High Performance Learning: How To Become A World Class School

Professor Deborah Eyre
Major trends in global education..

- No agreement on definition of good
- School improvement
- Self-improving schools

Creating world class schools
6 gaps which remain in our schools post school improvement - Massachusetts

- The **employability** gap – the gap between what the economy demands and what the school system produces.
- The **knowledge** gap – the gap between what a 21st century American needs to know and what graduates of the school system actually know.
- The **achievement** gap – the gap between Massachusetts students as a whole and those from economically disadvantaged backgrounds.
- The **opportunity** gap – The opportunity to succeed between children of the well off and children of low income families.
- The gap between the **performance** of Massachusetts and those in the top-performing education systems in the world.
- The **top talent** gap – The gap between top-performing students in Massachusetts and top-performing students in the best systems in the world.

(Brightlines, 2014).
Moving to Self-Improving

Then

• We do what we are told to do
• We work to external targets
• We are process led
• We monitor staff frequently
• We assess students frequently
• We rely on others to say if good

Now

• We create our own vision
• Internal accountability first
• We are pedagogy led
• We unleash our teachers
• We build student competence
• We expect more from ourselves

Adapted from BCG
Vision for World Class schools

i. Everyone in the school, regardless of background or starting point, achieving the highest academic standards

ii. Students equipped with the values, attitudes and attributes that will serve them well in university, the workplace and their life

iii. The school delivering this outcome consistently year on year regardless of changes to context or circumstances.
Is it possible?
Do you think it is possible?

10 = hard but definitely possible
9
8
7
6
5 = maybe
4
3
2
1 = not possible
Start with a student profile
What kind of students are we creating?

**ADVANCED PERFORMERS**
who win places in world-class universities and make a leading contribution

**GLOBAL LEADERS**
who are responsible and confident improving things locally and globally

**ENTERPRISING LEARNERS**
who are creative, innovative and well placed to enjoy future success
‘More pupils than we previously thought have the potential to perform at the highest levels. Gifted education tells us exactly how to achieve this. There really is ‘Room at the Top’ if we systematically nurture more children to get there.’ (2010)
You need a plan…

‘Delivering success … is not like entering your numbers into a lottery. You cannot rely on chance to deliver success; if you do, you are as likely to be successful as you are at winning the lottery.

Accompanied by hard work, the delivery of success is wholly reliant on a carefully and meticulously structured process. Remember the best way to predict success is to create it’

Whyte, 2015 p37
The HPL Framework

Creating world class schools

© Deborah Eyre
Understand the journey to high performance
The formula for success

Potential

Opportunities

Support

Motivation

High Achievement
Potential does not determine performance
Don’t blame it on the genes.

Oliver James

Benjamin Bloom

K Anders

Ericsson

Robert Plomin

Carol Dweck
Can we get cleverer?

“When it comes to improving intelligence, many researchers concluded that it was not possible.

Our findings, however, clearly show that this is not the case. Our brain is more plastic than we think.”

Jaeggi (2008)
We can create high performance
Opportunities and Support are key
The key competencies to be developed

Advanced Cognitive Performance Characteristics

Values, Attitudes and Attributes.

HOW TO THINK

HOW TO BEHAVE

Creating world class schools
Teaching designed to develop the competences
How do High Performing Learners think?

- Break rules
- Critique
- Generate multiple solutions
- Be accurate
- Extrapolate
- Sequence
- Interpret
- List
- Contrast
- Hypothesise
- Invent
- Summarise
- Conceive
- Combine
- Transfer knowledge
- Deduce
- Defend
- Propose
- Think holistically
- Apply
- Reason
- Follow rules
- Predict
- Compile
- Argue
- Concept map
- Synthesise
- Argue
- Debate
- Justify
- Differentiate
- Plan
- Use
- Locate
- Categorise
- Compare
- Differentiate
- Discuss
- Test
- Link
- Recommend
- Extrapolate
- Seek supporting evidence
- Prioritise
- Paraphrase
- Abstract
- Monitor
- Discuss
- Demonstrate
- Deal with complexity
- Be precise
- Develop principles
- Outline
- Design
- Investigate
- Deal with ambiguity

Creating world class schools

© Deborah Eyre
How do High Performing Learners think?

Creating
- Intellectual playfulness
- Flexible thinking
- Fluent thinking
- Originality
- Evolutionary or revolutionary thinking

Meta-thinking
- Meta-cognition
- Self-regulation
- Strategy planning
- Intellectual confidence

Linking
- Connection finding
- Generalisation
- Imagination
- ‘Big picture’ thinking
- Seeing alternative perspectives
- Abstraction

Analysing
- Critical or logical thinking
- Precision
- Complex and multi-step problem solving

Realising
- Automaticity
- Speed and accuracy
How do High Performing Learners behave?

- **Creative and enterprising**
  - Explore different solutions
  - Have their own personal style
  - Original
  - Have a sense of personal style
  - Innovative
  - Problem solvers

- **Concerned for society**
  - Cares for others
  - Values other cultures
  - Knows right from wrong
  - Has a sense of justice

- **Collaborative**
  - Seeks others opinions
  - Finds collaborative solutions
  - Good team player

- **Inquiring**
  - Naturally curious
  - Researcher
  - Interrogates data
  - Challenges assumptions
  - Makes well reasoned decisions

- **Open minded**
  - Ask questions
  - Original
  - Change their ideas
  - Recipient to new ideas
  - Value others views
  - Tolerant

- **Risk taking**
  - Tries new ideas
  - Speculates
  - Balances risk

- **Persevering**
  - Self motivated
  - Can plan independently
  - Pursues personal targets
  - Can overcome barriers and stick at it

- **Confident**
  - Articulate their views
  - Enjoy new challenges
  - Enjoy discussion
  - Reflect critically

- **Concerned for society**
  - Has personal integrity

- **Collaborative**
  - Seeks others opinions
  - Finds collaborative solutions
  - Good team player

- **Inquiring**
  - Naturally curious
  - Researcher
  - Interrogates data
  - Challenges assumptions
  - Makes well reasoned decisions

- **Open minded**
  - Ask questions
  - Original
  - Change their ideas
  - Recipient to new ideas
  - Value others views
  - Tolerant

- **Risk taking**
  - Tries new ideas
  - Speculates
  - Balances risk

- **Persevering**
  - Self motivated
  - Can plan independently
  - Pursues personal targets
  - Can overcome barriers and stick at it

- **Confident**
  - Articulate their views
  - Enjoy new challenges
  - Enjoy discussion
  - Reflect critically

Creating world class schools
How do High Performing Learners behave?

- Collaborative
- Concerned for society
- Confident

- Empathetic

- Enquiring
- Creative and enterprising
- Open-minded
- Risk-taking

- Agile

- Practice
- Perseverance
- Resilience

- Hardworking
Progression in each ACP and VAA

- recognise people from different beliefs and come to listen
- may change based on different beliefs or show an appreciation for cultures and background
- can take a perspective and form their own conclusions
- evaluate information and arguments and are willing to change behaviour based on their evaluation
- seek out new information and the arguments of others in order to critically reflect on their knowledge, understanding and ideas and modify them based on their critical reflection
- systematically take a considered global stance when approaching new ideas
Making all our students motivated and striving to achieve
Motivation 3.0

Daniel Pink (2010)
Flow - Csikszentmihalyi

Challenge

low

high

Skill

low

high

Anxiety

Apathy

Boredom

Flow - Csikszentmihalyi

Creating world class schools

© Deborah Eyre
Support includes feedback

“...the most powerful single moderator that enhances achievement is feedback. The most simple prescription for improving education must be ‘dollops of feedback’”.

Hattie (1992)
Making it work in school: Key supporting pillars
The 7 Pillars of High Performance

1. Mindset shift
2. Enquiry based learning
3. Expertise development
4. Practice and Training
5. Feedback
6. Engagement of Parents
7. With students not to them

Values, Attitudes and Attributes • Advanced Cognitive Performance Characteristics

Creating world class schools
# Features of World Class Schools

1. They start by focusing on the **profile** of the **type of student** they want to develop and build their accountability measures around this.

2. They select a **core curriculum** that is overall well-suited to their vision and then audit it in order to enhance and supplement where needed including via the **enrichment** offer.

3. They make **explicit** to students (and parents) **what** they are trying to achieve and **how** they should participate.

4. They are **confident** on behalf of their students who feel they can trust the school to help them be successful.

5. They see personal and pastoral **support and guidance** as crucial to academic success.

6. They see the school as a **well-oiled machine** that can deliver the same high standards for students year on year and regardless of background.

7. They are **purposeful** but also **relaxed** with both students and staff at ease in the school.

8. They place a **high level of trust** in their teachers and their students and structures assume timely intervention and benchmarking rather than constant monitoring.

9. **Internal accountability** precedes external accountability and they take ownership for their own performance.

10. Everyone feels an **emotional attachment** to the school but they don’t see themselves as world class because they are never complacent and are continually seeking to refine and improve.

© Deborah Eyre
Get started.....

1. Checkout our **website** and download free materials
2. Become a **member**
3. Qualify for the **High Performance Learning School Award**
4. Access superb **training and consultancy**

https://www.highperformancelearning.co.uk