

Building a Growth Mindset Learning Environment 2.0

Leading Learners

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PARTICIPANTS VERSION

Mary Cay Ricci

Twitter@ MaryCayR

MaryCayR@msn.com

What do you already know about
Growth/Fixed Mindsets?

Using your arm as a gauge, show me
how much you know.



Based on the research of Carol Dweck
Stanford University

Fixed Mindset	Growth Mindset
Intelligence is a fixed trait.	Intelligence is a malleable quality, a potential that can be developed. (neuroplasticity)

Fixed Mindset

- Praise “smarts”
- Intelligence is fixed- you have what you have
- This is too hard/not the group for you.
- Some people just can't do this work

Growth Mindset

- Praise effort, strategies
- You have to develop your brain- work it like a muscle
- There is enough success for everyone

Surveyed Students in Title I Schools

Grade	Fixed Mindset	Growth Mindset
K		100%
1	10%	90%
2	18%	67%
3	42%	58%



Equitable access to advanced learning opportunities.



Deliberate cultivation of psychosocial skills such as perseverance, resiliency, and grit.

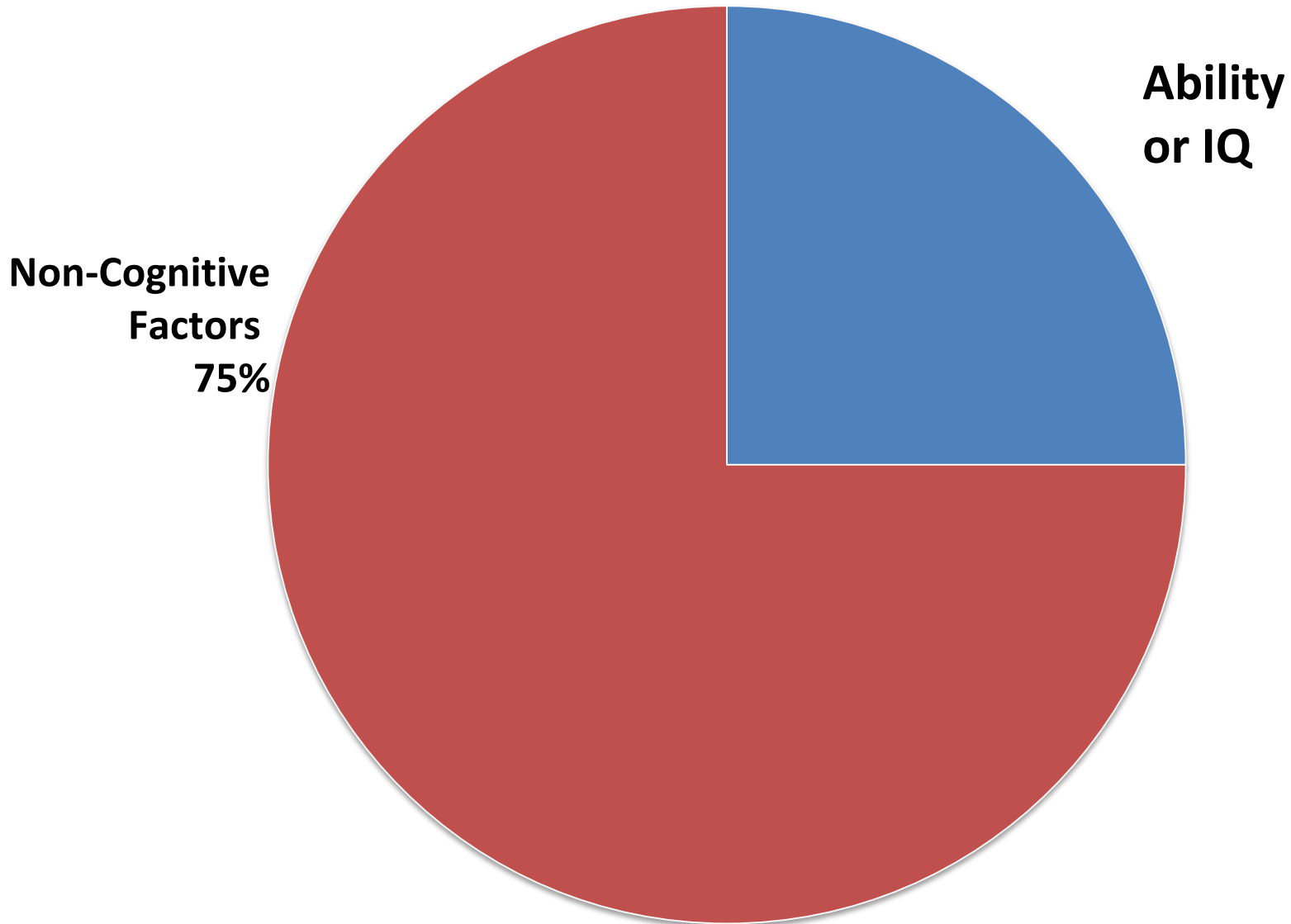


Student understanding of neural networks in the brain.



Growth mindset feedback and praise.

Achievement



From Presentation: Talent Development as an Emerging Framework for Gifted Ed: Paula Olszewski-Kubilius

How does a growth mindset support innovation and creativity?

What opportunities exist for innovation and creativity in K-12 education?

How do mindsets fit in?

With Creativity There is...

No Such Thing as Failure and

No One right answer

- What does it mean when we say that there is no failure when you are being creative?
- What are some things that get in the way of being our creative best?
- What could we possibly fear when being creative?

“Innovation occurs when we have the courage and comfort to make mistakes and learn from them; this applies to students as well as the adults who develop programs for them! “

Mindsets in the Classroom – 2017

Mary Cay Ricci

Grading

- Rick Wormeli: Redos, Retakes, and Do-Overs, Part One
- <https://www.youtube.com/watch?v=TM-3PFfIfvI>
to 4.40
- What are some ways that failures and grades can be recoverable?

GRADING

- **Standards Based Grading** is Growth Mindset friendly:
 - You have either mastered the standard
 - OR
 - Are not quite there yet
- **Delay the Grade:** writing assignments- provide feedback, a chance to revise- the grade comes at the end.
- **My Favorite Mistakes:** *Highlighting Mistakes—A Grading Strategy* can be found at <https://www.youtube.com/watch?v=BO2gndc4d9I>.

“Academic resiliency can not
be developed if students are
under challenged”

Ricci 2015

During Productive Struggle...

- Students can wrestle with the task
- Try a variety of strategies
- Eventually reach a solution

It is fine to provide some guidance to students during productive struggle—just don't over-help. Ask a question that might trigger a strategy to try or provide some scaffolding for support if needed. Guide students to ask questions that will trigger new thinking. Teach students about the importance of productive struggle.

Goal Setting

The following are examples of mindset goals:

- I will ask questions when I cannot figure something out on my own.
- I will use a variety of strategies (look at past work, review notes, use online resources) when I get stuck on something.
- I will request time after class to work with my teacher if I don't understand a concept yet.
- I will ask for more challenging work if the work presented does not require much effort.

Growth Mindset Leadership

- Instead of saying “We can’t do that”, say...
“How can we do that?”
- Model reflection out loud after feedback or a blunder.
- Create a culture of risk-taking without fear of judgment or failure.
- Seek out growth mindset educators.

What else?

Reflect and Plan

- **Administrators Reflection and Planning for a Growth Mindset School Culture.**

Component of Growth Mindset Environment	Example	What is Already Happening	Plans	Timeline	Monitoring
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Anticipated Barriers from Staff for Implementing a Growth Mindset Environment

- Just another initiative that will go away in 6 months
- Non-belief: Some people are just not “math-people”
- Not valuing “process”.

What to do about Fixed Mindset Teaching?

- The teacher who says she/he has a growth mindset but actions say otherwise.
- The teacher who doesn't believe this “pop-psychology mumbo-jumbo”
- The teacher who refers to her students by their pace.

At minimum....

- Communicate the expectation that in your school community everyone will use growth mindset praise and feedback.
- Communicate the expectation that all students will have equitable access to advanced learning.

Get your parent community involved!

- Host a Growth Mindset night.
- Invite a few parents to be part of a Growth Mindset school committee.
- Encourage your parents to participate in a Growth Mindset book club

(Mindsets for Parents 😊)

Additional Resources:

Twitter @ MaryCayR

Facebook: *Mindsets in the Classroom*

Books

Mindsets in the Classroom (2013, 2017)

*Ready to Use Resources for Mindsets
in the Classroom (2015)*

Mindsets in the Classroom Poster Set

Mindsets for Parents (2016)