

## Build trust for professional learning

Trust is integral to educator learning and student success. From teachers to policymakers, understanding how trust contributes to professional learning and how to build it is critical at all levels. This is especially important during times of major changes, such as when systems are implementing college- and career-ready standards or educator evaluation policies.

To be effective, educators must openly share responsibilities and challenges, hold each other accountable, give and receive feedback, share new ideas, and take risks. Participants must share their weaknesses and place themselves in vulnerable positions in order to grow. Trust makes such vulnerability possible.

### Trust is everyone's responsibility

Trust at every level is an essential component of an environment that accelerates individual and organizational growth.

### Trust creates the safe spaces needed for growth

Growth requires that learners be open and vulnerable. This can only happen when participants are free from the fear and uncertainty of not knowing what will happen with the information they provide.

### Trust is cyclical

As trust grows, it fosters deeper learning, and that deeper learning then builds more trust, reinforcing a cyclical process that sustains a healthy environment for continuous growth.

### FOR FURTHER READING AND RELATED TOOLS...

This document is a summary of Learning Forward's new bimonthly action brief, *Transform Professional Learning*.

Learning Forward members get the full text of each issue, with suggested actions to take, concerns, related articles, and tools for implementation at [www.learningforward.org/transform](http://www.learningforward.org/transform).

Learning Forward is the only association devoted exclusively to advancing professional learning for student success.

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## Practitioner perspectives



### TEACHER LEADER

Jill Kind, an instructional coach for Robbinsdale Cooper High School in New Hope, Minnesota,

shares how she builds trust with her teachers and the unique challenges teacher leaders and coaches face.



### PRINCIPAL

Brian Horne, principal for Cedar Mill Elementary in Beaverton, Oregon,

discusses the many challenges and opportunities principals face when building trust and how he built a culture of trust at his school.



### SYSTEM LEADER

Karen Beattie, coordinator of professional development for Volusia County Schools in DeLand, Florida,

says trust is a necessity for effective learning systems and explains how she builds trust throughout her district.



THE PROFESSIONAL LEARNING ASSOCIATION

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### FEATURED TOOL:

**Trustworthy: How trustworthy am I? Improve how others see you**

Use this tool to explore how to strengthen your trustworthiness.

Available for members at [www.learningforward.org/transform](http://www.learningforward.org/transform).