



# Teaching and Learning at Downlands



# Dweck's Fixed & Growth Mindsets



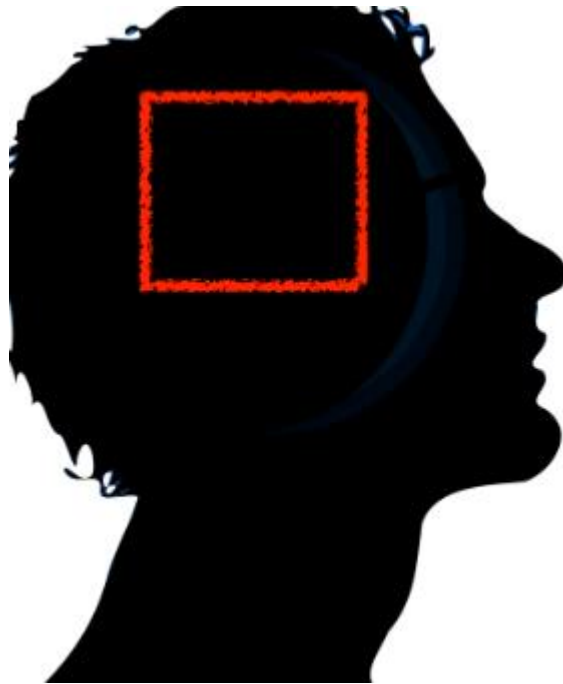
Ability is innate



Ability can be  
developed  
through  
practice

“Placing learning at the heart of what we do”

# The troubles of a **Fixed Mindset**



**Avoids Challenge** ( This might result in failure and therefore... )

**Gives up easily** ( I can or can't )

**Effort not important** ( I can or can't )

**Finds feedback difficult** ( threatened or I don't need to listen )

**Struggle with anxiety** ( not good enough syndrome OR have to maintain my superiority syndrome )

# The Growth Mindset

Enjoy Challenge ( Not worried about making mistakes )

Persist when challenged ( recognised they will get there in the end )

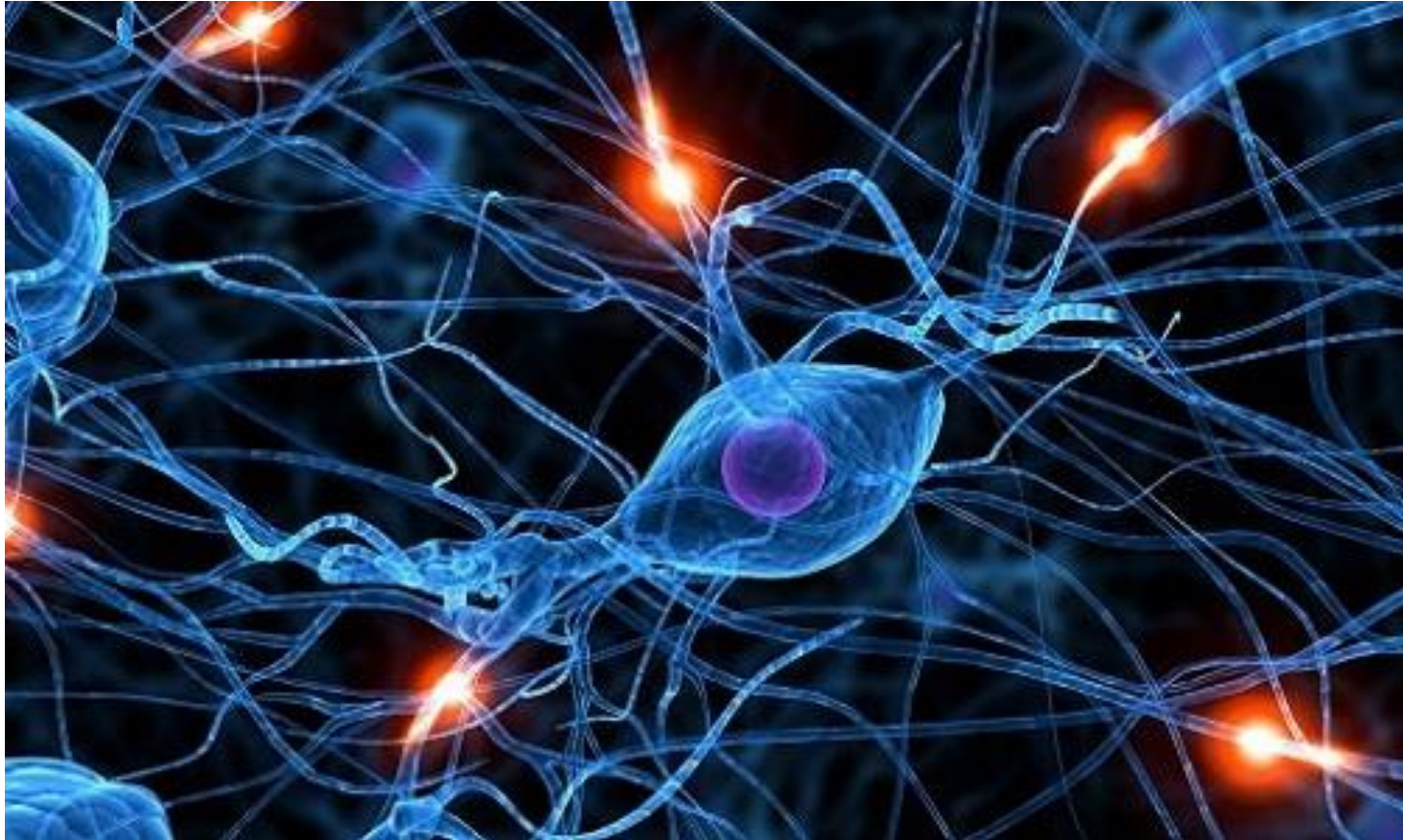
Believe practice will enable them to make progress.

Learn from feedback ( It is not a threat )

Inspired by others

Less anxious ( do not see success and failure as personal )





“Placing learning at the heart of what we do”

# 5 Learning Messages

- Learners who believe there are no limits are successful
- Learners who embrace challenge are successful
- Learners who act on feedback are successful
- Learners who practise are successful
- Learners who work with others are successful

“Placing learning at the heart of what we do“

# Teaching and Learning is changing

- Changing what happens in our classrooms
- Year 7 tutor times
- Promoting our key messages
- Assemblies
- Changing the school environment
- Engaging you



# Teachers as learners

All teachers are involved in improving their own practice.

- IRIS
- Action Research Group
- Working with coaches
- Observations of each other

# Ideas for Parents

Carol Dweck states:

- Praising talent or ability sends a fixed mindset message ( creates complacency or anxiety )
- Praise achievement, but recognise the processes/strategies, effort or choices they have contributed to success.

Useful reading:

- Chapter 1: M.Syed's book ***Bounce***
- Chapter 7: C.Dweck's book ***Mindset***

# Ideas for Parents

Using Coaching structure to conversations.  
Coaching conversations aim to empower people rather than tell them what to do?

## **GROW model:**

- Goal ( What do you want to achieve? )
- Reality ( where are you with at the moment?  
How have you met challenges in the past )
- Options ( What different things could you do? )
- When ( When are you going to do this )

# Coaching

- Start with **Goal:** ( gives people a vision of what they want to achieve ). How do want this to be? If you had completed a brilliant homework what would it look like?
- **Reality:** ( encourages people to reflect on where they are with a challenge, and gets them to think about their strengths to open up their thinking about challenges ). Where are you at with this task? How have you been successful before with homeworks?
- **Options:** ( encourages people to come up with their own solutions ) What different things could you do? If you were advising someone else what would you tell them to do?
- **When:** ( creating a commitment ) When are you going to do this? What time?