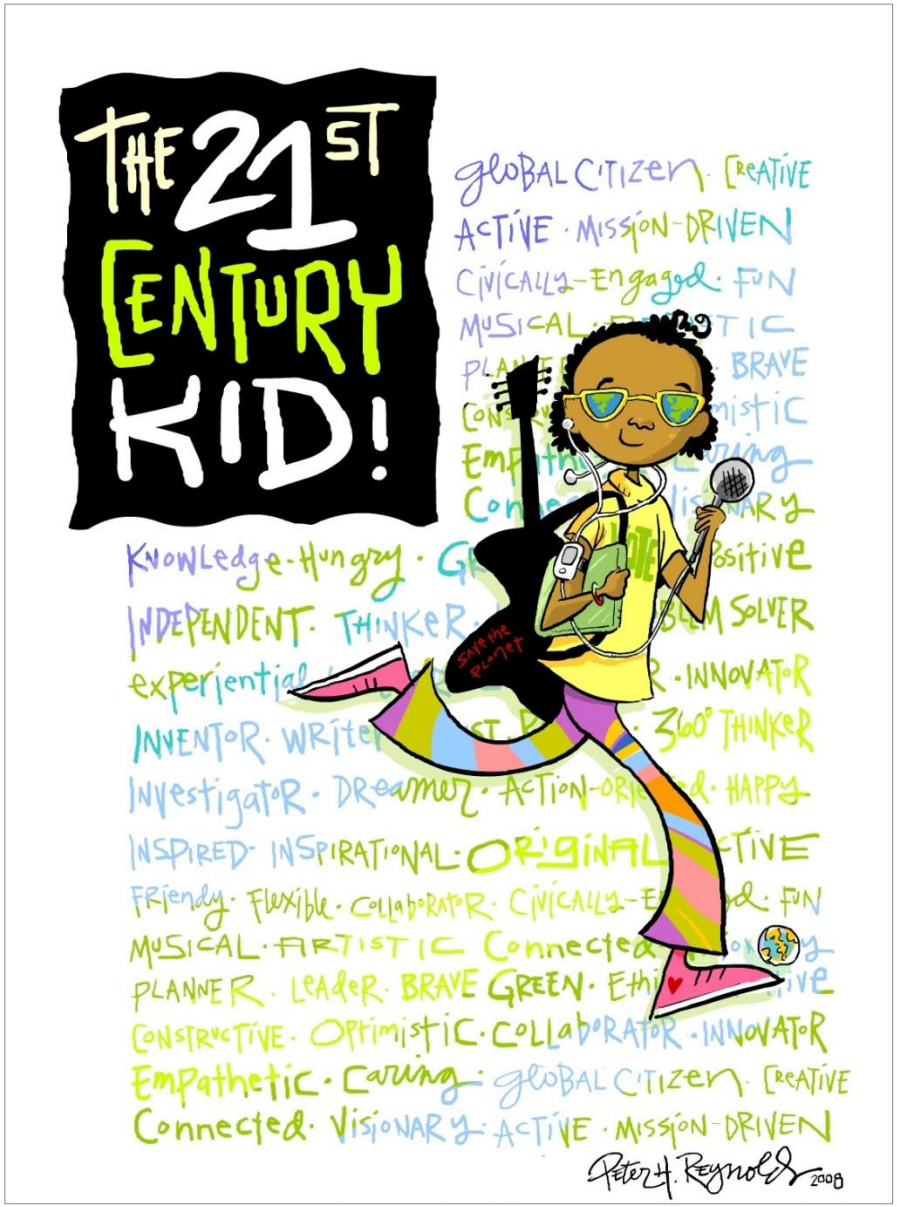


Permission granted to use for non-commercial, educational purposes. "21st Century Kid" © 2008, Peter H. Reynolds. For more info, visit www.fablevision.com and www.thinkfinity.org

Unleashing Learners

VALA Conference
June 13 2014

Dr Adrian Bertolini

Intuyu Consulting | Empowering 21st Century Learning

Intentions of Session

- To **share the experience** of the ruMAD program as an illustration
- To address some of the **underlying "hidden elements"** of empowering and unleashing people
- To **create a vibrant discussion** about HOW to unleash learning

What **YOUR** job is today

Be **open**, **honest** and **participate**

As the range of
viewpoints and ideas
are presented

Try them on,
Think about them,
Discuss them &
Learn what you Learn!

Intuyu Consulting | Empowering 21st Century Learning

Today's workshop

- Unleashing Learners – The ruMAD story
- Unleashing Learners – The Key Elements
- Unleashing Learners – Motivation, Mindset and Tribal Level
- Unleashing Learners - Planning

What was the ruMAD program?

Students were immersed in a unique program of social change and innovative learning.

It was highly effective in connecting communities and delivering values and the traditional learning outcomes in a school curriculum.

- $350,000 funding from Amcor
- Won 2009 Garth Boomer Award for Australian Curriculum Development
- Began in Victoria in 2001 and now delivered internationally

What was the ruMAD program?

ruMAD? activities were based upon

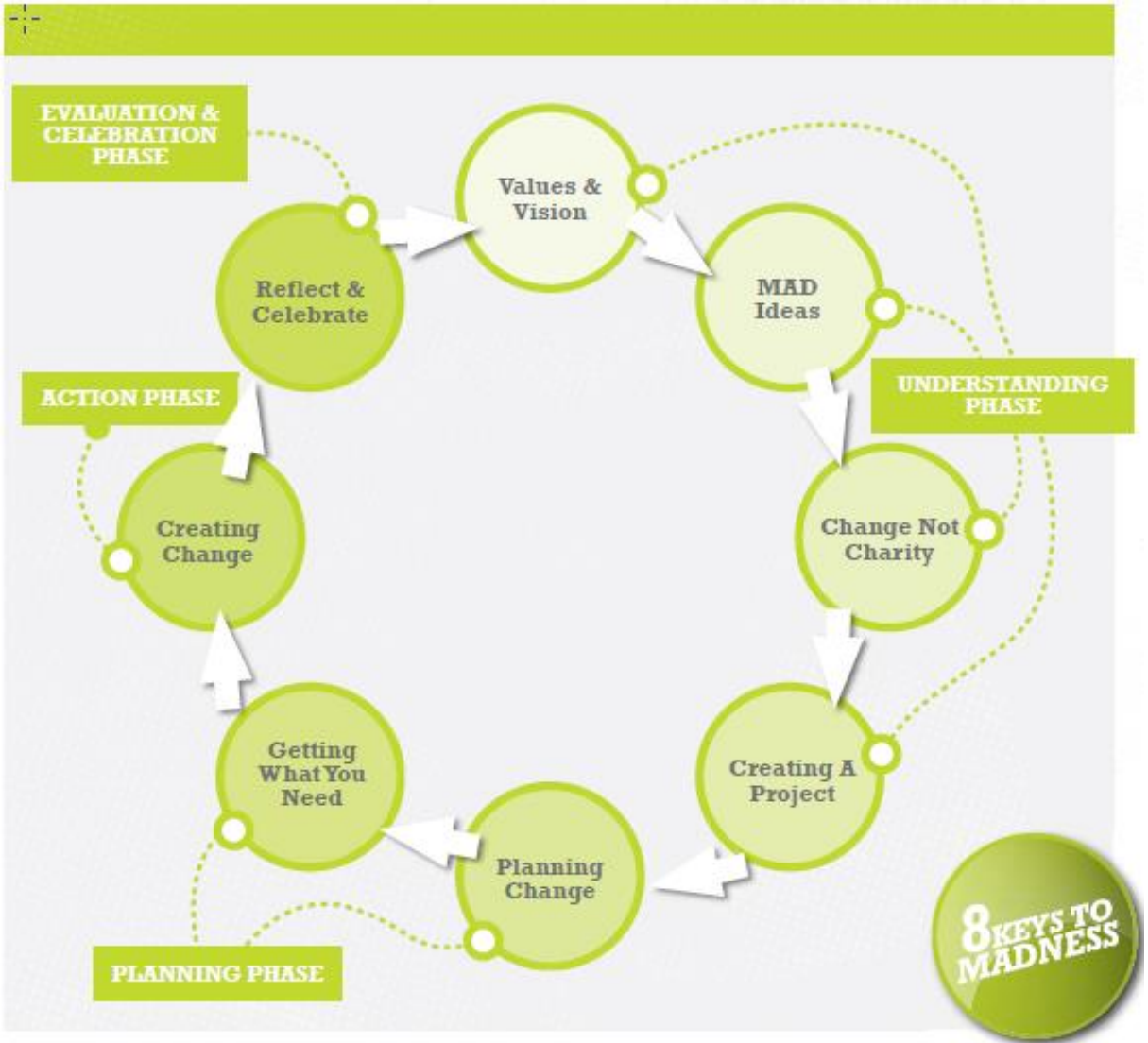
- Student values and interests.
- Students being responsible for their learning
- Students gaining a deep understanding of community issues
- A 'thinking curriculum in action'.

Understanding Phase
Students formulate their vision of the world, define the issues they want to tackle, research the causes of the issues, and create an inspiring MAD project to tackle them

Action Phase
Students plan the project, role play conversations to get what they want, then take action to achieve the project.

Celebration Phase
Students reflect each week on what they have learnt and achieved and celebrate their accomplishments in a Youth Ambassadors Conference

What was the ruMAD program?



Intuyu Consulting | Empowering 21st Century Learning

ruMAD?
are you Making A Difference?

Example – Whitfield District PS

"*You have to believe in what you are doing and make a fuss to get things moving. People were surprised that kids could do this stuff" Grade 6 Students*

Intuyu Consulting | Empowering 21st Century Learning

ruMAD?
are you Making A Difference?

Example – Secondary

SANDRINGHAM COLLEGE

Intuyu Consulting | Empowering 21st Century Learning

Today's workshop

- Unleashing Learners – The ruMAD story
- Unleashing Learners – The Key Elements
- Unleashing Learners – Motivation, Mindset and Tribal Level
- Unleashing Learners - Planning

What does it look like?

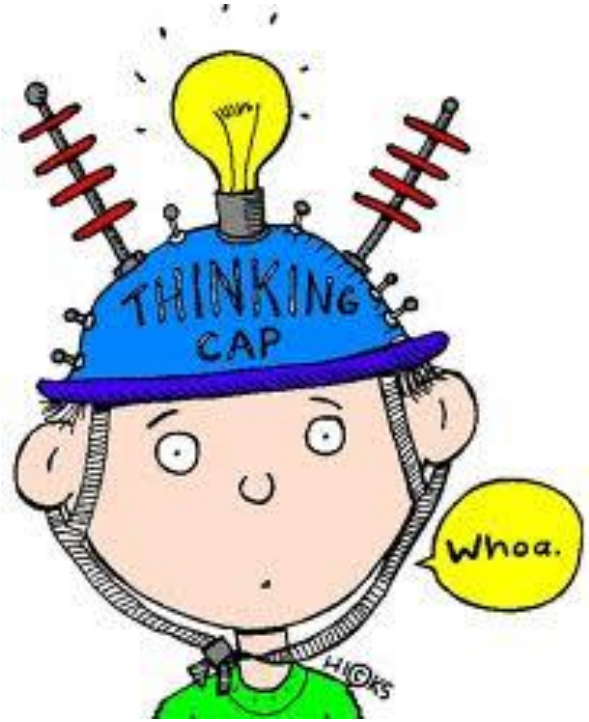
Unleash (verb): *to allow or cause (something very powerful) to happen suddenly*

What do "unleashed learners" look like?

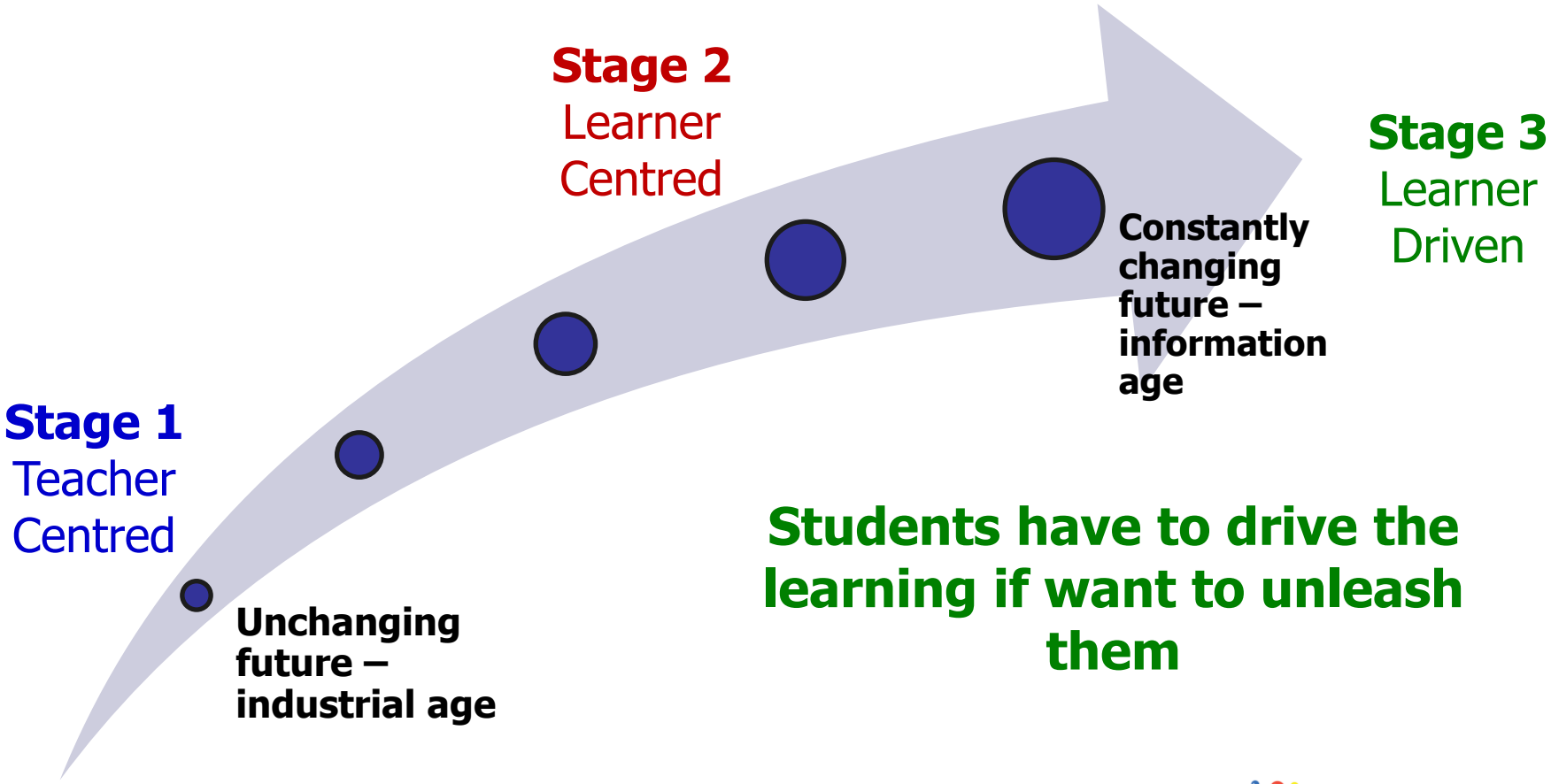
What can hinder, 'leash' or hold back learners?

Key Elements

What would you say are some of the **key elements we would need to provide** so as to **engage and unleash students** as learners?



Key Elements: Shift in Learning Context



Students have to drive the learning if want to unleash them

Intuyu Consulting | Empowering 21st Century Learning

Key Elements: Learning Frontiers (AITSL)

FOUR DESIGN PRINCIPLES:

Intuyu Consulting | Empowering 21st Century Learning

Key Elements: Co-Created

It draws on both adults and students as a powerful resource for the co-creation of community, the design of learning and the success of all students.

- Providing more learner choice and control
- Greater levels of active planning and self-monitoring of learning
- Higher levels of student awareness of their own progress and achievement
- Strong relationships with their teachers, each other and their communities
- Providing students with a voice in decision making

Key Elements: Personal

It builds from student passions and capabilities, and helps them to personalise their learning and assessment in order to foster their individual talents.

- Teachers convey reasonable and clear expectations
- Support their autonomy
- Provide appropriate support and scaffolding
- Provide effective and timely Feedback directed at the right level
- Doing formative assessment with students so as to develop them as independent learners

Key Elements: Connected

It connects with and uses real world contexts and contemporary issues, and is permeable to the rich resources available in the community and the wider world.

- Learning designed with a clear and 'real-world' purpose
- A significant proportion of learning takes place outside of the school in the local or wider community
- It needs to be worthy of their time and attention
- Provide options to engage in schoolwork that is relevant to their personal goals and interests
- Uses Design Thinking and Project Based Learning

Key Elements: Integrated

It emphasises the integration of subjects, of students and of learning contexts

- Emphasizes shared and authentic assessment
- Provides assessment processes that allow students to self-assess and peer assess
- Allows students to network and collaborate
- Allows for intrinsically motivated behaviours, performed out of interest and satisfying the innate psychological needs for competency and autonomy
- positive experiences associated with exercising and extending ones capacities

Fundamentally – An Apprenticeship Model

Voice, Choice, Responsibility

Relationship, Co-Creation, Support

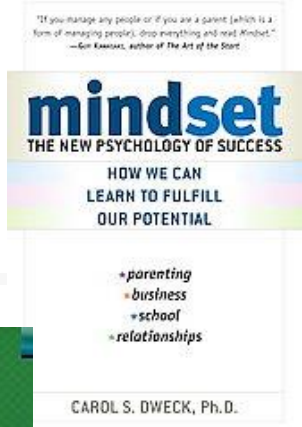
Autonomy, Direction, Real-World, Clarity

Meta-Cognitive, Mastery, Collaboration

Today's workshop

- Unleashing Learners – The ruMAD story
- Unleashing Learners – The Key Elements
- Unleashing Learners – Motivation, Mindset and Tribal Level
- Unleashing Learners - Planning

Fixed vs Growth Mindsets – Carol Dweck

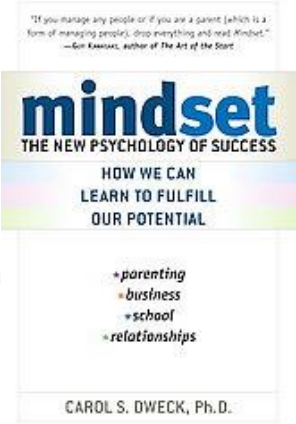


Developing Growth Mindset

Powerful learning requires a learning environment that develops a growth mindset.

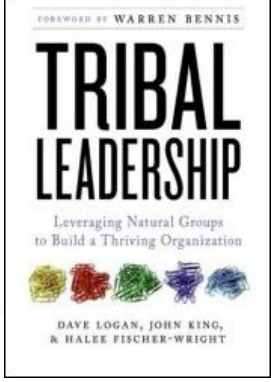
What are some of the habitual practices you have that you see builds a growth mindset?

Growth Mindsets are set up by



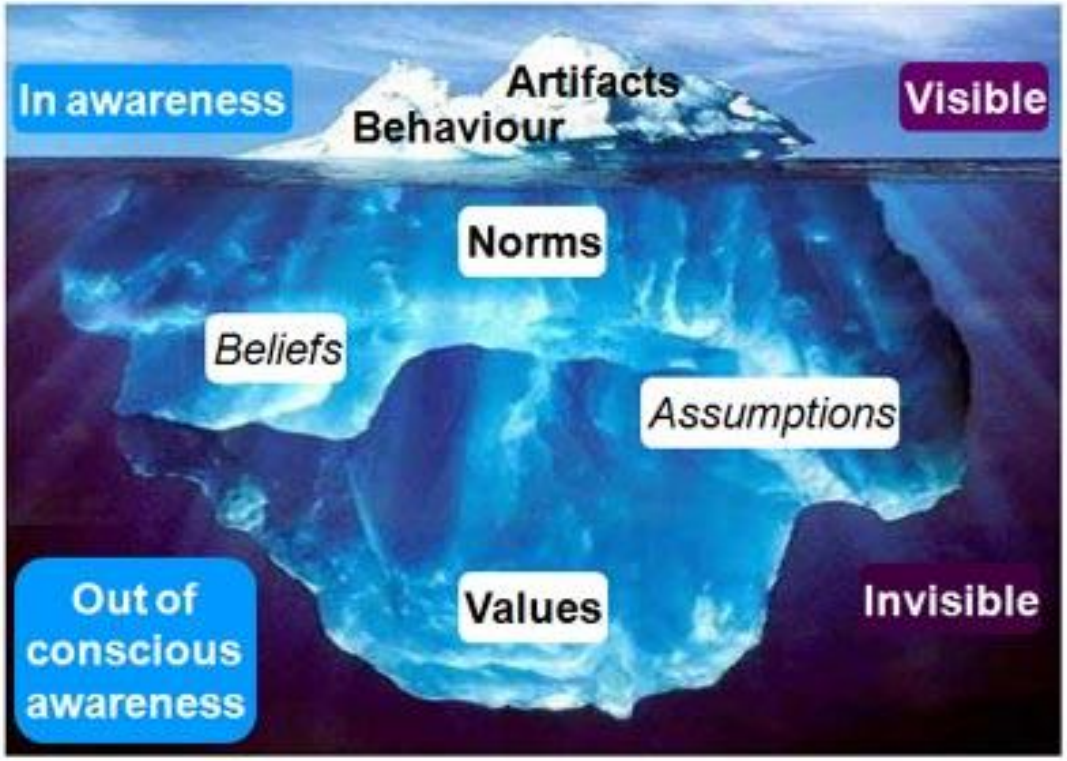
- **Praising effort** that led to success - reinforces the behaviour of effort
- **Encouraging learning goals** and a mastery response
- Allow students to **struggle**, and **support them** to face and develop strategies to overcome obstacles
- Encouraging that EVERY class is a **risk-taking, mistake making** class – mistakes are their friends
- **Modelling** that mistakes are OK
- Having the students become **self-aware** of the fixed-mindset conversation and **training them** to re-frame their conversations
- Setting up **class structures and strategies** for them to have the power to develop themselves.

But some things are not so obvious?



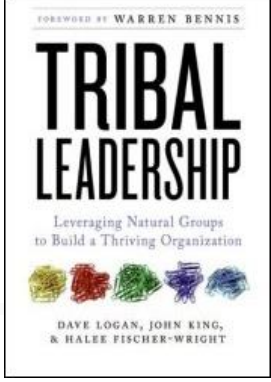
David Logan
Tribal Leadership

Iceberg Model: Surface and Deep Culture



Intuyu Consulting | Empowering 21st Century Learning

Tribal Leadership - overview



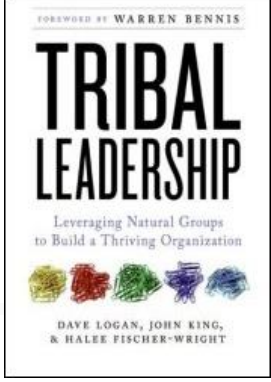
Tribal Leadership

Stage	*Relationship to Values*	*Behavior*	*Tribe's Language*
5	Vital	Innocent Wonderment	"Life is great"
4	Important	Tribal Pride	"We're great"
3	Useful	Lone Warriors	"I'm great"
2	Ineffective	Apathetic Victims	"My life sucks"
1	Undermining	Despairing Hostility	"Life sucks"

From *Tribal Leadership*, Logan, King & Fischer-Wright, 2008, HarperCollins

:uyu
nsulting
Empowering 21st Century Learning

Tribal Leadership - overview



Each cultural stage has its own way of speaking, types of behaviour and structures of relationships

Leaders do two things

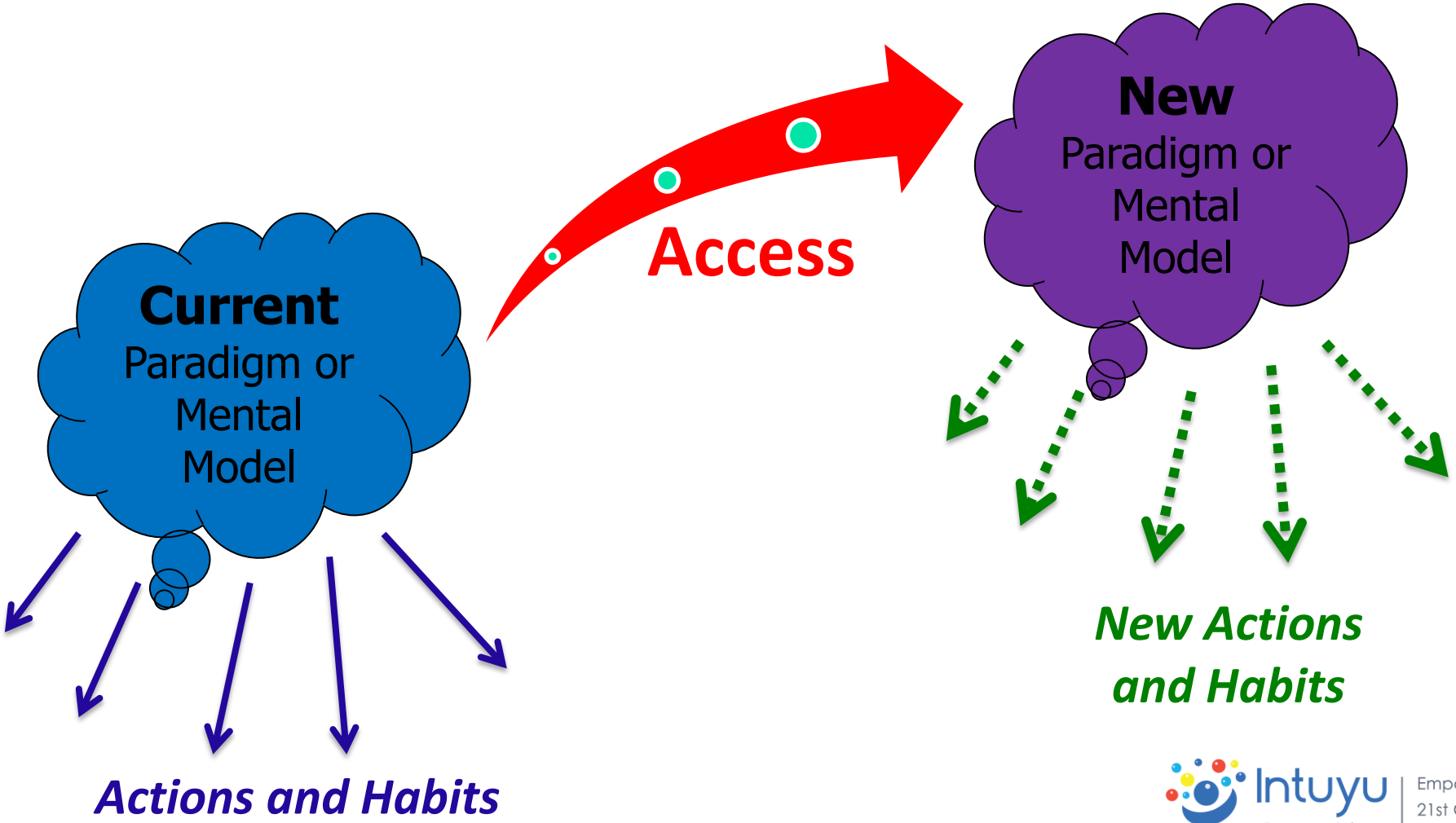
1. **Listen** for which culture exists in their tribes
2. **Upgrade** those tribes using specific leverage points

- Great leaders **speak** and are able to **hear all 5** tribal languages
- People **can only hear one level above or below** their own level

Today's workshop

- Unleashing Learners – The ruMAD story
- Unleashing Learners – The Key Elements
- Unleashing Learners – Motivation, Mindset and Tribal Level
- Unleashing Learners - Planning

Learning in its Essence



Intuyu Consulting | Empowering 21st Century Learning

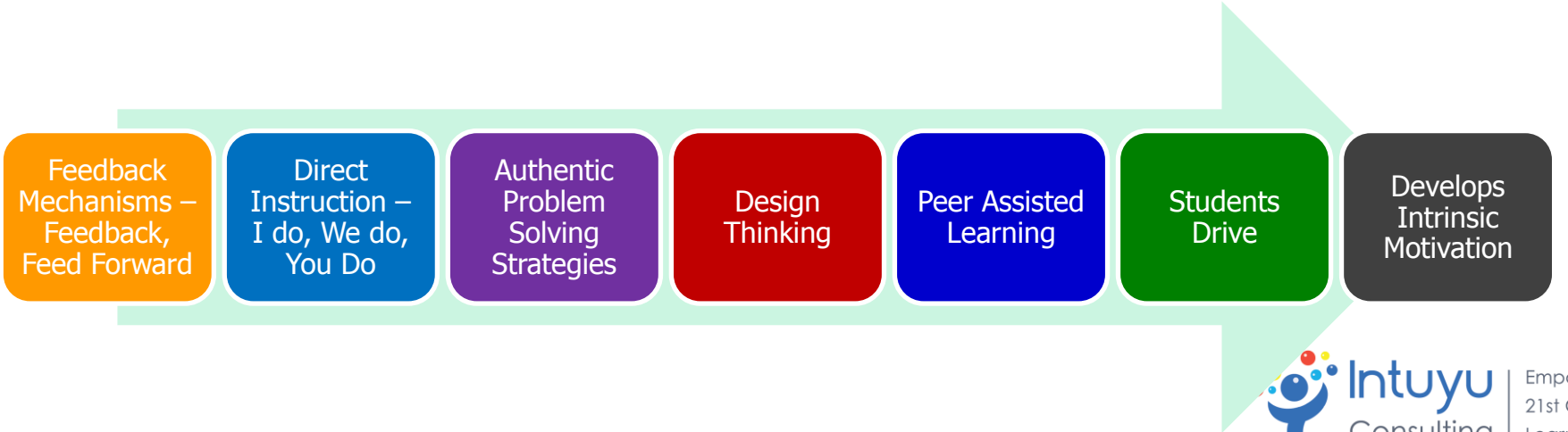
Planning to unleash learners

#1: Built upon rituals and habitual practices

#2: Requires them to drive to the destination we set

#3: Develops a growth mindset

#4 Design learning that provides voice, choice, responsibility and purpose



Intuyu Consulting | Empowering 21st Century Learning

Planning for Performance

Planning for Performance requires you to address 4 elements

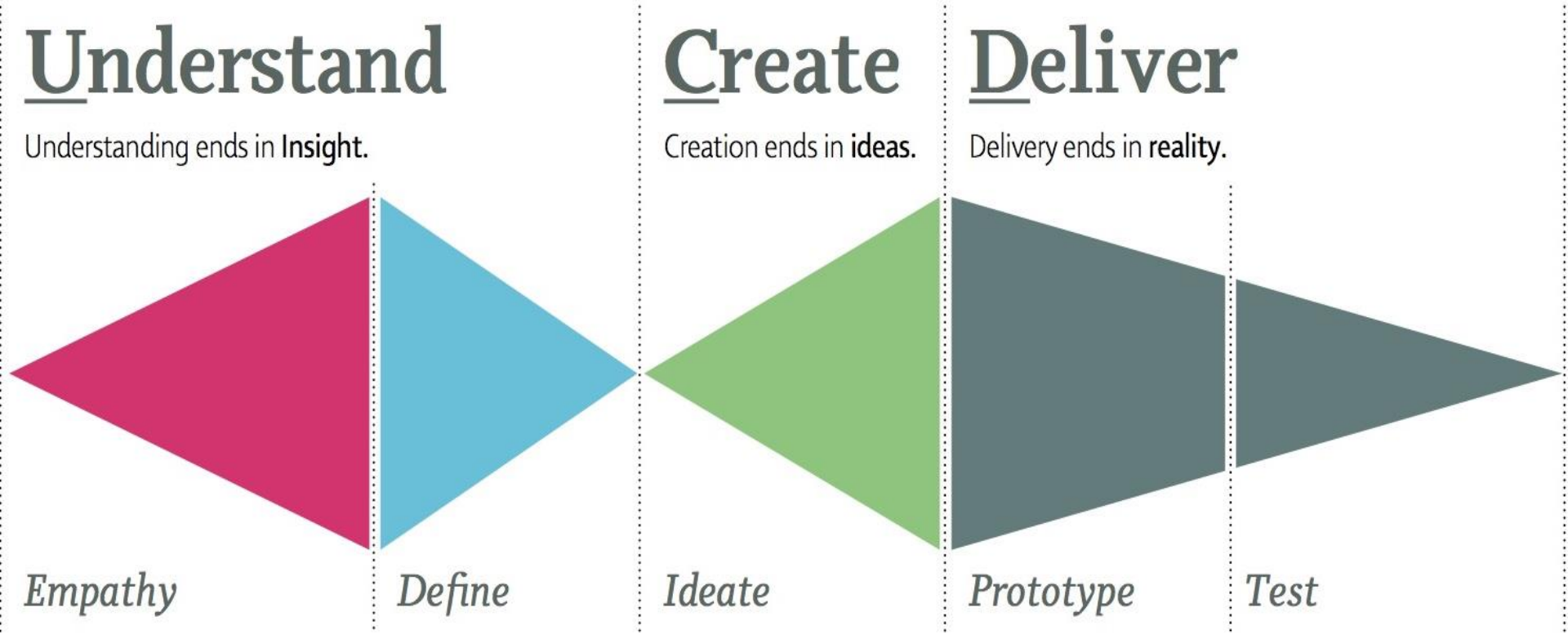
WHAT – the goal, the destination understandings, skills and knowledge

HOW – the process, activities, and the learning strategies

WHY – the purpose, the context for learning

OBSTACLES – the barriers, student misconceptions, student mindset

Design Thinking Process



Intuyu Consulting
Empowering 21st Century Learning

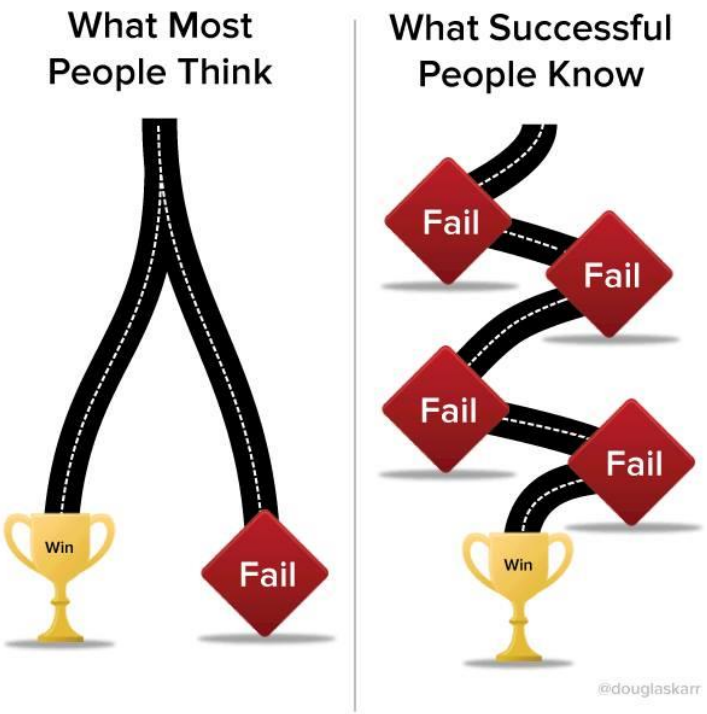
Sharing

What **structures, approaches, practices and processes** do you now see you could implement to unleash your learners?

Articles and Resources

www.intuyuconsulting.com.au

Learning Resources Page



Intuyu Consulting | Empowering 21st Century Learning