



# Trust: From the A-Frame to a Bridge™

GUIDE

Trust is the foundation for accomplishing anything; it is a prerequisite for accomplishing personal, team, school and system-wide goals.

## WHAT YOU WILL DO

- Self Trust: Empower yourself to influence change and achieve strong results for students.
- Team Trust: Build positive relationships with staff, families and community.
- Trust in the Goal: Motivate staff and stakeholder alignment with vision and priorities.
- Restored Trust: Rebuild fractured relationships that inhibit team performance
- High-Trust Culture: Create conditions for collaboration, learning and sustained performance.

Trust is about nurturing the heart and channeling the emotional and mental energies of all parties toward purposeful ends. It is the starting point for creating the healthy relationships on which success for schools and students depends.

The most important principle that school and system leaders must embrace is this: creating and sustaining a high-trust organization begins with trust in self. It is impossible to overstate this fact!

The success of school and system leaders depends on their level of self-trust and the extent to which they model for and engender trust in others. The leader's access to the knowledge, commitment and creativity needed for continuous improvement of student learning, teaching practices, leadership practices, and organizational practices rests on how much he or she is trusted by the team and stakeholders.

Responsibility, accountability, empowerment and continuous learning are crucial factors for achieving vision and goals. However, each of these factors depends on trust: trust in self, trust in others, and trust in the goal. A central function of leaders is to create and sustain a high-trust culture, because it is a precondition for sustained achievement.

**The leader's "internal trust compass" sets the tone for the team, school, or system.**