Building Reflexive Learning Organisations

IVEA

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Assumption of Trust

- Centre or Periphery
- Hierarchy as opposed to Distributed Responsibility
- Assumptions re Honesty, Integrity, Openness and Shared View of Quality
- Personal and Civic Morality

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RESPONSE TO EXCLUSION	CLIENTELIST	PARTNERSHIP	PARTICIPATORY
Image	Untrustworthy	Deserving	Capable
Desired Outcomes	Provide Services	Co-operation	Solidarity
Assumptions re. Management	State Decrees	State Co-opts	State Supports
Assumptions re. Solutions	Needy Individuals	Needy Groups	Active Groups
View of Client	Dependent	Dependent	Agentic

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Peers

Taxpayer

Accountability

Students

Parents

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Transparency

Feedback Systems

Autonomy

Staff Development

Public Reporting

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Levels of reflectiveness

Level One: **Everyday reflection-** **fleeting**

Level Two: **Deliberate reflection** **-** **committed**

Level Three: Deliberate and **systematic reflection** **-** **programmatic**

http://lsn.curtin.edu.au/tlf/tlf1997/hall1.html

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