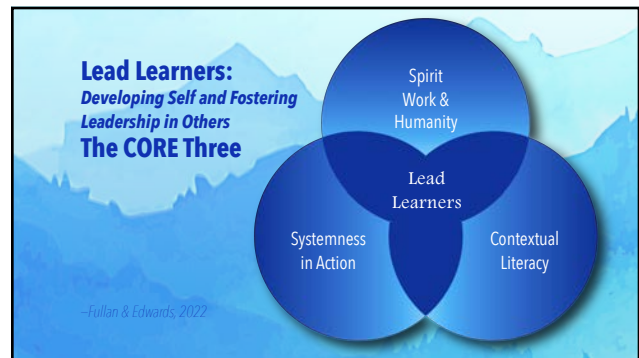


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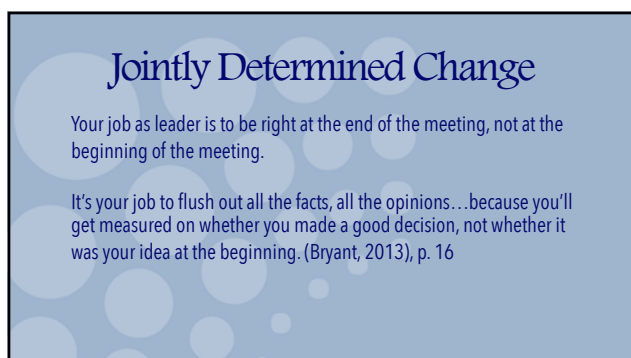
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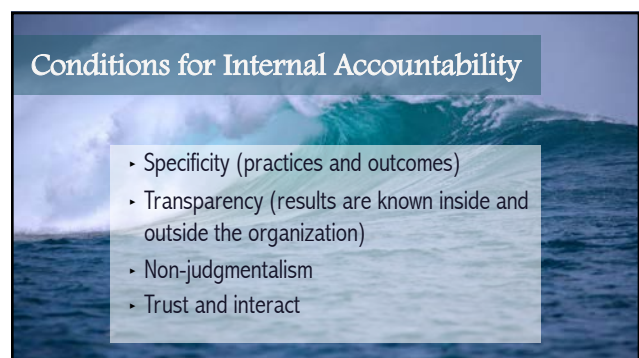
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**Building Professional Capital in Times of Uncertainty and Helplessness:
*Maximize Purpose, Caring, and Collaboration***

Less	More
Compliance	Learning
Bureaucratic supervision	Differentiated supervision, engagement & support
Isolation/Individual autonomy	Connected autonomy
Solo	Partnership (students, parents/community, other professionals)
Prescription (learning and professional practice)	Precision (learning and professional practice)
To/For teachers	With teachers
Individual resilience/grit	Culture of individual and collective care, respect & justice

Fullan & Team, 2022

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