

14th Annual
Hawker Brownlow

Thinking & Learning Conference

PETE HALL

THURSDAY 18 MAY

**Transforming a Struggling School:
Lessons from the Field**

Session 3

MELBOURNE



☎ 03 8558 2444

📱 www.hbconf.com.au

📠 03 8558 2400

✉ conferences@hbe.com.au

PETE HALL

Pete Hall is a dynamic educator, speaker and author. Pete served five years as a teacher, two years as an assistant principal and 12 years as a principal. He worked exclusively in Title I schools, including Anderson Elementary School, a turnaround school in Reno, Nevada. For his tenacious and courageous leadership, Hall has been honoured with ASCD's Outstanding Young Educator Award (2004), Nevada's Martin Luther King Jr. Award (2005) and Phi Delta Kappan's Emerging Leaders Award (2009), among others. He was appointed to the Nevada Governor's Commission on Excellence in Education in 2005 and was selected to sit on the National Education Association's Great Public Schools Indicators Advisory Panel in 2010.



A message from Hawker Brownlow Education

We hope that you have found these conference papers and the accompanying sessions useful. Please be aware that the contents of these papers are the intellectual property of the speaker and no reproduction for any purpose is authorised. We urge you to take care of this booklet. Replacement copies will not be made available either during or after this conference.

Published in Australia by



This handout was created by Hawker Brownlow Education for the proceedings of the Hawker Brownlow 14th Annual Thinking & Learning Conference. All rights are reserved by Hawker Brownlow Education. It is a violation of copyright law to duplicate or distribute copies of this handout by any means for any purposes without prior permission in writing from Hawker Brownlow Education. Professors and workshop presenters must first secure written permission for any duplication rights. For copyright questions, permission requests, or information regarding professional development contact:

Hawker Brownlow Education
P.O. Box 580, Moorabbin, Victoria 3189, Australia
Phone: (03) 8558 2444 Fax: (03) 8558 2400
Toll Free Ph: 1800 334 603 Fax: 1800 150 445
Website: www.hbe.com.au
Email: orders@hbe.com.au

© 2017 Hawker Brownlow Education
Printed in Australia

CODE: MELPHL0103
0517



PETE HALL

AUTHOR * SPEAKER * CONSULTANT * MOTIVATIONAL COACH
FORMER TEACHER AND SCHOOL ADMINISTRATOR

After a teaching career that spanned preK-8 over three states, Mr. Hall served 12 years as a principal in three Title I schools: Anderson Elementary in the Washoe County (Reno, NV) School District, and Sheridan Elementary and Shaw Middle in the Spokane (WA) Public Schools. Under his leadership, Anderson ES was the only Title I school in the State of Nevada to earn “High Achieving” designation; Sheridan ES earned accolades from the Washington State Office of the Superintendent for its growth and achievement; and Shaw MS earned a Career & Life Readiness Award from the State of Washington.

Mr. Hall’s written works include authoring over a dozen articles on leadership and publishing six books, *The First-Year Principal* (Scarecrow Education, 2004), *Building Teachers’ Capacity for Success: A collaborative guide for coaches and school leaders* (Hawker Brownlow Education, 2010), *Lead On! Motivational lessons for school leaders* (Eye On Education, 2011) *Teach, Reflect, Learn: Building your capacity for success in the classroom* (Hawker Brownlow Education, 2015), *Fostering Resilient Learners: Strategies for creating a trauma-sensitive classroom* (Hawker Brownlow Education, 2016), and *The Principal Influence: A framework for building principals’ leadership capacity* (Hawker Brownlow Education, 2016). A seventh, tentatively titled *Cultivating a Culture of Reflective Practice: The definitive guide to building teachers’ capacity*, is scheduled for release in 2017.

For his tenacious and courageous leadership, Mr. Hall has been honored with ASCD’s Outstanding Young Educator Award (2004), Nevada’s Martin Luther King Jr Award (2005), and Phi Delta Kappan’s Emerging Leaders Award (2009), among others. He was appointed to the Governor’s Commission on Excellence in Education (in Nevada, 2005) and was selected to sit on the National Education Association’s Great Public Schools Indicators Advisory Panel (2010-2011). He holds a National Principal Mentor Certificate from NAESP and serves as a trainer and coach for NAESP’s PALS mentoring program. He also provides extensive professional development services as an ASCD Faculty member.

Mr. Hall has worked as a personal consultant/mentor/motivational coach for school leaders, teachers, professional athletes, weekend golfers, stand-up comedians, firefighters, business executives, custodians, and more. A current resident of Coeur d’Alene, Idaho, he speaks and consults internationally.

Follow him on Twitter at @EducationHall

The **HEDGEHOG CONCEPT** parable:

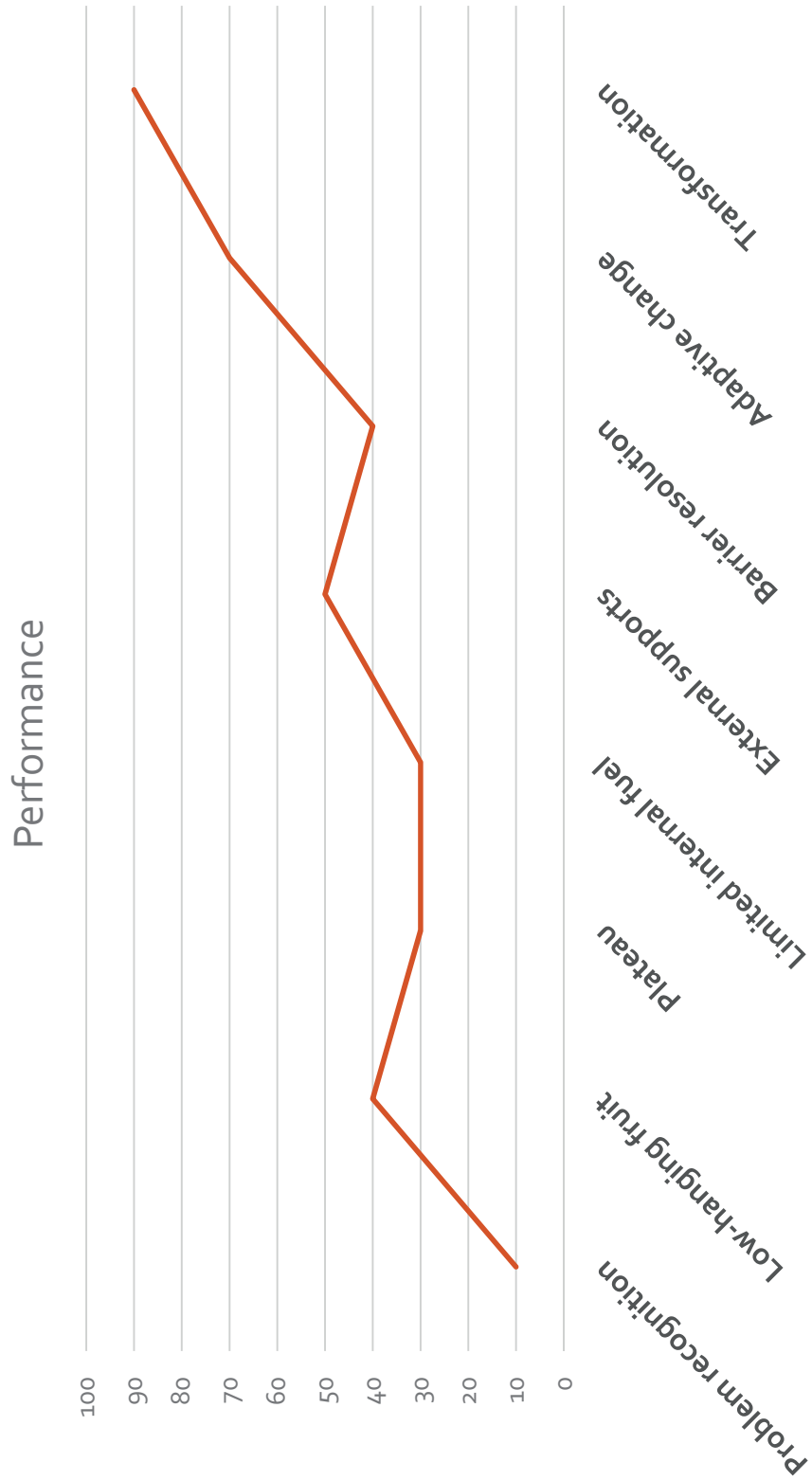
In his famous essay “The Hedgehog and the Fox,” Isaiah Berlin divided the world into hedgehogs and foxes, based upon an ancient Greek parable: “The fox knows many things, but the hedgehog know one big thing.” The fox is a cunning creature, able to devise a myriad of complex strategies for sneak attacks upon the hedgehog. Day in and day out, the fox circles around the hedgehog’s den, waiting for the perfect moment to pounce. Fast, sleek, beautiful, fleet of foot, and crafty – the fox looks like the sure winner. The hedgehog, on the other hand, is a dowdier creature, looking like a genetic mix-up between a porcupine and a small armadillo. He waddles along, going about his simple day, searching for lunch and taking care of his home.

The fox waits in cunning silence at the juncture in the trail. The hedgehog, minding his own business, wanders right into the path of the fox. “Aha, I’ve got you now!” thinks the fox. He leaps out, bounding across the ground, lightning fast. The little hedgehog, sensing danger, looks up and thinks, “Here we go again. Will he ever learn?” Rolling up into a perfect little ball, the hedgehog becomes a sphere of sharp spikes, pointing outward in all directions. The fox, bounding toward his prey, sees the hedgehog defense and calls off the attack. Retreating back to the forest, the fox begins to calculate a new line of attack. Each day, some version of this battle between the hedgehog and the fox takes place, and despite the greater cunning of the fox, the hedgehog always wins.



Isaiah Berlin, *The hedgehog and the fox* (Chicago: Elephant Paperbacks, 1993) as quoted directly from:
Jim Collins, *Good to great* (New York: Harper Business, 2001, pp. 90-91)

The process of school turnarounds



School Turnaround Conditions/Strategies

(Page 1 of 5) Directions: Consider this condition thoughtfully. Score your current status with this condition using the rubric below. Describe the State of Affairs, and brainstorm some ideas to address and bolster this condition as an area of strength.

Condition 5: Focus, Focus, Focus

Score it:

- Δ 1. We have not addressed this in an intentional, consistent manner
- Δ 2. We look at this only during our annual review
- Δ 3. We discuss this a couple times a year
- Δ 4. We have a consistent, ongoing plan that uses evidence/data to guide our efforts

Describe it: What is the current “State of Affairs” in your building re: this condition?

Brainstorm it: List some ideas you might have (heard in this presentation, read about in a journal, used previously, and/or stolen from colleagues):

School Turnaround Conditions/Strategies

(Page 2 of 5) Directions: Consider this condition thoughtfully. Score your current status with this condition using the rubric below. Describe the State of Affairs, and brainstorm some ideas to address and bolster this condition as an area of strength.

Condition 4: It's About the People

Score it:

- Δ 1. We have not addressed this in an intentional, consistent manner
- Δ 2. We look at this only during our annual review
- Δ 3. We discuss this a couple times a year
- Δ 4. We have a consistent, ongoing plan that uses evidence/data to guide our efforts

Describe it: What is the current "State of Affairs" in your building re: this condition?

Brainstorm it: List some ideas you might have (heard in this presentation, read about in a journal, used previously, and/or stolen from colleagues):

School Turnaround Conditions/Strategies

(Page 3 of 5) Directions: Consider this condition thoughtfully. Score your current status with this condition using the rubric below. Describe the State of Affairs, and brainstorm some ideas to address and bolster this condition as an area of strength.

Condition 3: We Do This Together

Score it:

- Δ 1. We have not addressed this in an intentional, consistent manner
- Δ 2. We look at this only during our annual review
- Δ 3. We discuss this a couple times a year
- Δ 4. We have a consistent, ongoing plan that uses evidence/data to guide our efforts

Describe it: What is the current “State of Affairs” in your building re: this condition?

Brainstorm it: List some ideas you might have (heard in this presentation, read about in a journal, used previously, and/or stolen from colleagues):

School Turnaround Conditions/Strategies

(Page 4 of 5) Directions: Consider this condition thoughtfully. Score your current status with this condition using the rubric below. Describe the State of Affairs, and brainstorm some ideas to address and bolster this condition as an area of strength.

Condition 2: Results Rule the Day

Score it:

- Δ 1. We have not addressed this in an intentional, consistent manner
- Δ 2. We look at this only during our annual review
- Δ 3. We discuss this a couple times a year
- Δ 4. We have a consistent, ongoing plan that uses evidence/data to guide our efforts

Describe it: What is the current “State of Affairs” in your building re: this condition?

Brainstorm it: List some ideas you might have (heard in this presentation, read about in a journal, used previously, and/or stolen from colleagues):

School Turnaround Conditions/Strategies

(Page 5 of 5) Directions: Consider this condition thoughtfully. Score your current status with this condition using the rubric below. Describe the State of Affairs, and brainstorm some ideas to address and bolster this condition as an area of strength.

Condition 1: Mentoring Matters

Score it:

- Δ 1. We have not addressed this in an intentional, consistent manner
- Δ 2. We look at this only during our annual review
- Δ 3. We discuss this a couple times a year
- Δ 4. We have a consistent, ongoing plan that uses evidence/data to guide our efforts

Describe it: What is the current “State of Affairs” in your building re: this condition?

Brainstorm it: List some ideas you might have (heard in this presentation, read about in a journal, used previously, and/or stolen from colleagues):

NOW WHAT?

Name: _____ Today's date: _____

Directions: You've just completed a fabulous, informative, and inspirational workshop. Armed with new information and practical strategies, **WHAT ARE YOUR GOALS FOR IMPLEMENTING THESE APPROACHES** to increase your effectiveness in your professional responsibilities? For the overarching SMART goal, write at least two specific Action Steps that you **WILL** attempt.

My SMART Goal: By _____, _____

WHY did I set this goal? _____

HOW will I accomplish it?

Action Step #1: _____

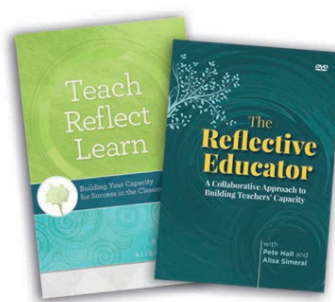
Action Step #2: _____

Action Step #3: _____

WHO will support me (and in what manner)? _____

Available from Hawker Brownlow Education

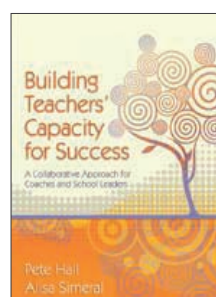
Qty	Code	Title	Price
	109002	Building Teachers' Capacity for Success: A Collaborative Approach for Coaches and School Leaders	\$32.95
	116014	Fostering Resilient Learners: Strategies for Creating a Trauma-Sensitive Classroom	\$39.95
	EYE3986	Lead On!: Motivational Lessons for School Leaders	\$37.95
	117087	Leadership Bundle	\$99.95
	115040	Teach, Reflect, Learn: Building Your Capacity for Success in the Classroom	\$39.95
	116026	The Principal Influence: A Framework for Developing Leadership Capacity in Principals	\$45.95
	115000	The Reflective Educator Bundle	\$275.00
	616027	The Reflective Educator DVD: A Collaborative Approach to Building Teachers' Capacity	\$250.00
Total (plus freight) \$			



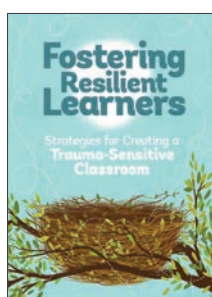
115000



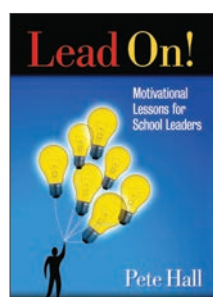
117087



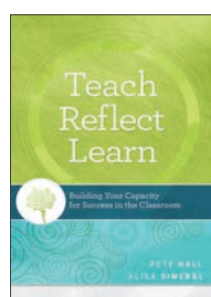
109002



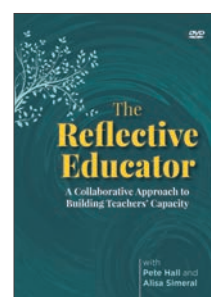
116014



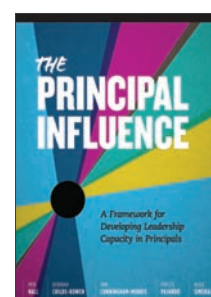
EYE3986



115040



616027



116026

Attention Order Number

Name of School

Address

..... StateP/Code.....

Country

Email:

Yes, I would like to receive emails from Hawker Brownlow Education about future workshops, conferences and the latest publications.

Terms of Trade

- Prices are quoted in Australian dollars (\$AUD) and include GST
- All prices are subject to change without notice.
- For New Zealand customers, at the time of invoice, we will convert the amount into New Zealand dollars (\$NZD) so that you can pay by cheque or credit card in New Zealand dollars (\$NZD).
- Full money-back guarantee.
- We do realise it is difficult to order sight unseen. To assist you in your selection, please visit our website <www.hbe.com.au>. Go to 'Browse Books' and most titles will give you the option to view the first few pages of the book. Click 'View Contents' on your selected book page.
- We will supply our books on approval, and if they do not suit your requirements we will accept undamaged returns for full credit or refund. Posters are for firm sale only and will not be sent on approval. Please be aware that delivery and return postage is the responsibility of the customer.
- Freight costs are determined at Australia Post rates, with a minimum delivery charge of \$9.50 within Australia and \$15.00 for New Zealand for each order.
- Please provide your street address for delivery purposes.

To place an order, request a catalogue or find out more about our resources:

Call
1800 334 603
(03) 8558 2444

Fax
1800 150 445
(03) 8558 2400

Online
www.hbe.com.au

Mail
Hawker Brownlow Education
PO Box 580,
Moorabbin, VIC 3189

Do you want to know all about the latest professional development events in your area? Be the first to find out about new releases from world-renowned and local authors with the HBE e-newsletter! Upcoming titles will feature authentic assessment and digital media, along with a strong focus on success in mathematics and literacy. Sign up to our FREE e-newsletter at www.hbe.com.au.

Online 'On Account' ordering now available!

If you have a pre-existing account with Hawker Brownlow Education, you can now order online and pay using that account.