need to stay focused
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-  -Most did not want to change independent planning in any way.
 -  -Wednesdays are too short for LIT groups; agenda items could only be 15-20 minutes long.
 -  Why do we meet every Wednesday? Most meetings are a waste of time.
 -  -"e-meetings" are good, but sending them out late on Tuesday night is ineffective and shows lack of planning.
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-  -Only if the need arises
 -  -More gets done in small groups than in large groups
 -  -I feel that the number of LIT meetings is sufficient-No more please!
 -  -If needed, then yes. It depends upon the issue. If we are going to discuss communication, then no.
 -  -Yes, weekly staff meetings are not the best use of time, more department time would be better
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4. Would you support making LIT small groups more central to the decision-making and communication process at Wenatchee High School?

- ? Small groups need to make certain decisions and Dept. Heads need to make other decisions. Not to be confused as something that should be put together.
 - ? Giving more information back and forth?
 - ? Information needs to be given prior to the meeting. Not working the way it is.
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- ☞ Yes, we need to make sure there are true actions that take place
 - ☞ Yes but only tackle 1 to 3 major issues a year.
 - ☞ Not sure but would suggest that we have one conduit for decision making, no LIT, Small groups and Dept.

☞ Small groups don't always reflect the total concept.

☞ Let us know what decisions we need to work on and leave us put of all the other but communicate them.

♫ 8 Yes/2 No—Needs to stay focused and get something done.

☞ Meet more as a whole group with communication in mind

☞ Fewer goals for the year

☞ Need to know who is responsible for what decision

♫ 10 Yes/1 No—Stay focused be more efficient and trust the LIT leaders to do their job

☞ Only if it increases efficiency

☞ -We want to hear about the feedback given in other groups.

☞ -What happens when we share our concerns?

☞ -Some decisions must be command decisions without involvement from small groups, but his can't happen until admin is trusted by staff.

☞ -Not really, there can be appoint where it gets too small; The suggestions that we make just need to be taken seriously.

☞ -it depends, some decisions need to be made by the group; others by administration

5. General notes comments regarding decision making:

? On a regular LIT day, we will meet in LIT and then go to individual planning.

? On a regular Individual Planning day, we will meet again, in LIT, and then go to individual planning.

? Always a combination of the two days.

? Is a bargaining issue.

? Recommendation of leaving Individual Planning days and doing that with the LIT days. Do not take away whole Individual Planning day and add a meeting.

? Will Individual Planning increase or decrease? If it will increase Individual Planning time, then teachers are for it. Do not want more meeting times!

♫ Need one leadership team not Dept., LIT, small groups etc.

♫ Large group settings are not "safe" to share thoughts and ideas

6. Staff behavior during meetings.

? Needs to be professional and people speaking need to be respected. This includes not using computers, not talking, not being loud.

? We should mirror what we expect in our classroom and how we act in meetings.

? Administrators need to be honor teachers by having concise and useful information, honest data when data is used, and stop presentation when there is a lot of chatter.

Chris talked about the fact that most of our meetings tend to be informational and we can be given the information ahead of time in an email and has our time honored. Action oriented meetings are more important than informational ones that the information can be given in an "E-Meeting."

☞ Have staff meetings every other Monday

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Summation of responses:

1. We need a visible working document that staff can refer when understanding who makes what decision and how they are to be involved.
 2. More action, less talk seems to be a common thread. There seems to be a different attitude of staff that they want to understand what decisions they need to be included but want things to change.
 3. Communication is key to the first two. We need to continue to “close the loop” with our communication.
 4. Staff meetings need to take on a different form. There were a number who asked for it to be moved to Mondays and to use e-staff when it is information only.
 5. Staff consensus seems to be they would like more small group time BUT it needs to be focused, action oriented with real decisions and staff development or a best practice type input.
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