



TOOL: Old Behaviors versus New Behaviors

Old Behaviors		New Behaviors
Administrators		Administrators
I am responsible for making change happen.	→	I am responsible for creating an environment of collaboration and trust, empowering teams to create change.
I am solely responsible for the budget.	→	I include teams in the budget process. We are all be accountable for decisions we make together.
It is my job to control the faculty and staff.	→	It is my job to mentor and coach teams; to provide tools the team needs to meet their goals and succeed.
All		All
I just want the status quo.	→	In order to succeed, we all have a responsibility to change, even when it feels uncomfortable to do so; I am open to change.
I just want to learn what is necessary and be finished.	→	We embrace the notion that we must learn, unlearn, and relearn, and every day is an opportunity to create improvement in our teaching, curriculum, processes, and relationships.
I must be in control.	→	We are open to each others' ideas and perspectives. We create an environment of shared accountability and empowerment.
I just worry about my own success and what's best for me.	→	Partnership supports my success as well as the success of the district.



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Faculty and Staff		Faculty and Staff
My job is to perform assigned tasks.	→	My job is to constantly improve how I do my work by improving processes and relationships so that our members and colleagues thrive.
I am only responsible to my administrator and my students.	→	I am responsible for participating with colleagues to support student growth and success.
What I do does not matter beyond my role.	→	I am an important part of the team and my contributions ensure that my colleagues and all students are successful.

Adapted from LMP Toolkit, “(L+M)^P, The Power of Partnership”
(Kaiser Permanente’s Labor-Management Collaboration)
www.LMPartnership.org