

# EI at School



**Enhancing  
School Life  
& Learning  
through  
Emotional  
Intelligence**



- Brisbane
- Cairns
- Mackay
- Townsville
- Hervey Bay
- Toowoomba
- Rockhampton
- Gold Coast

All  
Locations  
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2008

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<http://www.thechangeforum.com>

## A 2-Day Emotional Learning Clinic

Facilitated by **Bill Cropper**

### **EI Do You Want to...**

- ? Create constructive emotional learning climates in classrooms and across school?
- ? Understand the close connection between positive emotions and learning success?
- ? Work on ways to integrate emotional learning into classroom activities?
- ? Show students how to handle conflict, aggression, anger and hostility better?
- ? Raise levels of learning engagement in your classroom?
- ? Develop personal strategies to become a more emotionally intelligent teacher?
- ? Identify the key emotional competencies and behaviours that should be learned?
- ? Work with others to identify EI learning opportunities and create your own EI classroom activities?
- ? Identify the personal challenges involved in becoming a more EI-focused teacher?

### **EI Emotions: A Missing Link in Learning?**

Nowhere is the notion of *emotional intelligence* (EI) more crucial than in schools. Emotions have a huge impact on learning success and school life – both for teachers and students alike. Students learn best when they feel good about themselves, feel good about being in the classroom and feel they get along well with others.

Using EI to enhance school life and learning starts with YOU. A teacher's level of emotional mastery is by far the single most important variable in creating emotionally intelligent classroom climates. The more emotional connection there is in a classroom, the more students feel happy, interested and enthused.

➡ **FACT:** 'Successful learning is a combination of feeling, thinking and doing. What we feel determines not only what we think, but how we think...The control centre of learning is our emotions.' Michael Brearley *EI in the Classroom* p. iv

Recent research reveals positive emotional patterns can be learned - just like language, music or maths. It also shows EI has a lot to do with raising levels of achievement, joy, motivation, optimism, focus and purpose – and decreasing dysfunctional emotional states like anxiety, apathy, boredom, despondency and frustration, that can act as dramatic drawbacks to classroom learning.



## What is this Workshop About?

**Social & Emotional Learning (SEL)**, the term commonly used for EI instruction, is poised to take centre-stage on curricula world-wide. Much evidence now points to the fact that critical EI skills like getting in touch with your feelings, tuning in to others, controlling negative emotions and building healthy relationships may be more essential for academic and personal success in life than cognitive intelligence (I.Q.) – not to mention a general sense of happiness and well-being.

**EI at School** builds on our very popular emotional intelligence program for leaders. It's based on the idea that more teachers will integrate EI into their classroom practices once they see the integral partnership that exists between emotions and learning – and if they have the chance to develop tools, activities and teaching ideas to take them into this critical 'life-skills' domain.

After coming along to this EI clinic, you will:

- Develop a deeper appreciation of the close connection between emotional intelligence and learning success – and be more mindful of creating positive emotional classroom climates
- Have a better idea of how to apply emotional intelligence in the classroom context and be better equipped to develop learning strategies and tools to do this
- Have identified key emotional competencies students need to become emotionally literate and be more aware of the impact of your own emotional patterns in the classroom
- Develop personal strategies to become a more effective and emotionally intelligent leader of learning

**FACT:** 'The habits of emotional management that are repeated over and over again during childhood and the teenage years mould our emotional circuitry. This makes childhood a crucial window of opportunity for shaping lifelong emotional propensities; habits acquired in childhood become set in the basic synaptic wiring of neural architecture, and are harder to change later in life.' Daniel Goleman *EI: Why it Matters* p. 226

## A Profile of the Program

Teachers are in a prime position to influence the crucial emotional lessons we all learn in early life since our amygdala – the brain-part that chiefly handles feelings - takes at least 16 years to mature. This 2-day creative learning clinic shows you how to raise levels of learning by targeting positive emotions and developing learning activities and strategies that are emotionally resonant and engaging.

**DAY 1 in Outline... 8.30 – 4.00**

**DAY 2 in Outline...8.30 – 4.00**

- EI at School – What it is and why it matters
- The brain base behind emotional learning
- The EI triangle – Thoughts, feelings, actions
- Emotional hijacks – Feelings run away with us
- Linking emotions to learning, self-confidence, motivation & memory
- EI learning states – focus, flow, self-efficacy
- Assessing EI learning climate in classrooms
- Teaching behaviour – EI classroom inventory
- Student feedback – happy classroom quiz
- Measuring EI competencies in classrooms
- EI Tools: finding and expressing feelings

- Teachers as emotional Influencers – mood management in class
- Dealing with disruptive emotions (anger, anxiety, apathy – *and then there's the kids*)
- Classroom conversations: how's your talk?
- EI Tools: empathy – radar for reading others
- Strategies to develop EI classroom climates
- Teaching with EI – instructional methods that enhance social & emotional learning (SEL)
- EI Tools: teaching strategies for learning optimism and enhancing self-esteem
- Setting your EI classroom goals
- EI in action – implementing SEL school-wide



## In-School Follow-Ups

**What about after this program?** Social and emotional learning doesn't happen automatically and – without planning, most of it happens accidentally. Instruction in emotional intelligence isn't a quick fix or a one-off lesson. We can help with getting you started on implementing SEL back at school. Some areas we can provide assistance with include:

- Facilitating dialogues and strategy sessions on Implementing SEL school-wide
- Assessing current levels of emotional learning activity in your school and needs
- Developing a shared vision of how SEL can contribute to school renewal and revitalisation
- Involving staff and setting up a SEL integration group in the school
- SEL scaffolding - developing or resourcing social-emotional learning materials and tools

## About your Session Leader...

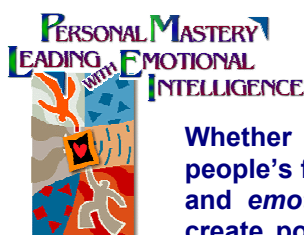
**Bill Cropper**, Director of **The Change Forum**, has a wealth of practical experience in strategic change management, leadership learning and group facilitation in a wide range of federal, state and local government organisations throughout Australia.

Bill is keenly interested in the benefits of *conversational coaching* and *emotional intelligence* to promote more productive and happy workplace cultures and facilitate personal growth and change mastery. For the past 3 years, he's been delivering extensive rounds of *Conversational Coaching Clinics* and *Leadership Learning Forums* throughout Queensland, to managers, team leaders and professionals from a wide range of organisations including departments of education, employment and training, health, disability/family/community services, housing, transport, public works, primary industries and state development as well as local government. The popularity of his *Leading with Emotional Intelligence* forum amongst principals and other educators has lead him towards deeper thinking about emotional intelligence and its essential application in schools – and his *EI at School* clinic is the result of this.

Bill is a preferred learning consultant/leadership coach for a number of public sector agencies and his *Learning-Centred Leadership Series* has been listed as a preferred service to support leadership capability development across government agencies in Queensland. He provides facilitation and coaching services to senior executives, managers, facilitators, work teams and community groups around strategic change management, personal mastery, emotional intelligence, team revitalisation, organisation renewal, strategic planning, and the application of Peter Senge's 5 Learning Disciplines to strengthen the leadership-learning capacity of organisations. Bill also conducts a school-specific forum on the application of Senge's 5 Learning Disciplines called *Leading Learning Schools*.

Organisations currently using Bill services include: *Department of Employment & Training, Qld Health, Department of Education Science and Training, Disability Services Qld, Departments of Communities & Child Safety* as well as a number of *private and public Queensland schools*.

## Conversational Coaching Clinics and Leadership Learning Forums...



Knowing how to use EI at work is a 'must-have' capability in today's leadership environment. In fact, it may be the essential factor that sets successful leaders apart from the rest of the pack.

Whether it's school or business, leaders exert a powerful emotional pull on people's feelings (and ultimately their learning and performance). *Personal mastery* and *emotional intelligence* are essential skills for school leaders who want to create positive emotional climates and have connective conversations for better learning and more successful school management teams.

The basic case for EI is simple: *Good moods equal good work climates. Bad moods breed bad climates.* A principal's leadership style in terms of personal mastery, emotional intelligence and



**What educators say about Leading with EI...**  
*"This is a course every educator needs to do!"* Jill Naidoo - Principal Balaclava State School  
*"The best \$400 I've spent on PD for years!"*  
 Di Grech - Principal Bentley Park College  
*"A great two days. Helpful and eye opening. Thanks heaps"* Jenni Taylor - Aldridge SHS  
*"An inspiring workshop. I've grown"* Robyn Yared, Greater Brisbane Gifted Education Network

relationship management has a big impact on school climate, teacher morale and ultimately student performance.

Our **Personal Mastery: Leading with Emotional Intelligence** program gives you down-to-earth insights into how to apply EI practices to boost your leadership performance, bring out the best in others and create a more connective and cohesive school culture.



As the hub of potential learning communities everywhere, schools need to constantly re-invent and revitalise themselves to keep relevant - 'not through regulation' as Peter Senge reminds us, but rather through 'changing the way we think and interact together'.

There's now growing support for schools to adopt the processes, principles and leadership practices of learning organisations to encourage more learner-centred learning, extend the role teachers play as learning-leaders, promote thinking and emotional literacy and build the capacity for people to work and learn together through reflecting more openly on learning and management practices.

**...About Leading Learning Schools...**  
*"Very enlightening, worthwhile and thought-provoking... the tools are very useful..."*  
 Jolyon Clarke - Brisbane School of Distance Education  
*"Fantastic!!!!!! Very worthwhile workshop... and the take home guide is wonderful."*  
 Chrisandra Czislowksi, Deputy Principal, Marsden SS  
*"Leading Learning Schools was excellent and I'd recommend it highly. The guidebook is great and was a real bonus for me."* Wayne Troyahn, Principal - Nambour SHS  
*"Recommended for all leaders who want to proactively plan for best outcomes - and the guidebook is GREAT!!!."* Donna Falls, Head of Middle School - Calamvale Community College

Our special 2-day forum **Leading Learning Schools** can benefit school practitioners at any level who want practical insights into ways to apply the tools and practices of Peter Senge's **5 Learning Disciplines** at individual and classroom level as well as the broader school-management and change context to construct a more learning-centred school culture and refresh your learning practices and approach.



**Conversations** are the medium through which we influence others, build relationships, make decisions and take action. Knowing when and how to use different conversational tools to improve conversational interactions is a vital element of learner-centred learning. Whether it's the staffroom or the classroom, **Conversational Coaching** is an exceptional personal development opportunity to help school management teams function more effectively and enhance your ability to sustain substantive conversations, interactive discussions and learningful dialogue.

**...And about Conversational Coaching...**  
*"Very valuable - should be mandatory for all workplaces"* Robyn Corbett - Principal Alooomba SS  
*"Very useful practice of real techniques. Overall - fantastic and definitely worth doing"* Karen Fainges - Mt Isa TAFE  
*"The active learning in this clinic was tremendous and the back-up materials are very valuable!"*  
 Kathleen MacDonald HOD English Tully SHS

Our 2-day **Conversational Coaching Clinic** complements our series of **Emotional Intelligence** programs. It will help you master the power of constructive conversation and strengthen your conversational capabilities in all sorts of settings. For those with more specific conversational improvement needs, we also conduct conversational coaching 'Master Classes' on **Dealing with Difficult Discussions** and **Persuasive Conversations**.

## To Contact us...

For more information on these programs, individual program Brochures or information on our leadership learning, coaching, facilitation and change consultancy services, please contact **Bill Cropper** on:

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