

15th Annual
Hawker Brownlow
**Thinking &
Learning**
Conference

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TOM HIERCK

SATURDAY 19 MAY

Session 2

Learning for ALL Means Learning for ALL

MELBOURNE

TOM HIERCK

Tom Hierck has been an educator since 1983, in a career that has spanned all year levels and included many roles in public education. His experiences as a teacher, school leader, department of education project leader and executive director have provided a unique context for his education philosophy. Tom is a compelling presenter, infusing his message of hope with strategies culled from the real world. He understands that educators face unprecedented challenges and knows which strategies will best serve learning communities. Tom has presented to schools across North America and internationally, imparting a message of celebration for educators seeking to make a difference in the lives of students.



A message from Hawker Brownlow Education

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The HOW

When people begin to act, people begin to hope. When people begin to gain hope, they begin to behave differently. When people behave differently, they experience success. When people experience success, their attitudes change. When a person's attitude changes, it affects others' attitudes. This is the essence of re-culturing schools into professional learning communities.
(DuFour, DuFour, Eaker, & Many, Learning by Doing, 2010)

The **HOW** is the **process** of **Connect** with the moral imperative of your **collective commitment** to the **Five Essential Elements of a PLC**. The five elements are:

1. **A Focus on Learning**
2. **The Collaborative Culture**
3. **Clearly Define What Every Student Needs To Learn**
4. **Constantly Measure Our Effectiveness**
5. **Systematically Respond When Students Do Not Learn**

It is important to note that the **HOW** consists of *behaviours*, not *beliefs*.

Culture of Accountability

Embed to Ensure

The most effective way to build collective efficacy in this context is to embed experiences and routine practices of the school that will facilitate adults engaging in expected behaviours.

Start, Stop, and Continue List

Desired Result:

--

Behaviours to *Start*:

1	
2	
3	
4	
5	

Behaviours to *Stop*:

1	
2	
3	
4	
5	

Behaviours to *Continue*:

1	
2	
3	
4	
5	

For clarifying the HOW of your school, ask:

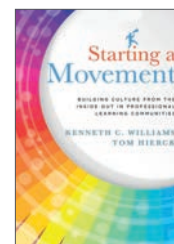
1. What are the specific commitments we must honour to achieve our WHY and EYE?
2. What are the specific behaviours we can exhibit to make a personal contribution to the success of our school?
3. What commitments are we prepared to make to each other?
4. How will we demonstrate learning for all?

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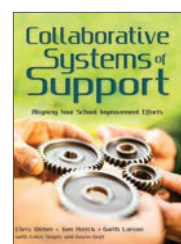
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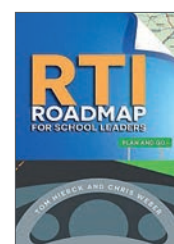
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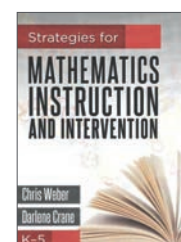
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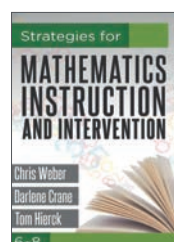
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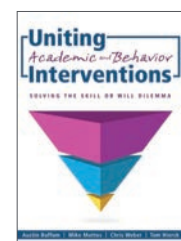
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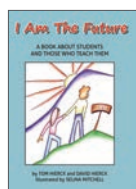
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