

Our Path to First Choice No.4
2019/20

Everyone,

Here's Our Path note. Thank you for all you do for our students!

Our Path Topic

An area WASD is exploring this year is the Growth Mindset. The Growth Mindset is work that came out of Stanford University through Dr. Carol Dweck. Through her studies, she found that some students are able to rebound while other students are devastated by even small setbacks while trying to learn. According to MindsetWorks, Dr. Dweck created the terms Fixed Mindset and Growth Mindset to describe the underlying beliefs people have about learning and intelligence. Her assertion is that when students believe they can learn or "get smarter", they understand that effort makes them stronger. So, they tend to exert more extra time and effort resulting in higher achievement.

With brain and teaching research science, the Growth Mindset approach was established. As we transform our thinking, we will go from a Fixed to a Mixed to a Growth Mindset. Dr. Dweck also has written about the connection between a Growth Mindset, talents and abilities, and success in life and career. With our vision of *First Choice*, the life and career success connections are why we continue to explore a Growth Mindset.

At the end of this Path Note you will find one of Dr. Dweck's models for the Growth Mindset.

Board Information and Policy Updates

- Next School Board Meetings.
 - September 24th is the next Regular School Board Meeting

You may check out District policies by going to this site:

<https://www.boarddocs.com/pa/wayn/Board.nsf/Public>

Attention!

This week we just found out that our Employee Assistance Plan (EAP) provider may have changed. We contacted the company, and they said something did go awry. However, no one contacted us. As we get more information, we will share any new information that we can as new phone numbers, websites, etc. if there are any changes. Our employees appear to be using the services, because an employee pointed the issue out to us. We will get this in order, so everyone has access to these valuable services. Thanks.

A Challenge for You

What are some characteristics of a Fixed Mindset and a Growth Mindset?

Teacher Advisory for 2019/20—I still need volunteers for MS, FV, HV and MW.
We have new volunteers for the HS and SV.

Over the last two years, we have held a Teacher Advisory. A representative from each building was part of a team that meets with the superintendent to discuss issues and concerns regarding

the education of our students. It is not a meeting to discuss personnel or collective bargaining issues since there are other venues for those concerns. It is strictly about how to improve student learning and achievement.

If you are interested in being on the advisory, please let me know. The group meets once per month from about 3:45 pm to around 5 pm. Each year, a newly selected group of representatives serves on the Advisory. A number of outcomes have occurred from these advisories. Most recently, the Inspire classrooms and the “Relationship Day” at the high school are just two examples. The group has had influence on policies, safety concerns, and curriculum. The notes from the meetings are shared with administration and various board meetings as committees.

If you are interested in serving on the Teacher Advisory this year, **please let me know by emailing me.** It has been a truly superb opportunity for feedback and input.

Piece of the Puzzle

This week the Piece of the Puzzle is Danielle McFerren. Danielle was nominated for her “incredible scope of impact to our district”. Beyond her daily duties, she not only coaches for the JV cheerleading, but also is coordinating this incredible effort of implementing AimswebPlus. From conducting trainings with staff to reaching out to establish new stakeholders for our district in order to collaborate with employees of Person’s AimswebPlus software. Danielle has been patient and capable with helping teachers with this transition. As she is inputting each student who needs access into different programs and software needed to implement the AimswebPlus, Danille has been doing an incredible job with all that is on her shoulders. She does all of her duties with excellent communication, tenacious determination, unfaltering grade, and systematic utilization of her resources. She actually helped a teacher with some technology access during her day off. All that in mind, Danielle was nominated this week’s Piece of the Puzzle. If you see her, congratulate her!

*Challenge Answer (Important to Know)

Fixed Mindset	Growth Mindset
Believes intelligence and talent are fixed.	Believes intelligence and talents can be developed.
Sticks with what they know.	Believes effort is the path to mastery.
Believes personal failures define who they are.	Believes mistakes are an essential part of learning.
Hides flaws so not to be judged as a failure.	Views failure as an opportunity to learn. (OFIs).
Avoids challenges to avoid failure.	Believes failures are just temporary setbacks.

Tends to give up easy.	Embraces challenges.
Ignores feedback from others.	Welcomes feedback from others in order to learn.
Believes putting forth effort is worthless or fruitless.	Believes feedback is a guide to further improvement.
Views feedback as personal criticism.	Views feedback as a source of information.
Feels threatened by the success of others.	Views other's success as a source of inspiration and information.

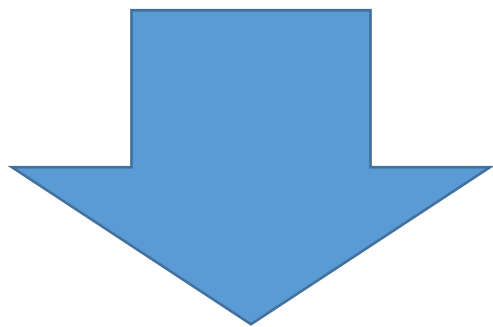
*Graph: The Peak Performance Center

Final Thoughts

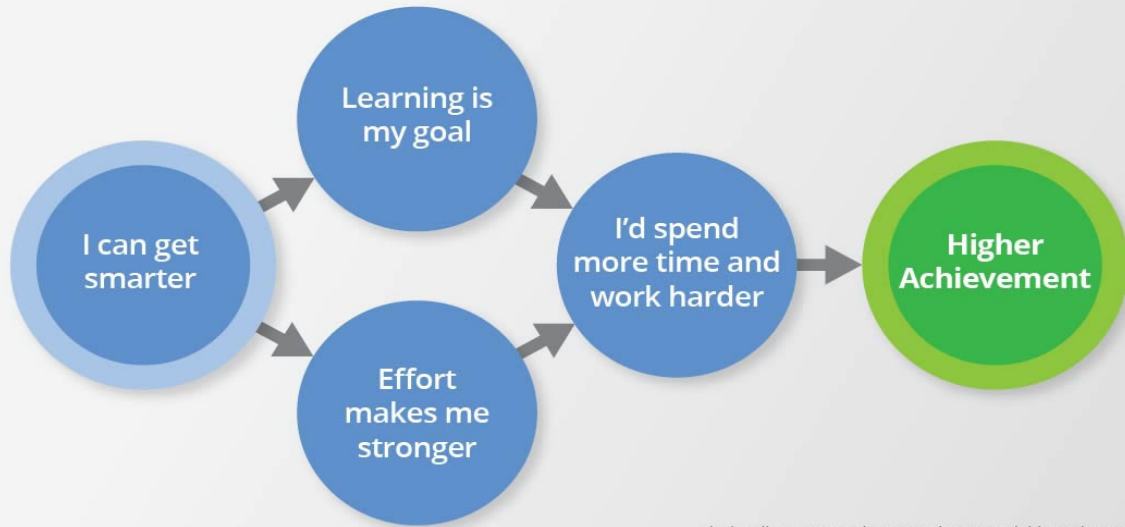
- *Love challenges, be intrigued by mistakes, enjoy effort and keep on learning.*—Carol Dweck.
- *Don't worry about failure. Worry about the chances you miss when you don't try.*—Sherman Finesilver.
- *Just because you haven't found your talent, it doesn't mean you don't have one.*—Kermit the Frog.
- *Nothing is impossible. The word itself says "I'm Possible".*—Audrey Hepburn.
- *It does not matter how slow you go so long as you do not stop.*—Confucius.
- *Challenges are what make life interesting. Overcoming them is what makes life meaningful.*—Joshua J. Marine.
- *Success is no accident It is hard work, perseverance, learning, studying, sacrifice, and most of all, love of what you are doing or learning to do.*—Pele (the great Brazilian soccer player).

Enjoy the rest of your week!

Tod



A Growth Mindset Drives Motivation and Achievement



Blackwell, Trzesniewski & Dweck (2007) *Child Development*