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February 2011

Learning Forward New York Newsletter

Advancing professional learning for student success

New York State Affiliate of Learning Forward (formerly NSDC)

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Becoming a Learning School Workshops

Is your school ready to adapt to the changes of preparing all student to be career and college ready, especially in an era of limited resources?

Adapting to these challenges requires building a strong collaborative Learning School. Learning Forward New York is introducing an excellent resource to help you further develop your school into a Learning School. There is no need for high priced consultants or large scale teacher workshops. This one day regional session will equip you with the tools and activities to elevate the learning capacity of your talented teachers to become a Learning School. Join us at one of these regional locations and learn from your Learning Forward New York colleagues.

For information go to our [Learning Forward New York web site](#). or click on the regional site to learn more information and register.

[Hudson Valley - March 29, 2011 - Ulster County BOCES](#)
[Western New York - March 29, 2011 - Erie #1 BOCES](#)
[Long Island - March 29, 2011 - Malloy College](#)
[New York City - March 30, 2011 - Manhattan @ Asia Society](#)

Perspective - Dick Jones

Passion Provokes Action



"Forget dry statistics, real change comes from real feelings."
This quote comes from Chip and Dan Heath in a recent article in the February issue of Fast Company. I have mentioned before the powerful and practical books by the Heath brothers, *Made to Stick*, and *Switch*. These two books provide excellent mental models and practical advice for leadership and change in any organization, but especially schools.

Those of us in leadership roles in schools are likely to share the responsibility for some of the most significant future changes in education. We "cut our teeth" on standards and new Regents examinations and new accountability requirements. However the looming budget cuts and common core standards and next-generation assessments are likely to result in more significant changes than we have experienced in the last two decades. To sustain the burden of leadership, it is helpful to think of ideas from outside of our everyday education realms.

In the Fast Company article, the Heath brothers tell the story of an overweight young woman who, after many unsuccessful diets, finally had an emotional epiphany and committed herself to losing weight. She ultimately lost 150 pounds and wrote a book about her experience called the "Clothesline Diet."

The insight from this experience, is that this young woman knew intellectually what needed to be done, but until an emotional event triggered her passion, she was unable to make any progress. We need to recognize that organizations are not machines driven by carefully prescribed procedures that can be quantitatively measured. School organizations are comprised of people and those people are heavily influenced by emotions.

For example, the emotions around budget cuts and impending staff cuts are likely to generate more pain and loss of productivity than the actual cuts themselves. In the book *Switch*, the Heaths use a mental model of a rider and an elephant to describe leadership in change and the power of emotions. The rider represents, intellect and planning for appropriate change. Without plans there is little movement. So the rider (plans) are essential for moving an organization forward. However, the elephant is a metaphor for emotions, much more powerful than the rider. While the rider may direct the elephant in a specific direction, any emotional event can trigger the elephant to take control. When this happens, all plans are abandoned!

This is a useful metaphor for us to recognize that we not only need plans as we move forward but to engage the positive emotion and energy of staff. Leaders need to engage staff on an emotional level, with positive optimism to overcome negative fear.

We use the term passion to describe the energetic infusion of emotion in a positive direction. Leaders must exhibit passion in order to move any group of people forward. Passion is key. Without passion there would be little religion, love, innovation in this world. Effective leaders need to arm themselves with passion for their work, inspire passion in others and pay attention to passion that may be counterproductive in the organization moving toward its goals. Be proactive with your passion and lead your school to positive action.

Learning Forward New York News



Blog

Learning Forward New York is moving beyond a periodic email for communication. One of the effective Web 2.0 tools is a blog. Consequently we have started a [Learning Forward New York Blog](#). We will use guest bloggers from educators across New York State. If you have ideas and reflections to share through the Learning Forward New York blog, please contact [Dick Jones](#). For everyone, go to our blog to read the latest entries and link to the feed to keep up with latest thoughts on high quality professional development.

Twitter

We are convinced that [Twitter](#) is becoming a powerful and personalized professional learning tool. Learning Forward is now on twitter. You can now receive regular information on professional development activities by following the twitter address [@LFNewYork](#) to receive our frequent messages.

Learning Forward National News

Building professional development to support new student assessment systems



Authored by Stephanie Hirsch, this [white paper](#) for Arabella Philanthropic Advisors is one of several on school reform topics by noted authors. Hirsch writes that to benefit from new assessment systems, states will need to be more thoughtful than they have been in the past about conceiving, organizing, managing, implementing, and evaluating effective professional development. She offers eight recommendations to help rebuild professional development infrastructure to support these systems.

e-Learning "Planning effective professional learning"

Join Learning Forward Deputy Executive Director Joellen Killion for a five-week e-learning program focused on planning and designing professional learning that maximizes results for educators and students. Discuss how to set ambitious goals and develop learning programs for districts, schools, or teams that produce significant outcomes by holding all stakeholders accountable for results. Participants will develop and share learning plans with colleagues during live, interactive sessions and weekly discussions.

"Planning effective professional learning" begins Feb. 21, and is \$199 for members and \$249 for nonmembers. [Register today!](#)

Albany News

Regents Survey

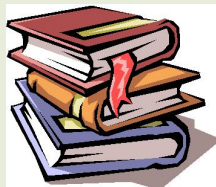


Deadline extended to February 18, 2011. The Board of Regents would like your feedback on a [College and Career Readiness](#)

[Survey](#) which focuses on three topics: College and Career Readiness Frameworks, Necessary Skills and Knowledge for College and Workforce Success, and New York State Graduation Requirements. The survey should take approximately 20-30 minutes to complete and it must be completed in one session. Please follow this link to access the survey: This survey is one aspect of a series of meetings, presentations, and data collection processes conducted in 2010 by the NYS Board of Regents' College and Career Readiness Working Group. Results of the survey will be shared with the Board of Regents at their March meeting.

Learning Resources

Five Common Convening Mistakes



[Five Common Convening Mistakes](#), meeting together is not the same as working together. Article by Craig and Patricia Neal.

Answers to Common PD Questions

Great introduction to common perception on PD and a place to continue the conversation with Stephanie Hirsh latest blog titled,

[Answers to Common PD Questions](#).

Member News

This is a section for news items of NYSSDC members. Have you been appointed to a new position, received an award, written book or published an article? Share the great news with colleagues. Send a note to [Dick Jones](#), Newsletter Editor.

Our Purpose: Every educator in New York State schools engages in effective professional learning every day so every student achieves.

Web Site: <http://www.learningforwardnewyork.org>

Richard Jones, Executive Director
Learning Forward New York

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