

I. Theory of Action

A. History

1. Hannah Arendt – Political Theory
2. Kurt Lewin – Sociology/Social Psychology (small group dynamics)
3. Chris Argyris – Organizational Behavior
 - a. Theory of Action – Espoused theory vs. Theory-in-use
 - b. Theory in use has five parts
 - i. the governing variables
 - ii. the action strategies
 - iii. the consequences to self
 - iv. the consequences to others
 - v. the action strategies for effectiveness
 - c. Single-loop vs. Double-loop learning

B. Implications

II. Indiana Center of Activity work

A. Inductive Exploration based on:

1. Theory of the Network of Effective Small Schools in Indianapolis
2. Theory of Action for Coaching for Educational Equity Work
3. NSRF Small Schools Theory of Action: Developing Facilitative Leadership for Equitable Schools
4. BayCES Theory of Action – and its “architecture”
5. Peterson-Veatch model of Sustainable Change

B. Categories surfaced for an “architecture” or flexible structure

1. Assumptions/beliefs
2. The process by which change will occur (including actions we will take)
3. Conditions that must be present or achieved
4. Outcomes or results

C. Questions

1. How do we determine what to focus on?
2. How do we assess our work?

D. Transformative Learning

1. Mezirow – critical reflection leads to perspective transformation
2. Boyd and Myers – discernment leads to integrative transformation

E. Victor Turner’s Liminality

1. Creating space for transformation
2. Ensuring play

III. Directions for us

A. Theory of Action Architecture – generalizable?

B. Infrastructure for making our work Public

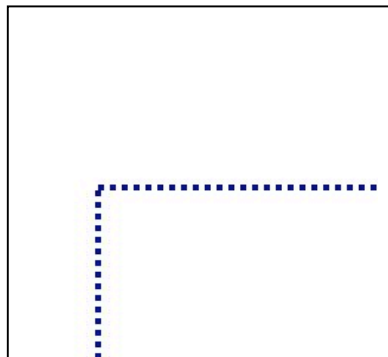
C. Assessment for discernment

1. Reflective statements on wiki
2. Embedded Assessment on seminar evaluations
3. Invitations to disinterested parties to consider our questions

First Draft – Basic Table (inductive work)

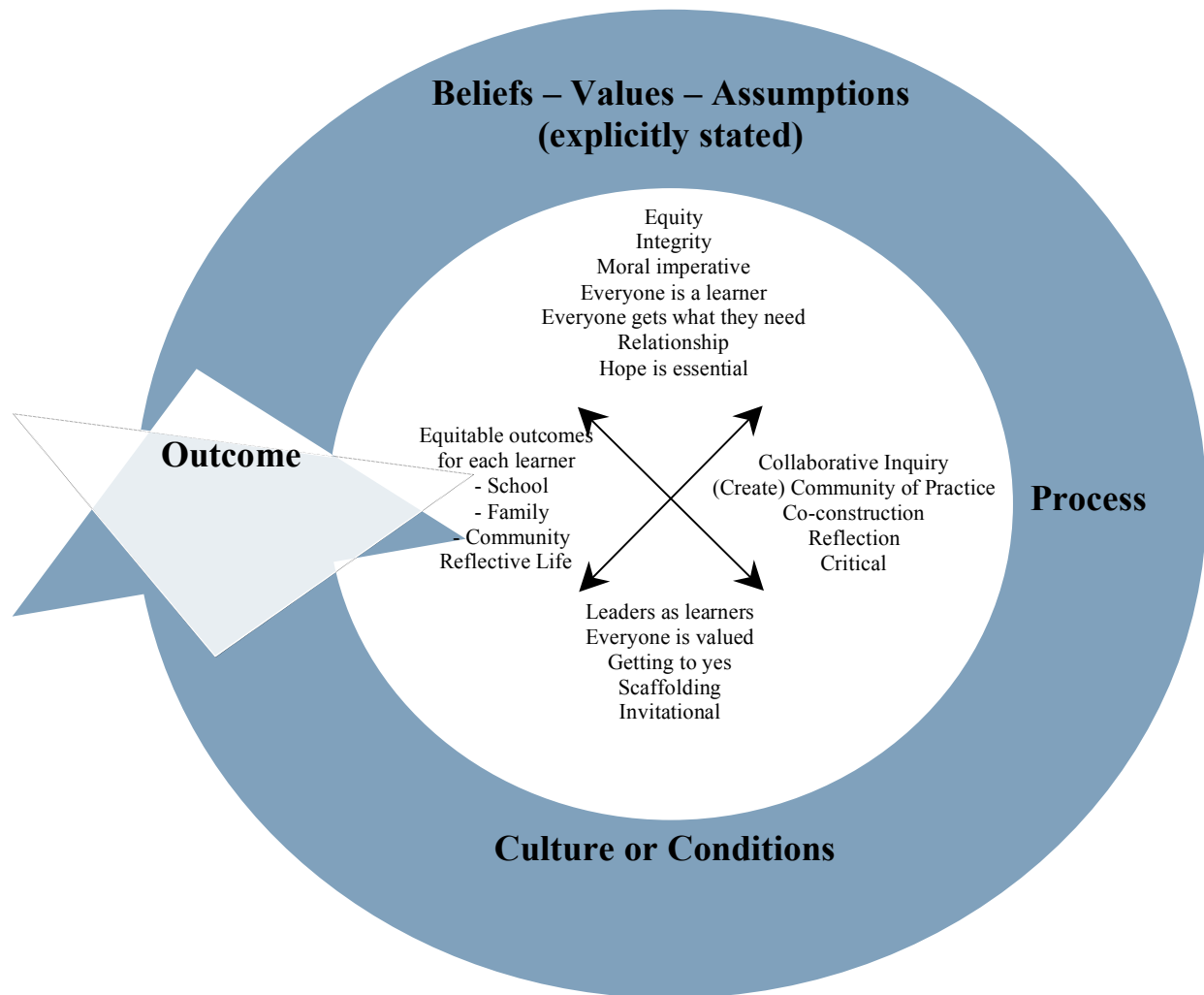
**HSRF Theory of Action Architecture
Winter 2007**

Beliefs – Values – Assumptions (explicitly stated)	Process	Culture or Conditions	Outcome
<ul style="list-style-type: none"> - Equity - Integrity is necessary for sustainability - Moral imperative is necessary for sustainability - Everyone is a learner - Everyone gets what they need - Relationship - Hope is essential - Leaders as learners 	<ul style="list-style-type: none"> - Collaborative Inquiry - (create) Community of Practice - Co-construction - Reflection - Critical 	<ul style="list-style-type: none"> - Leaders as learners - Everyone is valued - Getting to yes - Scaffolding - Invitational 	<ul style="list-style-type: none"> - Equitable outcomes for each learner - School - Family - Community - Reflective Life
<p align="center">Multiple Points of Entry from which to begin or structure our on-going work</p>			



Transposition of Basic Draft into a graphic (clockwise and counterclockwise motion):

Transposition of Basic Draft into a different graphic representing clockwise and counter-clockwise motion:



Reformulation of Basic Draft graphics:

