

MAKING SOCIAL EMOTIONAL LEARNING A REALITY

Applying the concepts of Mindset, GRIT, Habit, and
PEAK to Social Emotional Learning.

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Getting to Know Each/ Other

The Advantage

Patrick Lencioni

Vulnerability-Based Trust


Personal Histories Exercise
Humanize the relationships by
sharing your life stories and
backgrounds



Social Emotional Learning is the process through which children and adults acquire and effectively apply the knowledge, attitudes, and skills necessary to understand and manage emotions, set and achieve positive goals, feel and show empathy for others, establish and maintain positive relationships, and make responsible decisions

-CASEL 2017

HOW DO YOU DO?

	Knowledge	Attitude(s)	Skills
Understand and Manage Emotions			
Set and Achieve Positive Goals			
Feel and Show Empathy for Others			
Establish and Maintain Positive Relationships			
Make Responsible Decisions			

ZEST

CURIOSITY

GRATITUDE

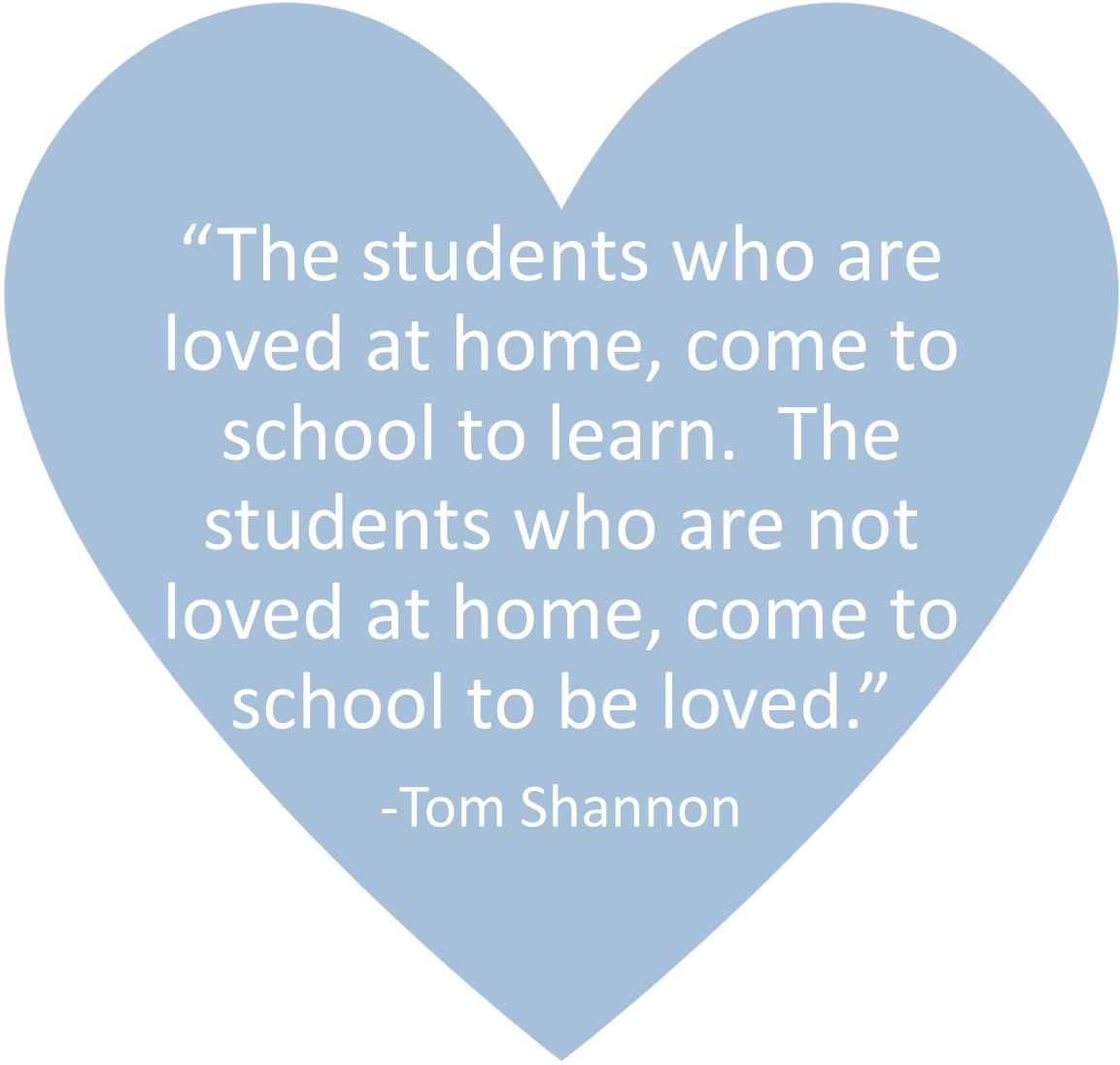
THE 5
HAPPINESS
STRENGTHS

-Psychology Today

HOPE

LOVE

HAPPINESS



“The students who are loved at home, come to school to learn. The students who are not loved at home, come to school to be loved.”

-Tom Shannon

PHILOSOPHIES OF SUCCESS

MINDSET

GRIT

HABIT

PEAK

Mindset: A Dichotomy

Growth

In a growth mindset people understand that their talents and abilities can be developed through effort, good teaching and persistence. They don't necessarily think everyone's the same or anyone can be Einstein, but they believe everyone can get smarter if they work at it.

Fixed

In a fixed mindset people believe their basic abilities, their intelligence, their talents, are just fixed traits. They have a certain amount and that's that, and then their goal becomes to look smart all the time and never look dumb

How You Talk to Kids Matters



[This Photo](#) by Unknown Author is licensed under [CC BY-SA-NC](#)

You did very well that test,
you are so smart!



[This Photo](#) by Unknown Author is licensed under [CC BY-SA-NC](#)

You did very well on that
test, I can tell you studied
hard for it

WHY MINDSET???

A Growth Mindset Drives Motivation and Achievement



Blackwell, Trzesniewski & Dweck (2007) *Child Development*

Mindset At Your School

How Do You Practice a Growth Mindset?

How Does Your Leadership Team Practice Growth Mindset?

How Do Your Departmental and Grade Level Teams Practice Growth Mindset?

How Do Your Students Practice Growth Mindset?



What is GRIT?

Grit is a personality trait possessed by an individual or group who demonstrate passion and perseverance toward a goal despite being confronted by significant obstacles and distractions.



Grit is
Everything.

SMART or Stretch?

SMART Goals:

Goals that are Specific, Measurable, Achievable, Realistic, and Timebound — help us form a concrete plan of action.



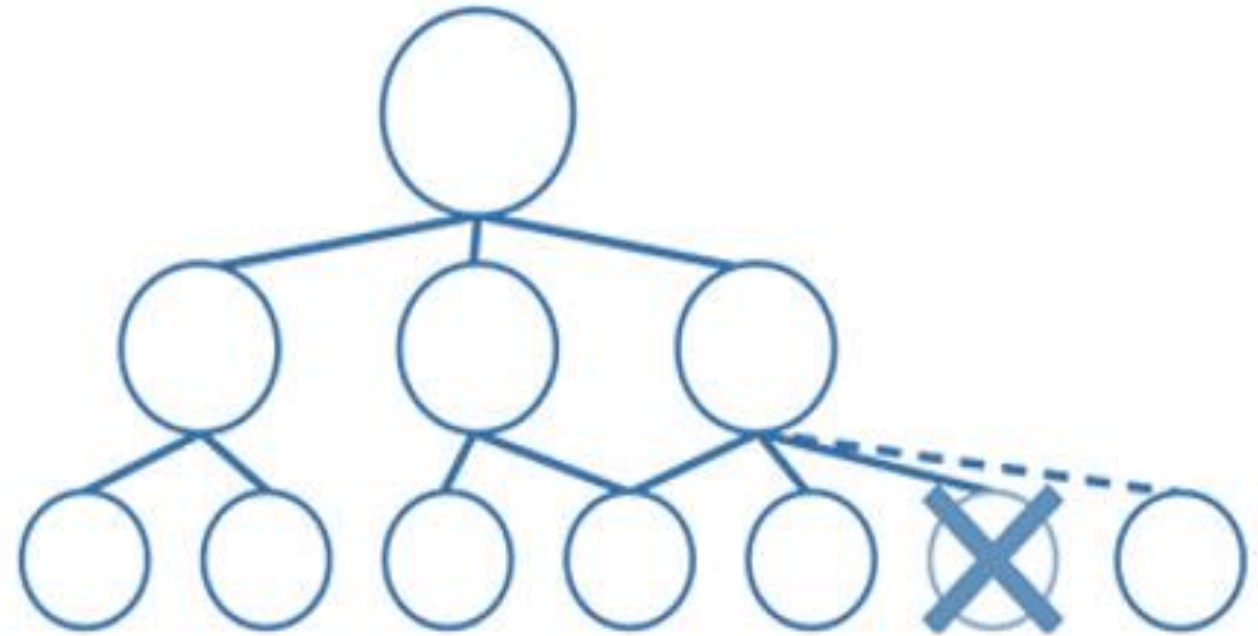
Stretch Goals:

Inspire us to think big and remind us to focus on the big picture.

Goal Hierarchy

The Stretch Goal (Ultimate) is what should drive all of the other goals.

As you align your actions, ensure there is clear alignment between the Stretch Goal and the other goals you are working on.



START WITH WHY

by Simon Sinek

The Golden Circle

WHAT

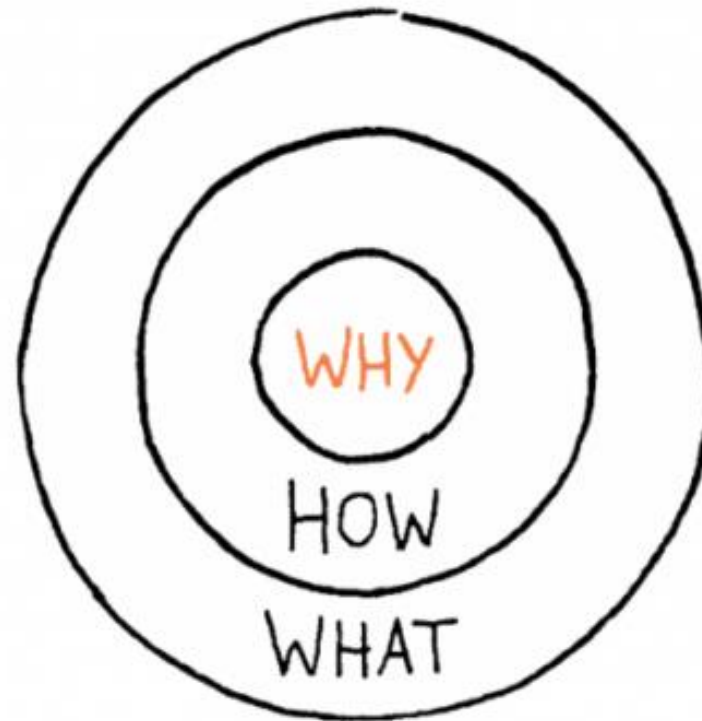
Every organization on the planet knows WHAT they do. These are products they sell or the services

HOW



Some organizations know HOW they do it. These are the things that make them special or set them apart from their competition.

WHY

Very few organizations know WHY they do what they do. WHY is not about making money. That's a result. WHY is a purpose, cause or belief. It's the very reason your organization exists.



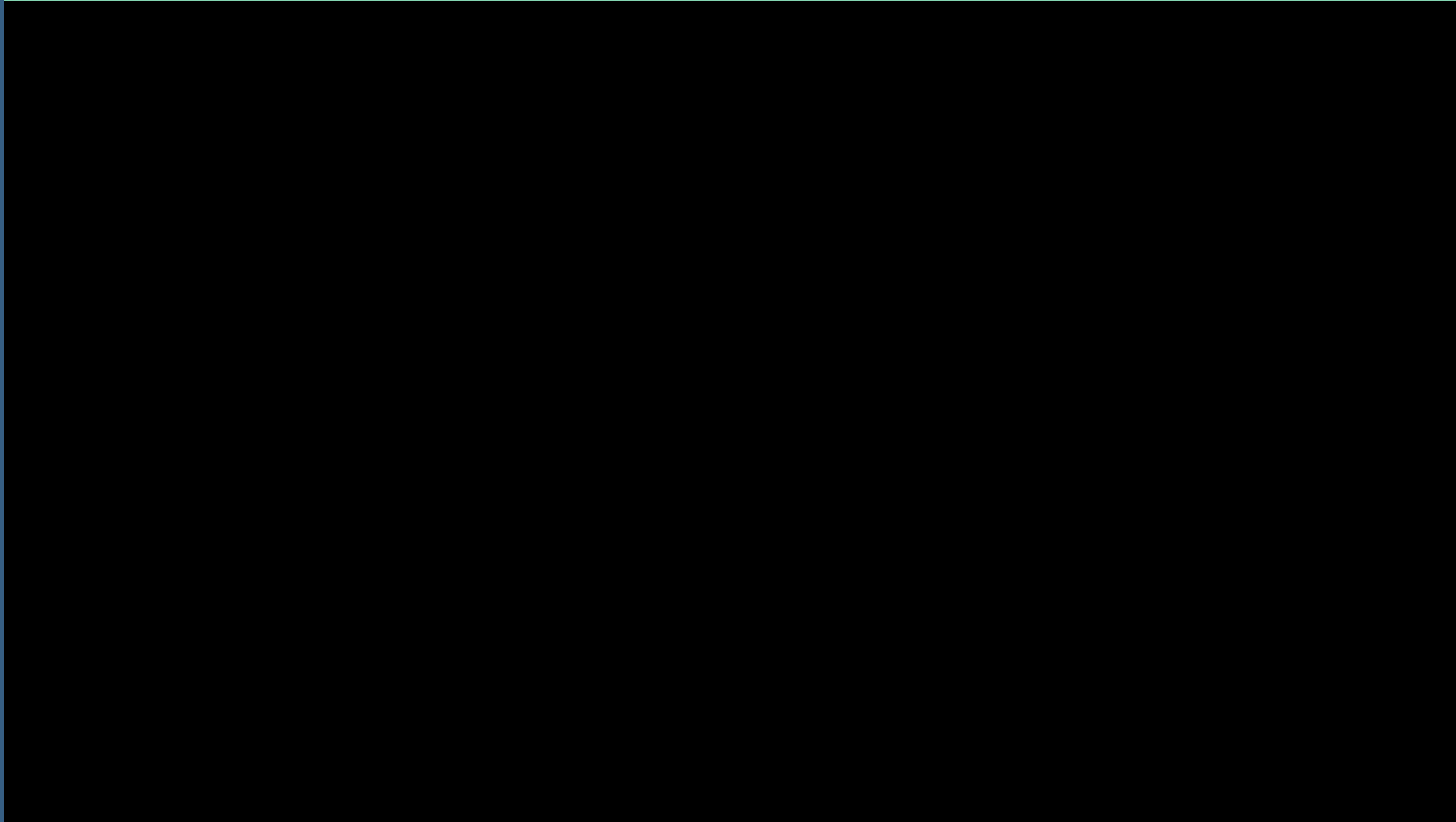
Answer the WHY?



Think about a goal you are working toward and determine why you are working on that goal.

What is the bigger picture and how can you phrase that as a stretch goal?
What are the smaller goals that will become part of your stretch goal?

What Does GRIT Look Like?



Smarter?

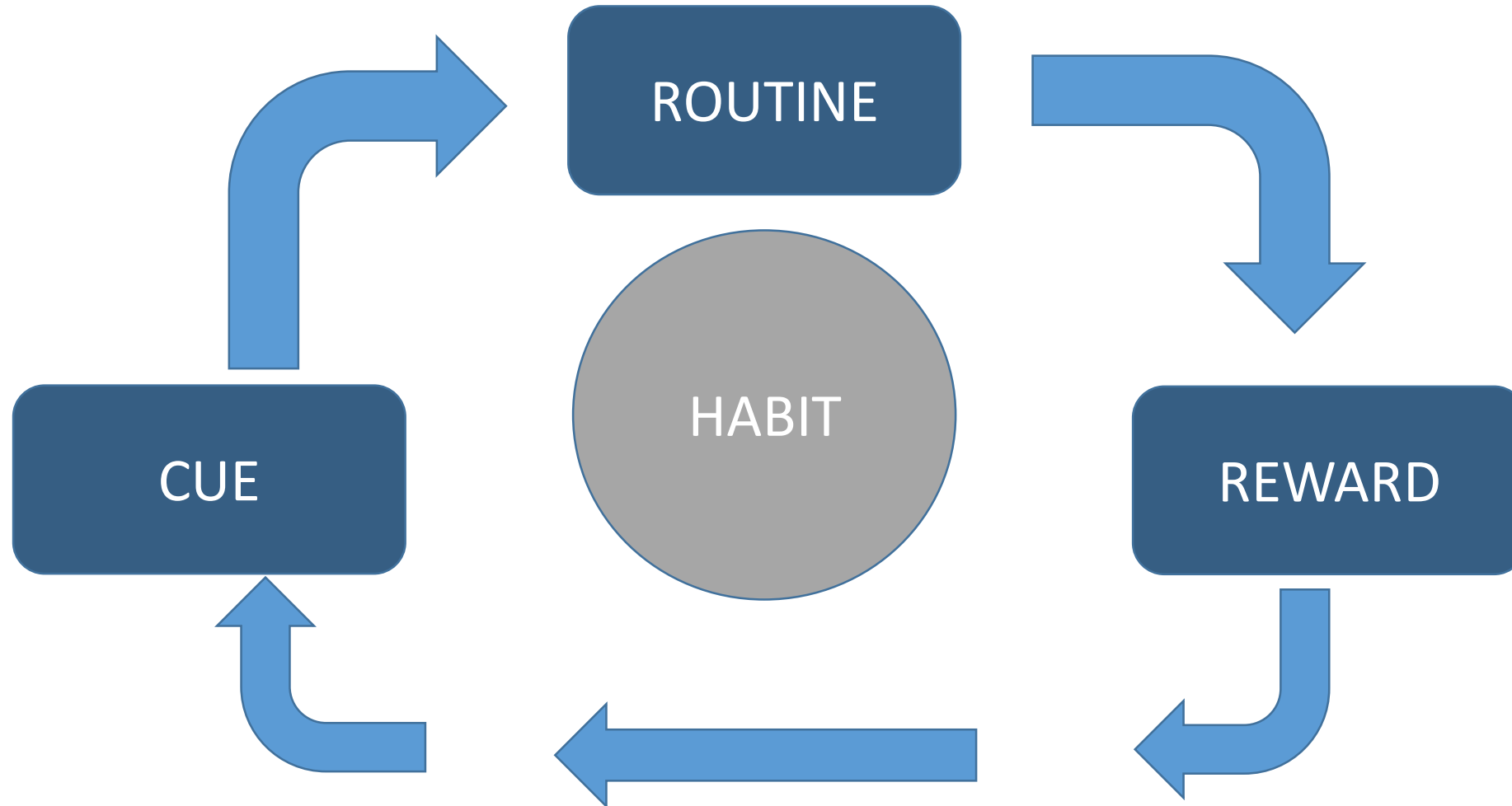
What
examples of
stretch goals
did you see
in the video?

Why Habit?

Habit
=
Conviction



The Habit Loop



The List from CASEL

Understand and manage
emotions

Set and achieve positive goals

Feel and show empathy for
others

Establish and maintain positive
relationships

Make responsible decisions

At Your School

What is one habit you would like to instill in:

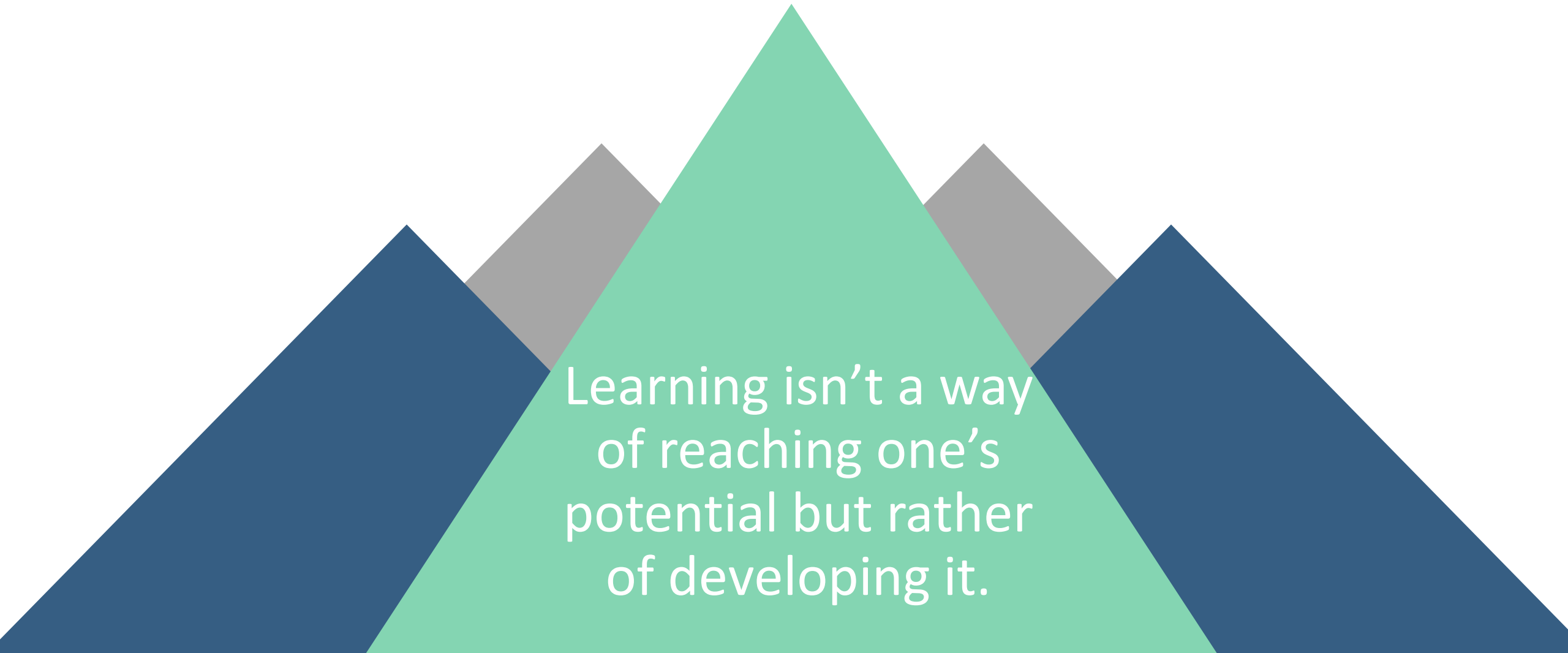
Yourself

Your Leadership
Team

Your Department or
Grade Level Teams

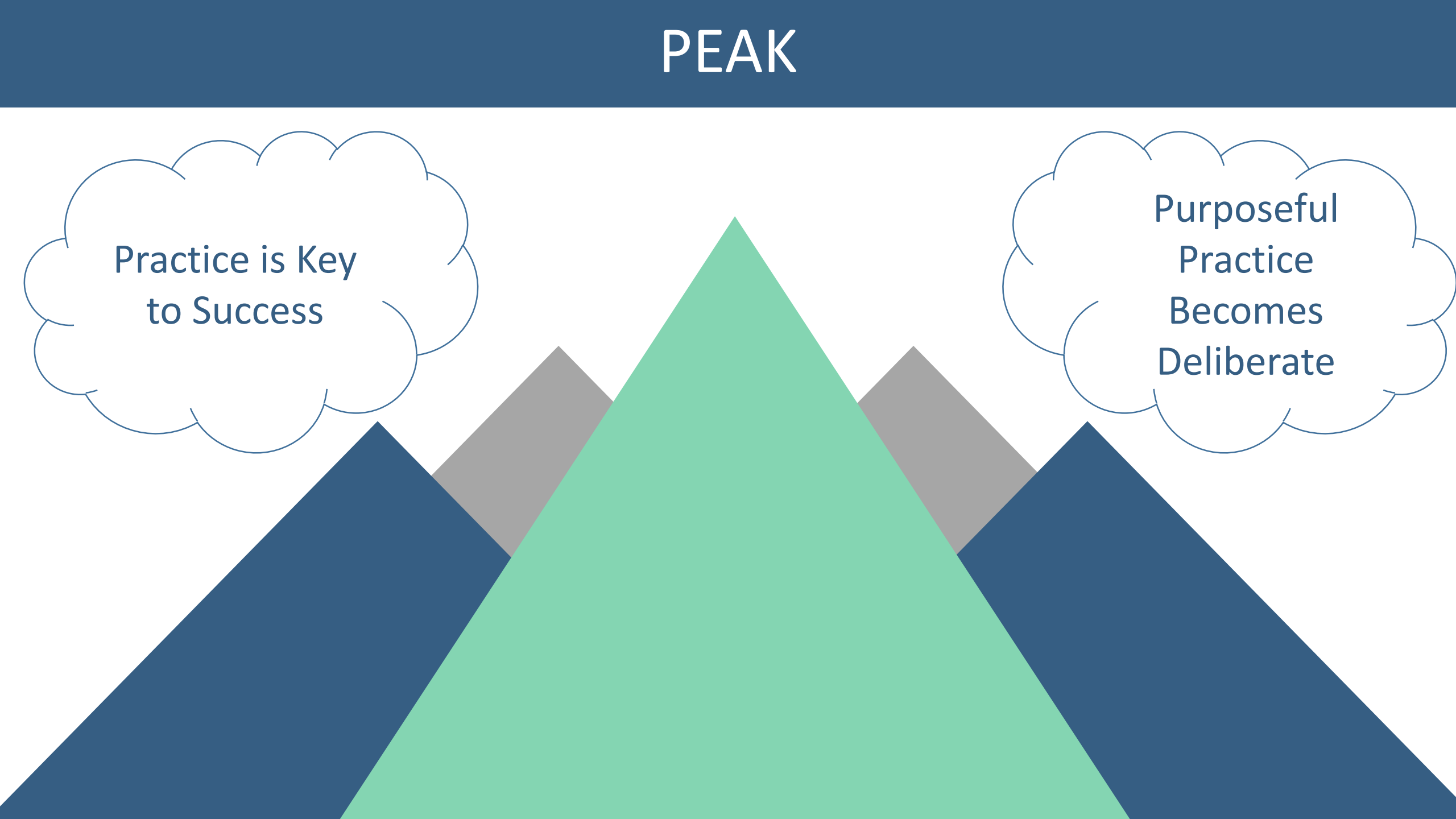
Your Students

Why PEAK?



Learning isn't a way
of reaching one's
potential but rather
of developing it.

PEAK



Practice is Key
to Success

Purposeful
Practice
Becomes
Deliberate

Deliberate Practice

Have a clear, specific goal

Maintain focus during practice

Push yourself to do more

Give or get feedback after every
attempt

What Do You Think?

DELIBERATE PRACTICE IN ACTION

Which player would you predict would be the better shooter after 100 hours?

Player A:

200 practice shots per hour.
Colleague retrieves shots.
Keeps a record of shots made,
shots missed, and errors.



Player B:

50 practice shots per hour.
Retrieves his own shots.
Dribbles leisurely, takes
several breaks.



At Your School

How can you use the science of deliberate practice to help you integrate one of the happiness strengths?

CURIOSITY

GRATITUDE

ZEST

HOPE

LOVE

Putting It All Together

MINDSET

GRIT

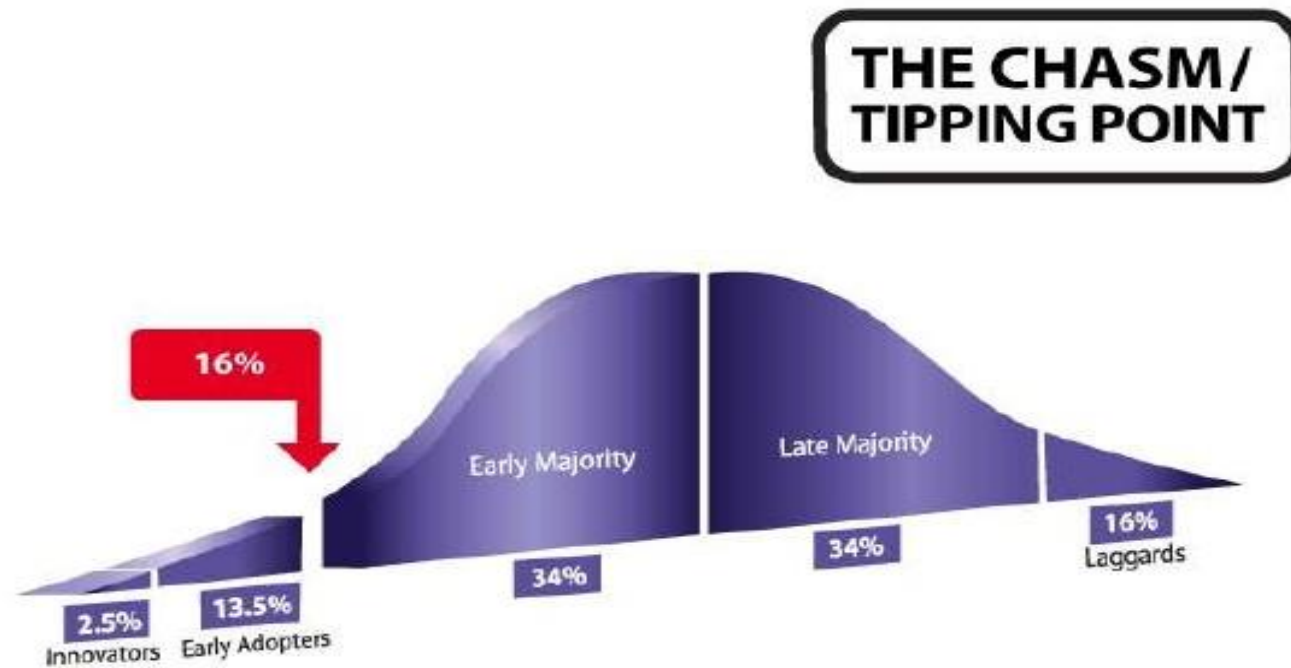
HABIT

PEAK

Here's the
Good
News!



The Law of Diffusion of Innovation

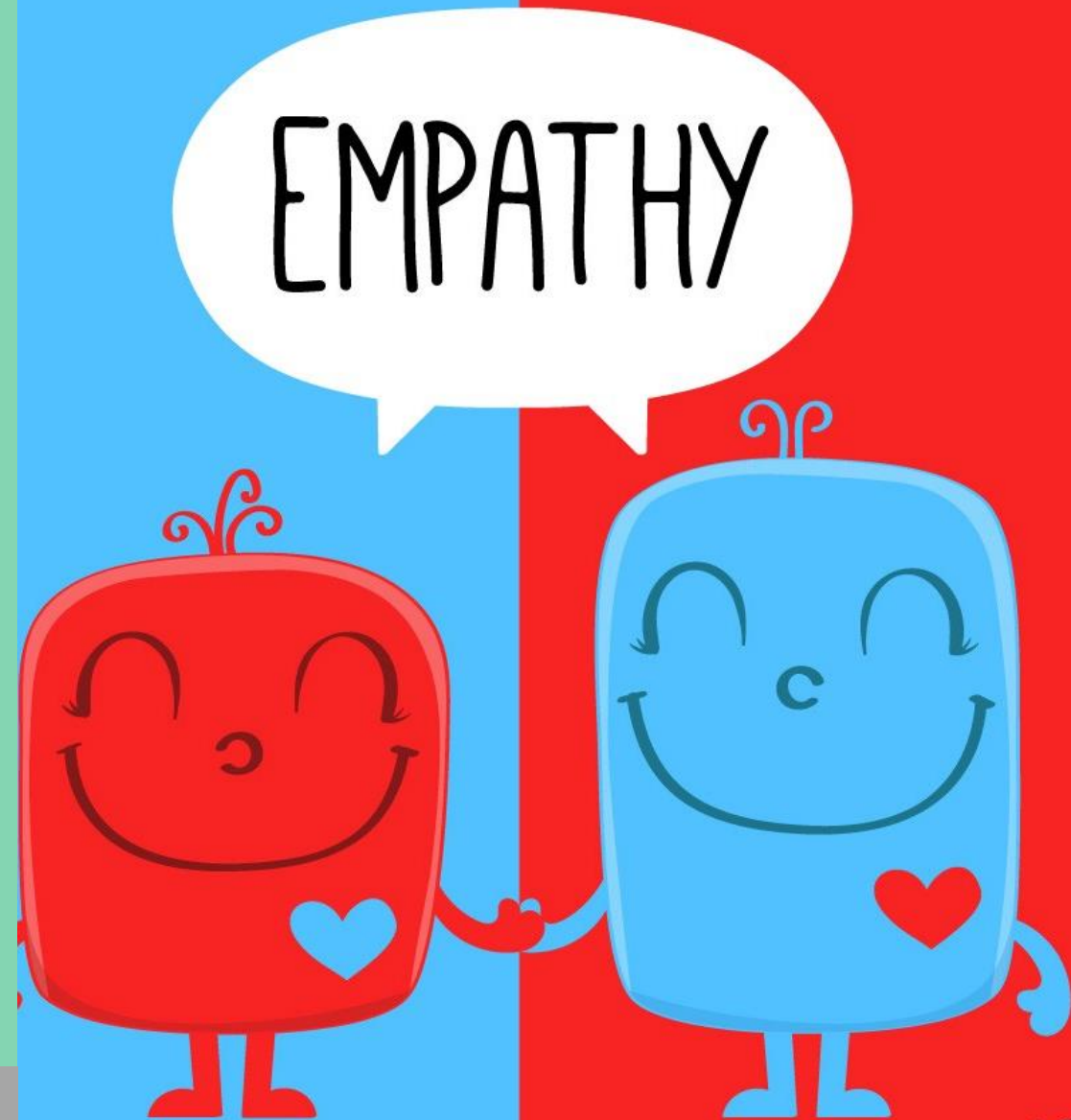


Source: Geoffrey Moore, *Crossing the Chasm* 1991

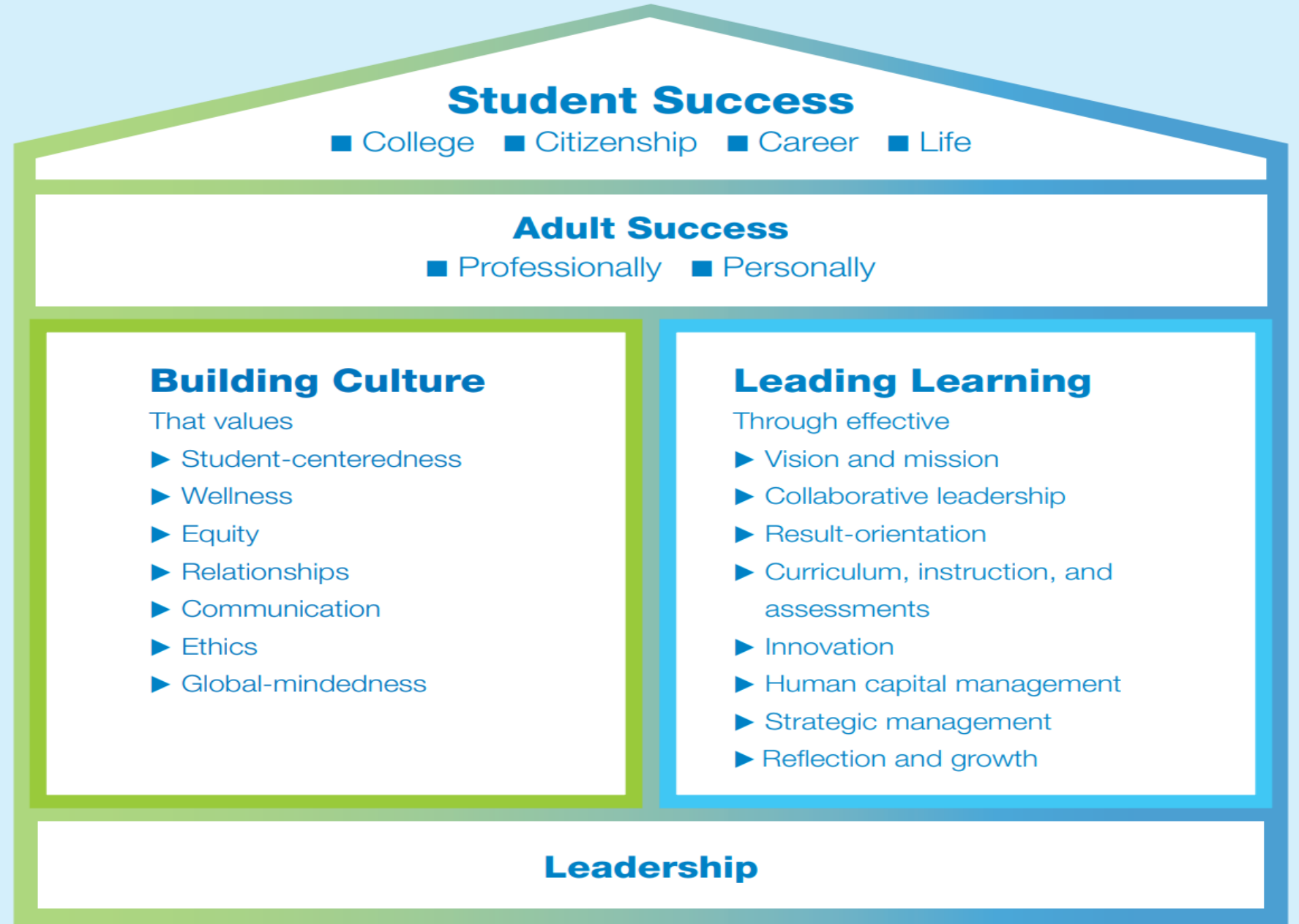
Start with Empathy

Empathy involves the ability to emotionally understand what another person is experiencing.

Essentially, it is putting you in someone else's position and feeling what they must be feeling.



NASSP BUILDING RANKS



Extend Your Learning

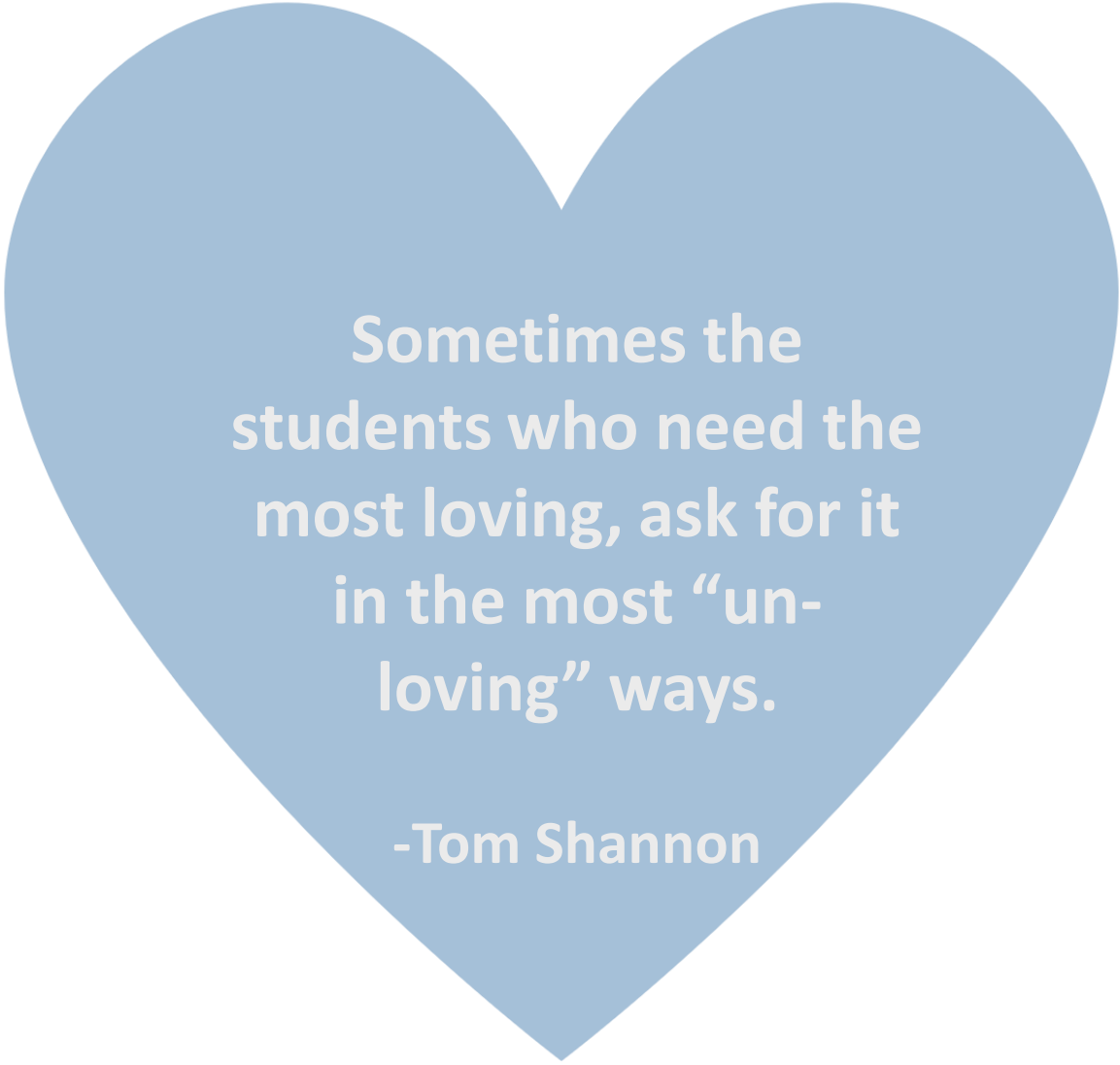
*Building Ranks: A
Comprehensive
Framework for
School Leaders*

Assessment
Center-Piloting Fall
2018

**Leadership 360°
Survey and the School
Culture Surveys-**
piloting Fall 2018
(School Culture Survey

School Leaders
Academy

Remember



Sometimes the
students who need the
most loving, ask for it
in the most “un-
loving” ways.

-Tom Shannon

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