Learn. Grow. Flourish.

THE WISDOM IS IN THE ROOM

Securing commitment, ensuring success

YOUR VISION IS THE STAR BY WHICH YOU NAVIGATE

LEVELS OF PERSPECTIVE (DANIEL KIM)

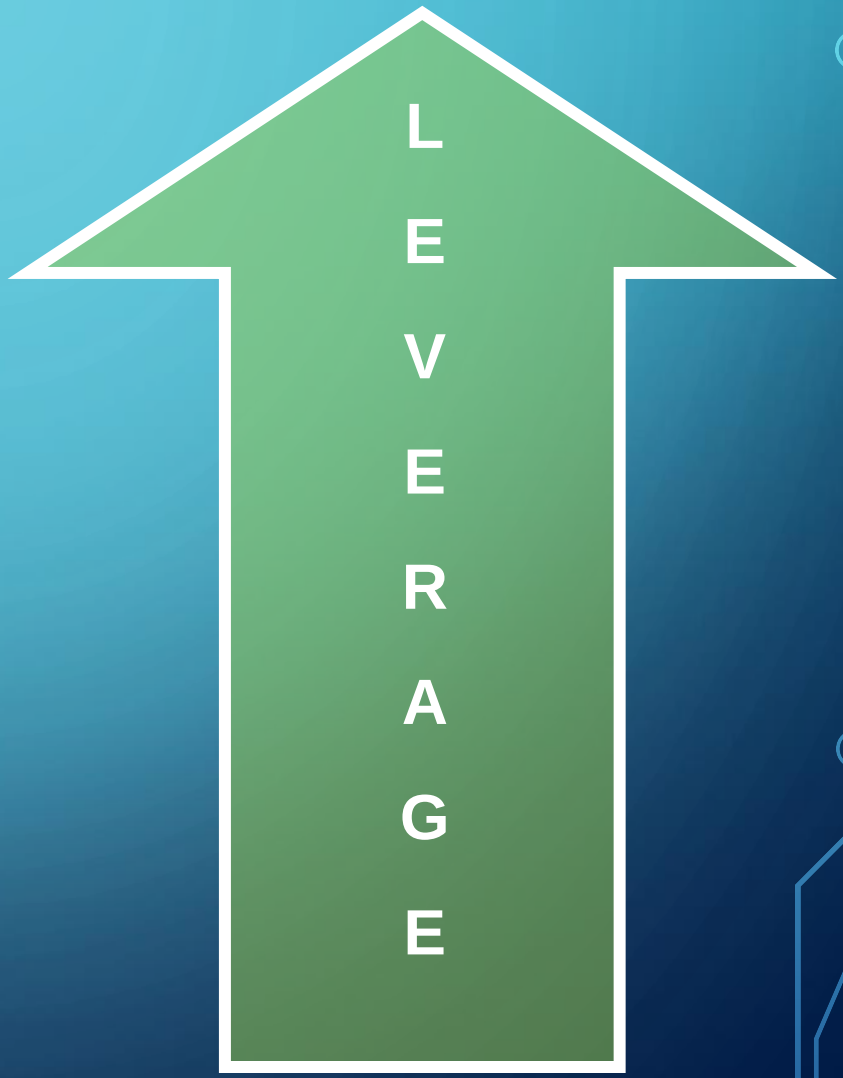
Vision

Mental Models

Systems & Structures

Patterns of Behaviour

Events



- Every viewpoint is a view from a point
- We are all shaped by where we've been
- *Brendan Spillane (2015)*

FORMING

AGREEING TO DO SOMETHING TOGETHER

- EXCITEMENT
- UNCERTAINTY
- NEGOTIATION
- COLLABORATION
- SKILLED CONSENSUS
- SHARED VISION

STORMING

BREAKING FREE FROM CURRENT REALITY

- Challenge to Mindsets
- Confrontations
- Abuse of Power
- Collective Awareness
- Clarify Training Needs
- Create Focus

Storming is Necessary for Learning

"Progress is impossible without change, and those who cannot change their minds cannot change anything."

George Bernard Shaw (1856 – 1950)

NORMING

ALIGNMENT TO NEW WAYS OF DOING THINGS

- NOTICEABLE IMPROVEMENTS
- ALIGNMENT
- TEAM LEARNING
- CONFIDENCE BUILDS
- NEW MENTAL MODELS EMERGE

PERFORMING IN A STATE OF FLOW

- REAL PROGRESS
- FINE TUNING
- CONTINUAL LEARNING
- SENSE OF ACHIEVEMENT

‘ THIS IS THE WAY

WE DO THINGS’

A vision is shared by the people who create it

Hogsnes School & Kindergarten, Tønsberg, Norway

Hogsnes school is a learning organisation. We share experiences and are working with things we are good at. We have a shared and living vision and are in a developing process, in which everybody is participating and is going in the same direction.

We have an engaged, motivated staff who are willing to learn. We seek new understanding and knowledge. We have staff with positive values, humour and a glint in our eyes! We see possibilities and take challenges.

We have a culture for giving feedback to each other, across the whole organisation. We see each other. We respect each other. We are good role models for the students. We collaborate positively with the parents and see them as an important resource.

At Hogsnes School and Kindergarten the child is central. All children and students grow both socially and academically through individual learning plans with appropriate targets. We visualize and document results. The parents and children understand the progress that students are making and understand the process of learning. The working environment motivates and energises staff and children. Children and staff support and strengthen each other. We build self-confidence and self esteem in our children and help them to be independent. Our students want to learn and collect evidence to show their progress. They use different learning strategies.

Inquiry probe questions

1. What experiences are the most powerful for children and their learning?

2. What makes, or would make, you most proud of this school?

3. What makes our school a good place to work?

4. What attitudes and skills do we want our children to possess by the time they leave us?

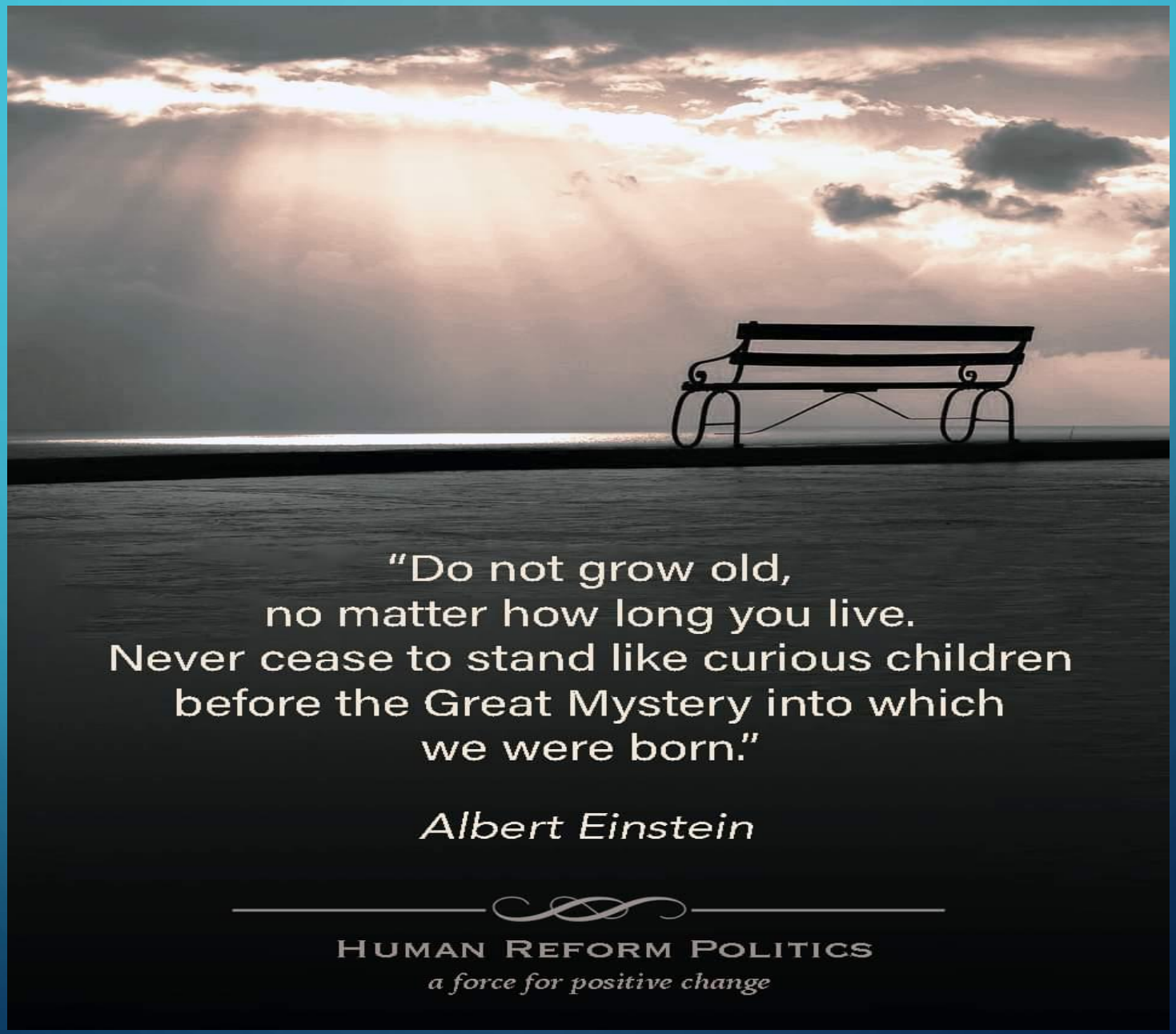
OUR VISION

CREATING A SCHOOL IN WHICH WE CAN THRIVE

- **Our vision is to provide a school that will empower students to meet their future with clarity, courage, creativity and compassion. By offering a curriculum, upheld by Steiner indications that are responsive to development of the whole child providing a positive foundation for purposeful and productive future citizens.**

OUR VALUES

- We strive for an integrated curriculum that engages and nurtures lifelong learners through a seamless and authentic approach
- Our students have critical dispositions to be inquisitive, curious and resilient learners
- Through the Arts children are offered creative ways to develop their imagination
- We respect and show integrity, resilience and compassion
- We revere physical space and the natural environment


"Do not grow old,
no matter how long you live.
Never cease to stand like curious children
before the Great Mystery into which
we were born."
Albert Einstein
HUMAN REFORM POLITICS
a force for positive change