OBSERVING VITALITY
BUILDING ON TEACHER STRENGTHS

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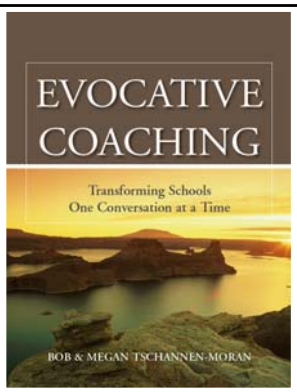
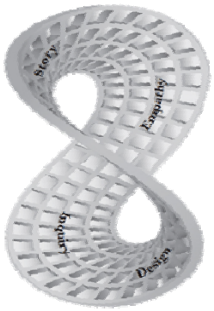
Center for School Transformation

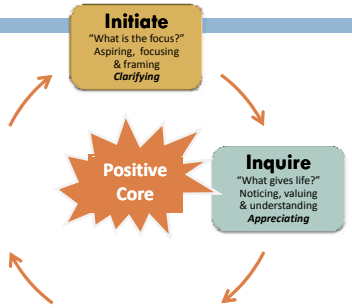


Four Step Model



- Story Listening
- Expressing Empathy
- Appreciative Inquiry
- Design Thinking

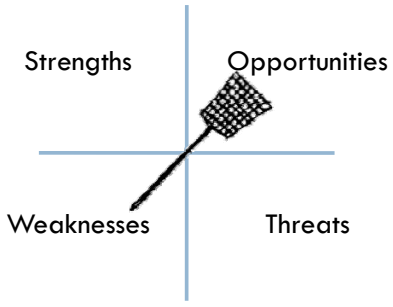
Observing Vitalities



Marilee Adams

"A world of questions is a world of possibility. Inquiry opens our minds, connects us to each other, and shakes outmoded paradigms. We have only to ask the right questions to begin."

Traditional SWOT



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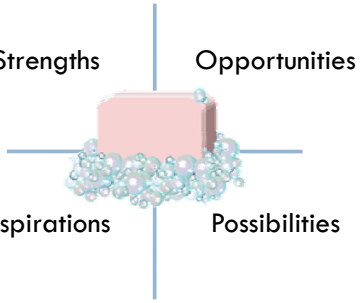
run, fatboy, run

Transformational SOAP



Learning from Strengths

Albert Bandura

"It is far easier to discourage someone with our words than to encourage them."

Learning from Success

- Positive self-monitoring

Marcus Buckingham

"Excellence is not the opposite of failure. To learn about success you have to study success. Only successful examples can tell you what excellence looks like."

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Learning from Surprise

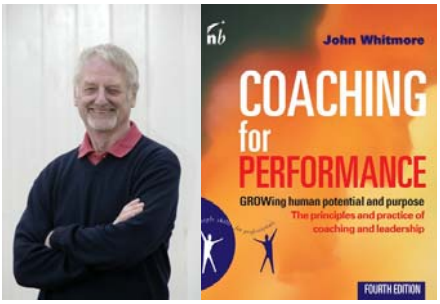
- Positive self-monitoring

- Inductive self-monitoring

Tim Gallwey

"The first skill to learn is the art of letting go the human inclination to judge ourselves and our performance as either good or bad."

Sir John Whitmore



Paired Interviews

- What has been your best experience of observing yourself in action, or of being observed by someone else, and of learning happily from the experience?
- What helped to make that experience so positive, rewarding, and productive?
- If you could make any three wishes come true for your use of observations as a learning tool, what would they be?

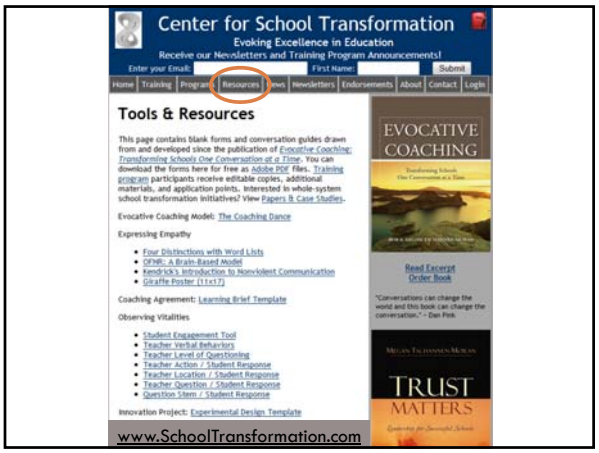
Observation Essentials

OARS

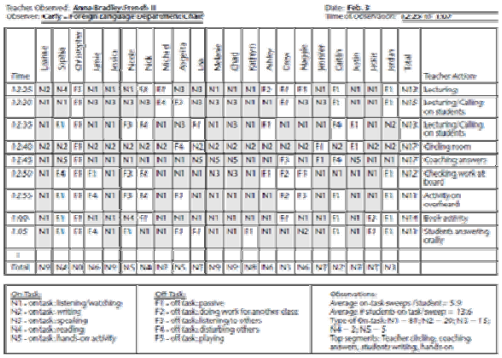
- **O**bservable
  not evaluative commentary
- **A**ctionable
  quick wins bolster self-efficacy
- **R**elevant
  tied to self-directed learning goals
- **S**urprising
  reveals new aspects of experience

OBSERVATION TOOLS

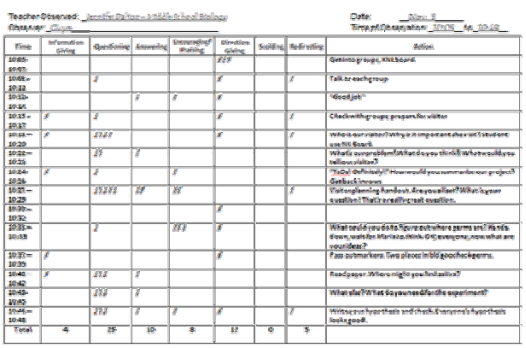
Downloadable in Resources Section
www.SchoolTransformation.com



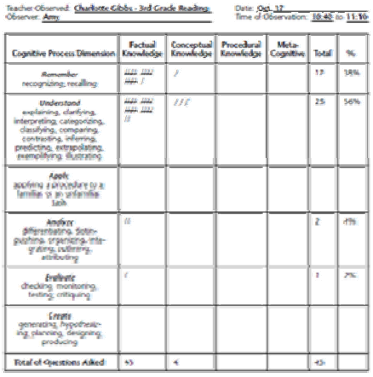
Student Engagement Observation Tool



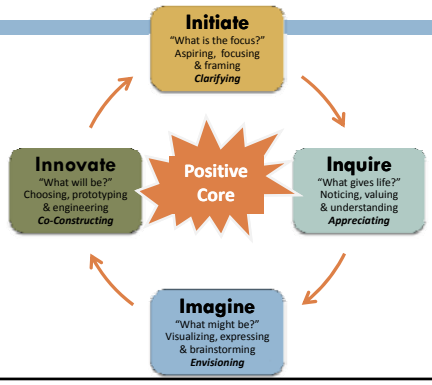
Teacher Verbal Behaviors Observation Tool



Level of Questioning Observation Tool



Building on Vitalities



Design Thinking!

An exploratory process that opens new horizons and uncovers previously overlooked possibilities for constructing better products, approaches, and organizations through positive discourse.

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Antoine de Saint-Exupery

"If you want to build a ship, don't drum up people to gather wood, give orders, and divide the work. Instead, teach them to yearn for the vast and endless sea."

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