

# **ORGANIZATIONAL MINDFULNESS IN RECOGNITION SCHOOLS: MINDFUL LEADERSHIP PRACTICES OF PRINCIPALS THAT BUILD HIGH RELIABILITY LEARNING ORGANIZATIONS**

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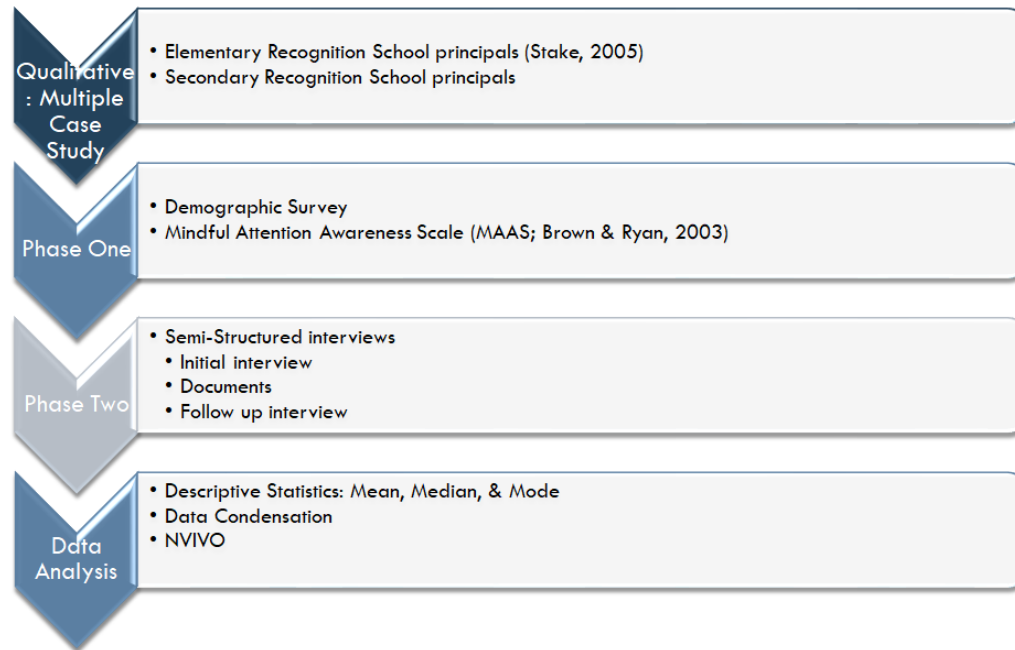
## **Abstract**

The purpose of this study is to examine and to understand leadership practices of principals in Recognition Schools determined by the New York State Education Department and how they contribute to developing, managing, and sustaining a mindful learning organization. This research will be a qualitative examination of the phenomena associated with mindful leadership and will be conducted through a multiple case study design. This study will be conducted in two, independent, data collection phases. During Phase One of the study, the researcher will use demographic survey data to provide descriptive statistics to develop a profile of a Recognition School principal. Participants will also complete the Mindful Attention Awareness Scale (MAAS), an instrument developed to assess how open or receptive one is to their own dispositional awareness in the present moment. Participants must score a 4.5 or higher on the MAAS in order to be considered for Phase Two of the study. Phase Two of the study is comprised of two semi-structured interviews. An initial interview and a follow-up interview with three ( $n = 3$ ) elementary Recognition School principals and three ( $n = 3$ ) secondary Recognition School principals, is designed to investigate the phenomenon of mindful leadership practices demonstrated by the individual building leaders and the learning organizations they represent.

## **Research Questions**

1. How do principals of Recognition Schools experience mindfulness or mindful practices in their schools?
2. How are mindfulness-based leadership practices introduced, promoted, and sustained by Recognition School principals of elementary and secondary schools?
3. What are the organizational norms experienced by principals in elementary and secondary Recognition Schools?
4. What are the organizational barriers school principals experience working in Recognition Schools?

## Research Design



## References

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