

# Appreciative Inquiry

Proposal for the Ministry of Education

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The Ministry Of Education wants to inquire about the impact of Covid-19 on the Education system in Trinidad and Tobago and Barbados...

what's the  
solution



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# Conduct an Appreciative Inquiry...

In recent years Appreciative Inquiry has been used in education to bring about change (Shuayb, Sharp, Judkins, & Hetherington, 2009). Appreciative Inquiry has been successfully applied in:

1. Evaluating and developing initiatives in schools and local authorities
2. Organizational Development
3. Identifying examples of good practice and suggesting ways forward
4. Projects wishing to record young people's voices
5. Participative research

# What is Appreciative Inquiry?

Appreciative Inquiry (AI) is a collaborative approach to change that focuses on the strength in organizations and other human systems.

# Appreciative Inquiry (AI).

Although AI can be used as an evaluative technique, it is mainly utilised to identify good practice, introduce and implement change successfully. As such, it is a useful methodology to stimulate change in the education system given the current challenges due to Covid-19.



AI is a way to engage groups of people in self-determined change. It focuses on what is working, rather than what is not working and leads to people shaping their future.

# What AI is not... Problem solving versus Appreciative Inquiry

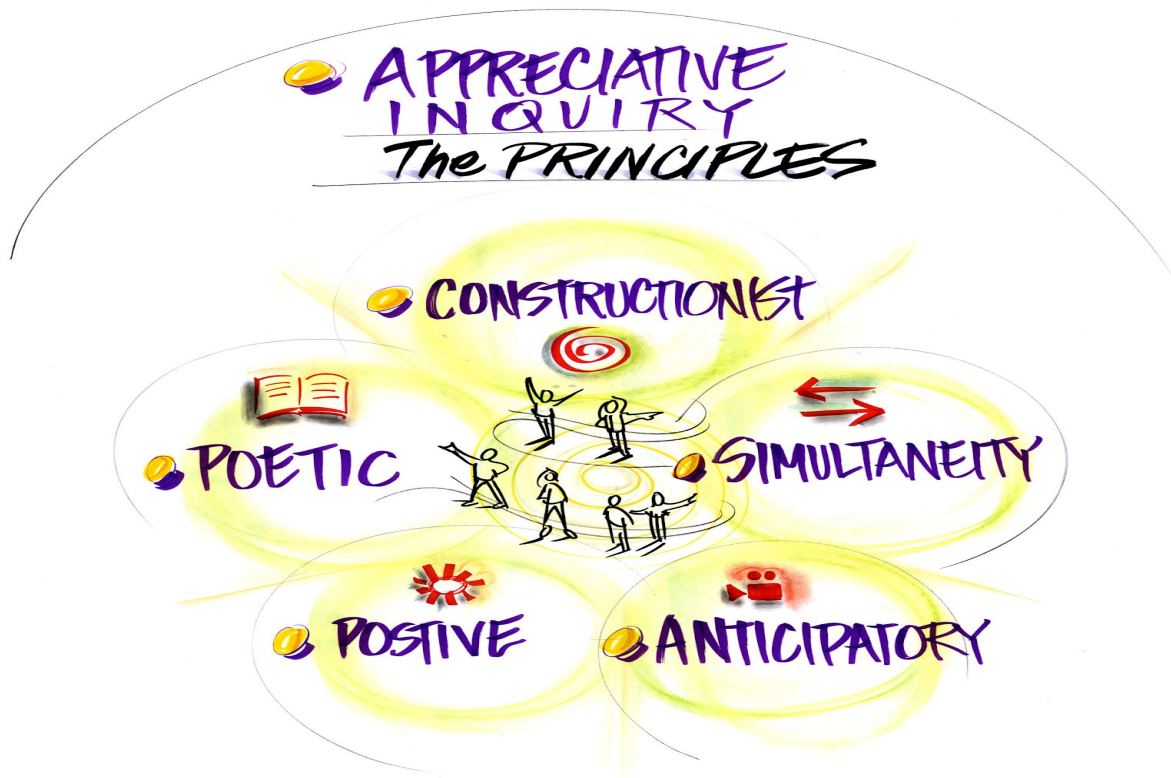


# History of Appreciative Inquiry

*A health care organization  
was the origin of  
Appreciative Inquiry.*

AI was developed during the '80s by both Cooperrider and Suresh Srivastva, his then mentor at the time. A collaboration between the doctoral program in an Organizational Behavior (OB) at Case Western Reserve University in Cleveland, Ohio and the Cleveland Clinic Foundation.

# Theoretical Underpinnings



# Constructionist Principle

- looks at the connection between social knowledge and organizational future.

# The Principle of Simultaneity

- recognizes that inquiry and change occur at the same time. Changes are implicit in the questions asked.

# The Anticipatory Principle

- the positive imagining of the human systems lead to positive actions and hence move in the direction of their images of the future.

# The Poetic Principle

- Human organizations are like open books and are endless sources of study and learning.

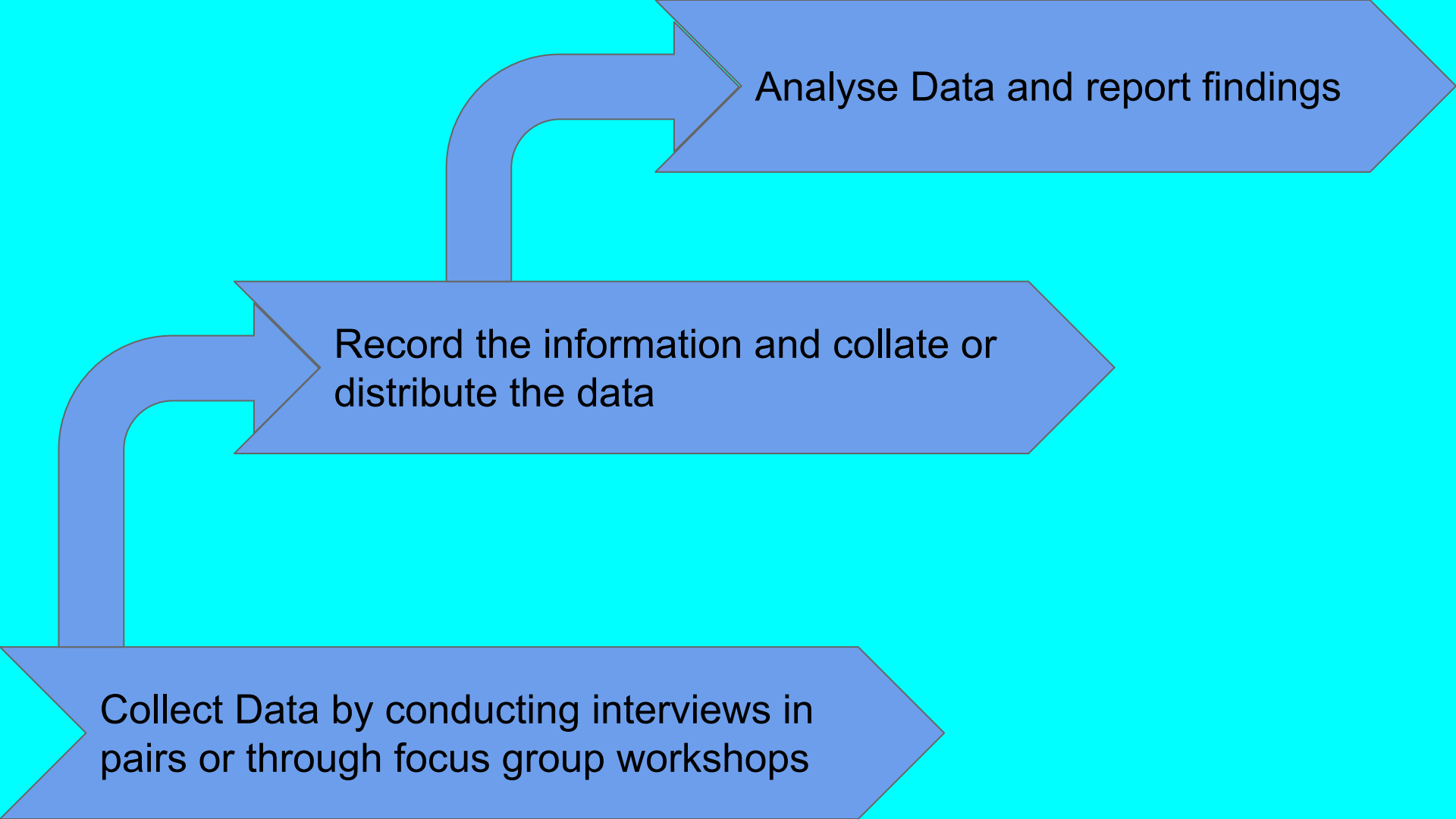
# The Positive Principle

- The momentum for lasting and effective change requires large amounts of positive affect and social bonding.

## The Appreciative Inquiry Model



Steps to conduct an Appreciative Inquiry



# Sample AI interview questions

Here are potential questions which can be utilised in our proposed inquiry:

1. What do you like about what's going on? What's working?
2. What would you like to have more of? What would you like to do differently?
3. How can I help? What do you need from me? How can I support you? What training, resources, etc, could I provide to help you succeed?

# Why should your organisation use AI?

- Creates energy and motivation.
- Engaging, powerful, uplifting.
- Can be transformative by focusing on strengths rather than problems.
- Fosters community involvement and engagement.
- Builds on what has worked in the past and therefore is more likely to succeed.
- Well proven in a diverse range of contexts.

# Why should your organisation use AI? continued...

- Uses a set of principles to apply to other decisions in the future.
- Creates a strong vision.
- Each community develops its own response to its own situation.
- Encourages collaboration.
- Help people to identify the values and behaviour they want to have in the future.

# Can Appreciative Inquiry be combined with another type of research?

- It is possible to use some aspects of Appreciative Inquiry such as the questions and incorporate them into a traditional evaluation study.

# Challenges your organisation may experience using AI



- It can appear to have a lack of direct attention to problems.
- It can exclude some people.
- May be perceived as an unbalanced understanding of the issues.
- Person/Employees may feel that their problems and issues are being minimized.
- May not be appropriate for every approach to development.

# How to ensure trustworthiness in this AI?

An inquiry audit can be employed to establish dependability. This process requires an external party to review and examine the research process and the data analysis in order to ensure that the findings are consistent and could therefore be repeated.

# Other Ethical considerations:

- ★ Adequate level of confidentiality of the research data will be ensured.
- ★ Any type of misleading information, as well as representation of primary data findings in a biased way will be avoided.

# Ethical considerations continued:

- ★ The protection of the privacy and anonymity of research participants will be ensured.
- ★ Full consent will be obtained from the participants prior to the study.
- ★ Research participants will not be subjected to harm.

# Ethical considerations continued:

- ★ Any type of communication in relation to the research will be done with honesty and transparency.
- ★ Any deception or exaggeration about the aims and objectives of the research will be avoided.
- ★ Respect for the dignity of research participants should be prioritized.

# Ethical considerations continued:

- ★ Affiliations in any forms, sources of funding, as well as any possible conflicts of interests will be declared.

# Spiritual/Biblical applications of AI:

"Finally brothers and sisters, whatever is true, whatever is honorable, whatever is just, whatever is pure, whatever is lovely, whatever is gracious, if there is any excellence and if there is anything worthy of praise, think about these things. Keep on doing what you have learned and received and heard. Then the God of peace will be with you." Philippians 4:8-9

# CONCLUSION

AI teaches that language creates reality, and that change can begin with the questions you ask. Rarely does a methodology have the potential to be as effective as AI in addressing challenging issues and effecting transformation.



**THANK YOU FOR  
LISTENING!**