Ground Rules:

* It is easier to deal with consultant for technical issues, how to do s.th. What we expect as an out-com is clearer. More general cases everything would be more ambiguous
1. Has to be effective. Maximize internal and external expertise. Long term, feel valued. Maximize the value that we already have.
2. In order to do 1 have serious assessment of the current situation
3. Taking in to account the uniqueness of organization, its weak and strength points, its history. If not the recommendation would not apply
4. An environmental scan should be taken into account, the context, where are parents and community around the school, what are the policies
5. Changes in two areas: organizational structure and individual attitudes. It is too hard to introduce change. These two are usually ignored and if not happen it would not be sustainable
6. Produce reports. Try to change the nature of the question. More specific problem is more likely the advices would be relevant.

Take satisfaction and small change that we can do

First requirement for bringing a change: 1- I have to feel good, 2- The change should seem to be a good thing 3- I have to be able to do that (assessment) 4- have a colleague (talk to, do with, suggestion), not just our imagination. 5- Celebrate success

Presentation 1:

Saba

Mathematics education:

Switch from the elementary generalist model to a subject-specific elementary education

Math story books in kindergarten with guide for teachers

Professional development: Math has its own language. Teachers usually do not know how to teach math.

Different university program for shorter span of grades teaching.

Consultant

1. Your experience with consultant? Good or bad? Why?

- General Consultation, guidelines

- Have small meeting before hand

- Specific Knowledge about the field

- No body happy with the choices given to them

- Know something about psychology

- Who your target group is

- External parties

- Teachers’ perception about consultant

- Should be up to date, teachers’ needs. Every generation is really different

Internal: Taking too much as granted

External: Not know enough about the situation