

Question. Teach. Wonder.

Q T W

A framework for building capacity.

Master Keys

- Conversation is the unit of change for people.
- Every conversation is a capacity-building opportunity - for you and those you lead.

Q QUESTION

Ask the thing that is actually at the root — not the one circling around it. Your people are often waiting for that question, and it frequently never gets asked.

SOUNDS LIKE

“What’s the real obstacle here — not the one on paper?”
“What have you already tried, and what happened?”
“What would you need from me to make that possible?”

WATCH FOR

Questioning to prove your own thinking rather than probing or prompting for deeper reflection. Ask yourself, **Will this question advance their learning? Will it advance my learning?**

T TEACH

Make your own practice visible. Your skills and expertise are rich content you can share with your team.

SOUNDS LIKE

“Let me show you how I actually do this.”
“Here’s what I was weighing when I made that call.”
“Watch me take the first one, then you take the next.”

WATCH FOR

Assuming that because someone was excellent in their previous role, they know exactly how to perform in their new one. **New positions often require the development of new and different skill sets.**

W WONDER

Think alongside your team members rather than telling them the answer. You do not have to carry a solution to every problem that reaches your desk.

SOUNDS LIKE

“I don’t know either. Let’s work on it.”
“What if we ran it the other way — what positives and pitfalls would we see?”
“What could we explore to strengthen our understanding of this challenge?”

WATCH FOR

Wondering out loud about something you have already decided. **Inauthentic wondering reveals an absence of genuine intent.**

The invisible ingredients that power the QTW framework

Humility

Arrive with an open heart and mind. Take on a learning orientation.

Vulnerability

Operationalize via visibility — of your thinking, reasoning, and what prompted your decision.

Transparency

Share the information you know, and what you don’t yet.

Confidence

Trust your instincts. Own your role. You are the right leader for the job.

Collaboration

Build the work together rather than handing it down already finished.

Humility + Vulnerability + Transparency = Take Responsibility

SchoolWorks

Start here this week

- 1 Pick **one conversation already on your calendar**.
- 2 Name which component you are bringing to it, and say it out loud to yourself before you walk in.
- 3 Before your first question, run the check: **Will this question advance their learning? Will it advance my learning?**
- 4 Afterward, name one thing you made visible that you would normally have kept in your head.

Existing Opportunities

One-on-ones · Observation debriefs · Data meetings · Team & department meetings · PD · The hallway

The framework does not ask for more time — it asks you to use differently the time you already have.

A quick self-check Mark one box per row.

COMPONENT	MY DEFAULT	SOMETIMES	I SKIP IT	WHAT IS THE OBSERVABLE IMPACT OF THAT?
Q Question	☐	☐	☐	
T Teach	☐	☐	☐	
W Wonder	☐	☐	☐	