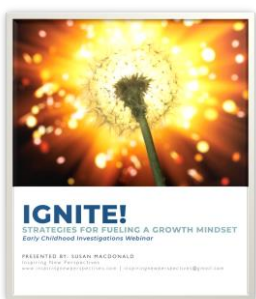
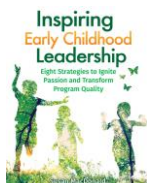
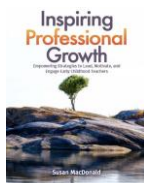




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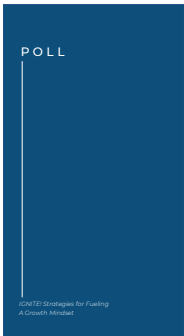
A GROWTH MINDSET FUELS POSITIVE CHANGE!

ICMTE: Strategies for Fueling A Growth Mindset

"The possibility for substantial progress in our ability to dramatically improve the life prospects of all young children is real. The time to aim higher is NOW"

From Best Practices to Breakthrough Impacts: A Science-Based Approach to Building a More Promising Future for Young Children and Families. Center on the Developing Child Harvard University - <http://developingchild.harvard.edu>

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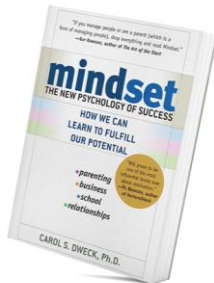


5

GROWTH MINDSET

"In a growth mindset, challenges are exciting rather than threatening. So rather than thinking, oh, I'm going to reveal my weaknesses, you say, wow, here's a chance to grow."

- Carol S. Dweck



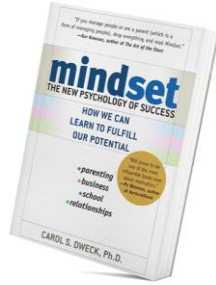
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6

GROWTH MINDSET

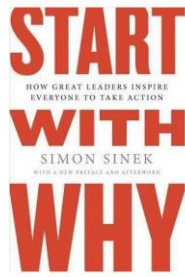
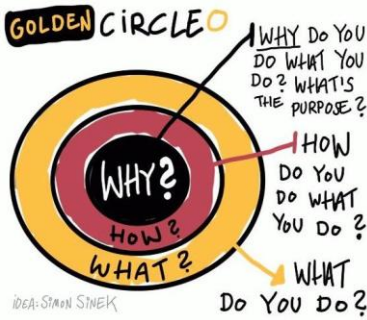
"The passion for stretching yourself and sticking to it, even (or especially) when it's not going well, is the hallmark of the growth mindset."

- Carol S. Dweck

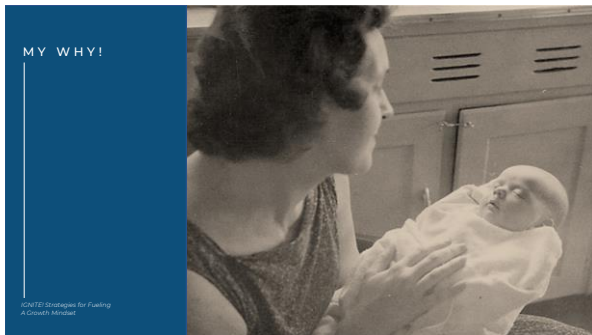


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7



8



9

ESTABLISH A GROWTH CULTURE

ADULTS CAN GROW

Adults, not just children, can and need to keep growing.

We need to continually improve the people who do the work



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10



- Establish an Inspirational Vision and Clear Goals
- Acknowledge and Validate Everyone's Commitment to Professional Growth
- Build a Collaborative Environment
- Hire for a Growth Mindset
- Use Observations and Feedback Sessions to Highlights Strengths
- Embrace Positivity and Fun

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11

A GROWTH CULTURE REDUCES BURNOUT

"...research shows that the single biggest cause of work burnout is not work overload, but working too long without experiencing your own personal development."

- An Everyone Culture. Becoming a Deliberately Developmental Organization



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A GROWTH CULTURE ENHANCES STAFF REDUCTION

People don't leave jobs. They leave toxic work cultures.

- Dr. Amini Aitsi-Selmi

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A Growth Mindset



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A GROWTH CULTURE CULTIVATES SUCCESSION PLANNING

Leadership is not defined by exercise of power but by the capacity to increase the sense of power among those led. The most essential work of the leader is to create more leaders.

- Mary Parker Follett

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GROWTH CULTURE

BETTER ME + BETTER YOU = BETTER US

Better Me

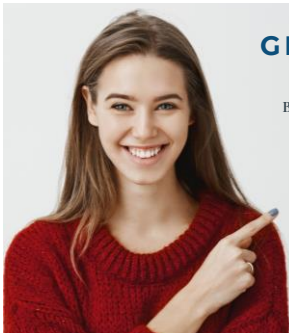
- constant individual improvement

Better You

- helping other as a core value inside and outside the company

Better Us

- The payoff for everyone in the organization, the community and world



15



PROFESSIONAL GROWTH AS A FUNDAMENTAL VALUE

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Without relevant and meaningful professional development, a growth culture cannot flourish. Ongoing, sustainable, and meaningful professional development requires leaders to be intentional in how they allocate their time and financial resources in alignment with the current goals for the program and individual teachers.

— Susan MacDonald, Inspiring Professional Growth

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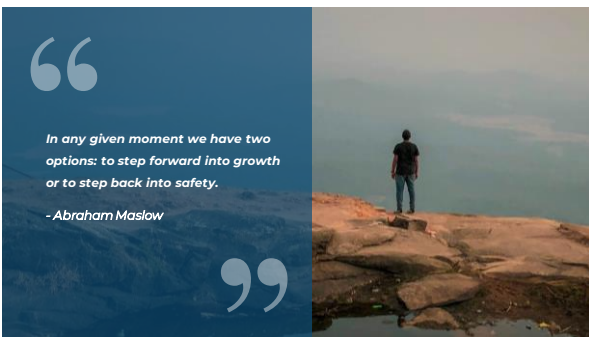
SUPPORT ONGOING PROFESSIONAL GROWTH

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Generations of teachers have continued to undergo their initial preparation and in-service professional development without ever having reflected on the range of things we know about learning and on the relationship of learning with the context. And especially, foregoing any research for new ways, new languages, that could enable teachers to live, share, narrate and perform learning events.

— Carlina Rinaldi, In Dialogue With Reggio-Emilia

17



“

In any given moment we have two options: to step forward into growth or to step back into safety.

- Abraham Maslow

”

18

THE POWER OF MOMENTS

- Our lives are measured in moments, and defining moments are the ones that endure in our memories.
- How do you build peaks? You create a positive moment with elements of elevation, insight, pride, and/or connection.
- A sense of purpose seems to spark "above and beyond" behaviors.

— Chip Heath, *The Power of Moments: Why Certain Moments Have Extraordinary Impact*



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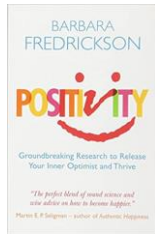
POSITIVITY

"Positivity spells the difference between whether you languish or flourish." – Barbara Frederickson

TWO CORE TRUTHS

1. Positive Emotions open our hearts and minds – making us more creative and receptive
2. By opening our hearts and minds, positive emotions allow us to discover and build new skills, new ties, new knowledge and new ways of being

Adapted from page 21 – 24 of *Positivity* by Barbara Frederickson

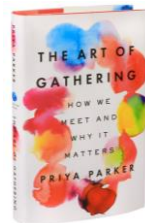


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20

THE ART OF GATHERING

- The first step in convening people meaningfully: committing to a bold, sharp purpose.
- Gatherings crackle and flourish when real thought goes into them, when (often invisible) structure is baked into them, and when a host has the curiosity, willingness, and generosity of spirit to try.
- We end up gathering in ways that don't serve us, or not connecting when we ought to

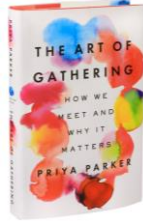


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21

THE ART OF GATHERING

- Having a purpose simply means knowing why you're gathering and doing your participants the honor of being convened for a reason.
- Every meeting should be organized around a "desired outcome."
- Connection doesn't happen on its own. You have to design your gathering for the kinds of connections you want to create.

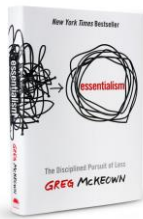


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ESSENTIALISM: THE DISCIPLINED PURSUIT OF LESS

- With no clear direction, people pursue things that advance their own short-term interests, with little awareness of how their activities contribute to (or in some cases, derail) the long-term mission.
- When there is a serious lack of clarity...people experience confusion, stress, and frustration. When there is a high level of clarity people thrive.



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PROVIDE CONSISTENT MESSAGES

- A strong commitment to professional accountability needs to be communicated from the beginning of the hiring process and throughout an individual's career
- Be sure professional accountability is consistently address at each individual meeting, observation and follow-up session



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24

HOPES AND DREAMS

- What are your hopes and dreams for providing impactful professional development?



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HAVE A CLEAR VISION

Vision is the first step toward building the future we desire, the life through which we can experience fulfillment and a sense of accomplishment. - Alan Seale

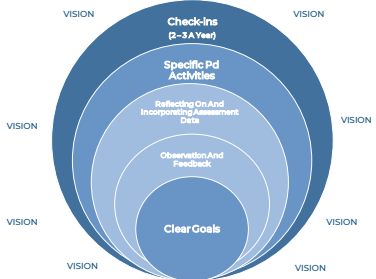
- A compelling vision statement is essential for providing a direction for your program
- For teachers to be accountable, they need one hundred percent clarity on where the program is headed and what is expected of them
- The vision should paint a vibrant picture of the program operating at its highest level of success



ICATE Strategies for Fueling A Growth Mindset

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USE YOUR VISION TO GUIDE PROFESSIONAL GROWTH



ICATE Strategies for Fueling A Growth Mindset

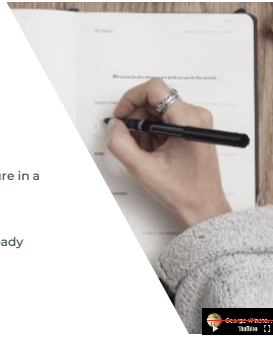
27

DRAFTING OUR VISIONS

BE SURE YOUR VISION STATEMENT

- Draws on your core beliefs
- Describes what you want to see in the future in a positive, inspiring and specific way
- Reflects an openness to new possibilities
- Is written in the present tense, as if it is already happening

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VISION BOARD

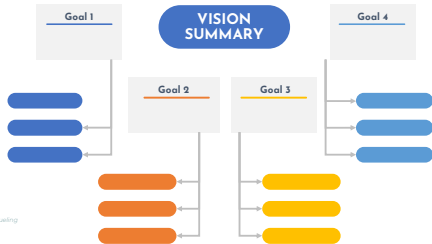
Create A Visual Map of SUCCESS

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CLARIFY YOUR VISION, GOALS & ACTION STEPS

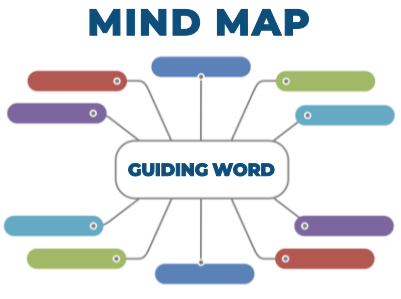


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ESTABLISHING A PROFESSIONAL DEVELOPMENT PLAN

- Build a connection between the professional development you are offering and the vision, goals and core values of the program
- Vary the structure of professional learning experiences, keep engaging by including hands on activities, and reflective practices
- Involve staff in the planning and implementation
- Plan professional development that experiences that reflect the diverse cultural, educational, and social backgrounds of everyone on your staff

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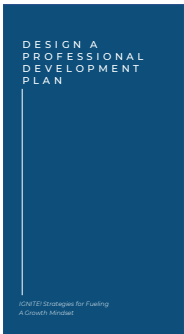


STEP 1: FOCUS

Reflect on the specific professional development of your staff and the key goals for your program. To help you in understanding the training needs of the program, review the following:

- Program improvement plan
- IPDPs for all teachers and administrators
- Trainings required by licensing, NAEYC, and any quality-improvement initiatives
- Survey responses from teachers and parents
- Data from assessment tools

34



STEP 2: PLAN

Create a professional development calendar. Include all dates of regular staff meetings and professional-development days.

DATE	SPECIFIC TOPIC	FACILITATOR/PRESENTER	LINKS TO VISION/GOALS	RESOURCES AND MATERIALS NEEDED

35

EMPOWER TEACHERS

- Creating conditions where educators can try out innovative ideas, discuss differing perspectives, and make reasonable accommodations
- Empower teachers by allowing them to contribute to their professional development plans and to come up with creative ideas for reaching their goals
- Let the teachers know you believe in them and have confidence in their abilities by consistently highlighting what they are doing well

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CULTIVATE PROFESSIONAL COLLABORATION

"Alone we can do so little; together we can do so much."
- Helen Keller

PROFESSIONAL COLLABORATION

- Boost student achievement
- Increases teacher retention
- Enhances the implementation of innovation and change

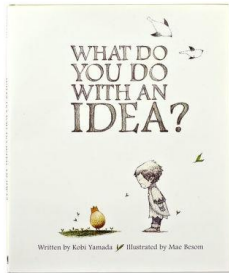
Collaborative Professionalism, Andy Hargreaves and Michael T. O'Connor

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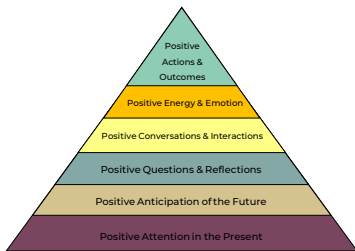
ENCOURAGE NEW IDEAS



38

FACILITATE POSITIVE CHANGE

EMBRACE APPRECIATIVE INQUIRY



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STRUCTURE YOUR MEETINGS

- Welcome and Overview
- Reflective / Centering Activity
- Presentation and/or Discussion of Key Issues
- Opportunity to Practice Applying Ideas
- Closing Reflection

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TIPS FOR BEING AN INSPIRATIONAL FACILITATOR

- Read, Read, Read!
- Stay Current on all Aspects of Early Childhood Development
- Follow Relevant Facebook Pages
- Become Active in Linked In Groups
- Take Classes and Webinars
- Develop lists of Quotes and Poems that have Meaning to Your Work
- Build a library of Video Clips and Music

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PROFESSIONAL DEVELOPMENT - RESOURCES

- Connect with resources outside of the early care and education field - personal development, business, history, literature and the arts are all fields that can inspire our work
- Create online files or binders of resources that reflect your core values and those of the educators you work with. Start collecting poems, quotes, stories, case studies, video clips, photos, that you can use to create meaningful activities

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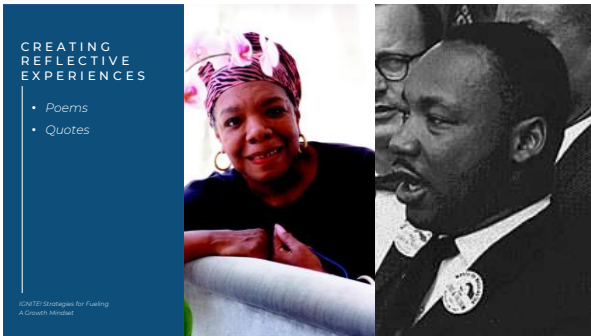


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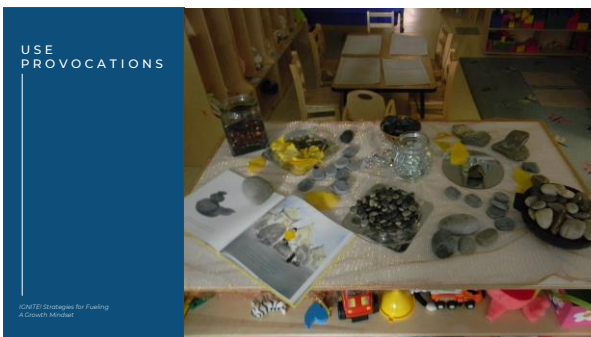
- Hopes and Dreams
- Best Experiences
- Core Values
- Supporting Conditions
- Three Wishes

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- Poems
- Quotes

44



45



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THE IMAGE OF THE CHILD

- Curious
- Capable
- Passionate Learners
- Active citizens with rights



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- Teachers are valued for their expertise and ideas
- Teachers are active learners along with the children



MUSIC,
VIDEOS,
AND STORIES

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PHOTOS

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CLASSROOM
VIDEO CLIPS

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BRAINSTORM


- Set a minimum number
- Set a time limit – keep things moving!!
- Withhold judgment to increase possibilities
- Encourage wild and exaggerated possibilities
- Build on the possibilities of others

(adapted from Evocative Coaching, page 25)



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USE A REFLECTIVE PROTOCOL



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What do you **SEE**?

What do you **WONDER**?

What do you **THINK**?

Based on the Protocol developed by Project Zero, Harvard University

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THE WIN LIST



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- Create a shared vision
- Share stories
- Share memories from childhood
- Use objects to stimulate reflective conversation,
- Act out role plays
- Read and reflect on books and articles



57

The best way to predict your future is to create it. — Abraham Lincoln

- What new ideas will you implement?
- How will having a clear plan for your staff meeting positively impact on the overall quality of your program, your leadership, the effectiveness of teachers, and the benefits to children and families?
- How will you support and encourage teachers to share their skills and talents at your meetings?



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We should remember that there is no creativity in the child if there is no creativity in the adult: the competent and creative child exists if there is a competent and creative adult.

— Carline Rinaldi, In Dialogue With Reggio Emilia



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Horizontal lines for reflection notes.



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Website: www.inspiringnewperspectives.com
Workshop Listings: <http://www.inspiringnewperspectives.com/workshops.html>
Twitter: [@inspiringnew](https://twitter.com/inspiringnew)
Facebook: <https://www.facebook.com/InspiringNewPerspectives/>
LinkedIn: <https://www.linkedin.com/in/susan-macdonaldinspiringnew>

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Horizontal lines for reflection notes.



63

Horizontal lines for reflection notes.