



Consulting Principles Scenarios Exercise

Use this exercise to familiarize yourself with the six consulting principles in individual reflection or in a group learning session for discussion.

Directions:

The descriptions below represent four scenarios in which consultants may find themselves.

1. Choose one of the scenarios below.
2. Without reviewing the principles, what would you do in this scenario?
3. Now, review the six principles and respond to the prompts below based on your earlier reflection:
 - How does each principle show up in how you thought you would respond in the scenario?
 - How would one or more of the six principles influence your future response to the scenario?

Coaching a PLC

At its last meeting, the middle school mathematics PLC members discussed several of the problem-solving resources provided by the district and decided to implement one of the recommendations from the *Improving Mathematical Problem Solving in Grades 4-8 Practice Guide*. Each member agreed to bring samples of student work to discuss at today's meeting. Two of the seven members didn't bring any student work samples. The group is having problems deciding how to share the samples of student work and some members are clearly frustrated.

What would you do?

Working with a Leadership Team

The school leadership team analyzed data from the school's recent school climate survey and is trying to decide how to respond to the results. The survey revealed that many students feel their teachers don't care about them and don't provide the support they need to succeed academically or socially. The discussion has turned into a "blame game."

What would you do?

Coaching a Principal

During a one-on-one coaching conversation you are having with a principal, she is reflecting on interim data that shows some students are making significant gains while a smaller segment of students is regressing. She demonstrates a clear and earnest commitment to improving outcomes for all of her students. She also makes some comments representing negative stereotypes of students and families from economically disadvantaged backgrounds that seem insensitive. You feel personally offended but are not sure how your own views fit within the culture of the school and community. She concludes her thought by thanking you that she can be open and unguarded with you. You are certain the principal's intentions are good but wonder how to balance confronting the statements with maintaining trust.

What would you do?

Working with a fellow consultant

While working together with a colleague to facilitate a school leadership team meeting, you note that your colleague is making some moves that you would not make. He is being directive with the team, and you note that some members' body language has turned more negative. He is also leading them to focus on literacy as a priority. Literacy is his personal area of expertise, but data seem to point toward math as a larger need. You want to honor the roles you agreed to take in facilitating the meeting but want to avoid letting the conversation go too far down the wrong path.

What would you do?