

## INVITING SCHOOL PROJECT

(June 2022-May 2023 or June 2022- May 2024)

### AN OUTSTANDING SCHOOL DEVELOPMENT PROJECT FOR SCHOOLS COMMITTED TO DEVELOP THE SCHOOL AS AN IE SCHOOL

Schools committed in using Invitational Education (IE) as the prominent school development strategy can sign up for a one year or two years **school development project** to assist themselves in sustaining their good practices and further developed as distinguished Inviting Schools. This IE Project is designed for schools wishing to adopt Invitational Education practices and to create an inviting school environment where students' many untapped potentials could best be developed.

This project will provide **ongoing training and support** for **teachers and parents** on the theory and philosophy of IE and will provide timely consultation by local trainers/consultants on the implementation of IE practices use of the 5 Ps framework and provide **opportunity for exchange program** with the US schools for both **students and teachers**. To strengthen and enrich the whole IE Project, we have successfully incorporated a number of initiatives in the coming project, these includes:

#### PROGRAM HIGHLIGHTS

##### **Building High-Performing Teams in IE Schools:**

##### **Leadership, Coaching & Team building**

Teamwork is the key to successful schools. We have been able to partner with the ***On-Track Leadership Institute from Canada*** to provide **Coaching, Personal growth and Leadership training** to school principals and senior management staff during the project period. We are able to have President of the OnTrack Leadership Institute in Canada Dr DAVID KAM TAK CHIU (趙錦德博士) to offer training and school-based consultation to the leadership team and to support school to groom potential leaders of the project school during the project period. Dr Chiu has been offering similar support to a number of HK schools including IE schools in the past years and is very well received. IE is providing a positive culture especially to develop the 'People' aspect of the school where their potentials could fully unleash and building a support system for leaders. His tailor-made support will further enhance the practices of the IE schools.

In addition, we are able to solicit the support of JIM MAHONEY who is the Executive in Residence, Ohio University of the USA and is a well experienced IE trainer, renowned expert on school leadership, culture, and staff and student engagement to come to offer a series of training and consultation on **strength based leadership for both students and teachers**. This is a well proven training to enhance the leadership skills for the management staff and provide effective tools to groom student leaders at the same time.

Furthermore, based on the needs of the individual schools, our IE consultants can provide training and consultation to the IE Project schools on enhancing the overall leadership capacity of the senior management team by using **the *Belbin Team Roles Model***. This is a well proven model to help teacher leaders to fulfil their potential by identifying their key strengths and enable the right people to be brought together to form high-performing teams in the school. The goal of this program is to help individual teacher leaders to identify their Team Roles so that they can ensure that they are working in ways that play to their key strengths. In addition, knowing their Team Roles can also help them build stronger working relationships with their colleagues. The performance of the school Teams also be analysed with reference to their *Team Reports*. The IE consultants will facilitate discussions to explore various ways to enhance their performance.

### **Catering for student diversities including the support of the emotional needs and raising the learning motivation of Special Educational Needs (SEN) of students with Mindfulness, Kimochis Course, Grit & Growth Mindset training and teaching strategies**

To cater for students' diversities including the support of the emotional needs and Special Educational Needs (SEN) of students, the development of an inviting culture with relevant strategies in the classroom is very crucial. To improve a child's ability to learn, teaching them social and emotional literacy skills is very useful which is well supported in researches and classroom practices. As it helps to improve academic performance and gives children and teachers a set of tools to lead smart, healthy, happier lives. In this respect, the IE Project has formed another partnership with experts on Social Emotional Learning (SEL) focusing on **Mindfulness Program** which provides effective SEL program for our project schools. This program equips students, educators and parents with vital social and emotional literacy skills, helping them increase focus, improve academic performance, reduce stress, gain emotional resilience and optimism. This is especially timely to help students to develop a positive outlook to life and have better strategies to combat the 'negative' perspectives conveyed by the social media and politician of our society in recent years. Rooted in neuroscience, the program teaches self-regulatory behavioral control while offering engagement strategies for learning and living. The end result improves overall student well-being, reduces stress, strengthens abilities for concentration, encourages emotional regulation, and nurtures optimism, empathy and happiness. In addition, we are very privilege to have trainers who have vast experiences in handling SEN students to provide relevant training and support for teachers on effective strategies in raising the learning motivation of students. In sum, your teachers are much better equipped with these training and support offered to face the many challenges and be able to be more effective to cater the diverse learning needs of students especially those who are having SEN.

### **Kimochis Course – Social Emotional Learning (SEL) Training**

We are pleased to partner with Hong Kong Kimochis Centre (情智高兒童成長中心) to offer the Kimochis curriculum training to our project schools. The Kimochis curriculum is designed to help schoolchildren identify and manage emotions with unique characters and expressive emotional spirits. Through this course, students especially young children and children with SEN will learn how to effectively manage their

emotions; make corresponding social decisions in response to different social situations; express their concern for others in an appropriate way, to establish and maintain good interpersonal relationships with others. The character dolls used in this course are equipped with a small bag in front of the abdomen, and the user can put the "emotional spirit" into the bag to reflect the feelings the character is experiencing. Character dolls can also help educators and schoolchildren's families develop the habit of identifying and sharing inner feelings in schoolchildren in a fun and interactive way.

Students can master different subject knowledge through repeated review and application. Likewise, they can master different social-emotional skills through repeated application and practice. In the process of applying social skills, students can develop their personal character and improve their self-emotional awareness through positive social interaction. Through the Kimochis curriculum, schoolchildren will acquire the following five core social and emotional intelligence skills recognized by psychologists: self-conscious, Social awareness, Self-emotional management skills, Social skills and Take responsibility for your own choices. Among the 5Ps that inspire potential, "people" is the most important element. The Kimochis curriculum helps young children grow by building relationships of mutual respect, responsibility, and sincerity.

There has been a lot of talks recently about **Grit & Growth Mindset** in the education circle and how to develop it among students (Duckworth, Peterson, Matthews & Kelly, 2007). Research indicates that it plays a significant role in successful outcomes in many fields, and more specifically in education. Grit is the quality that enables individuals to work hard and stick to their long-term passions and goals. And grit is rooted in two facets, perseverance of effort and consistency of interest. These two facets play different roles, with perseverance being a stronger positive predictor of academic performance. We are very pleased to have Dr David Chiu to offering training and support to the IE Project schools to equip teachers in these areas. Dr Chiu has developed the model for Life Planning Education for Hong Kong schools with the Life Path process which has been tried out with success in the pilot schools in Hong Kong. Grit & Growth Mindset play a significant part in the whole process. These training and support to students with SEN are especially significant as it helps students develop the capacities to hold top-level goal for a long time, that is, a student's ultimate life concern, a compass that gives direction and meaning to all the goals below it. Besides, it also helps students find and nurture their passion through a growth mindset by "deliberate practice" (Ericsson) and learning "optimistic self-talk" (Duckworth).

### **Effective & inviting teaching strategies**

We also recognize the importance of offering down to earth inviting teaching and learning strategies to schools. In this connection, Battelle for Kids (HK) as partner of the Project will be offering the High Quality Teaching and Learning practices in the format of **Formative Instructional Practices (FIP)** training and support which focus on assessment for learning and inviting teaching and learning strategies with value added emphasis workshops and related trainings for teachers to raise the motivation and ownership of learning of their students and increase the teaching and learning effectiveness in the schools during the project period (Details are in Appendix II).

In addition, we also have the support from several **Brain-based Learning** local trainers which could offer training and support to schools that are interest to incorporate this teaching and learning strategies to enhance their classroom practices.

### **Developing the potentials of staff and parents to live inviting lives**

Another significant ‘Landmark’ for continual developing IE in school is not just focus on the professional development for the staff and the personal and individual levels enhancement are equally important. These include how to manage stress and lead a healthy and balance lifestyle. With the partnership of Dr David Chiu who has offered the **Wellness** training for teachers, we will further promote this concept and practices among project schools’ teachers and staff. Through the Wellness training, teachers and staff are supported to care for themselves to find the strength and wisdom to care properly for others. This will further strengthen teachers and staff to live inviting lives.

In addition, Lan Chin (ex-Singapore school principal) who had led her school to gain the Inviting School Award, a passionate speaker and facilitator with local and international experience, author of the book “LIVING INVITINGLY -- Unlocking the Bloom Within” to encourage greater well-being for self and others. We are able to offer training workshops for teachers and parents on reflecting how IE approaches are applied personally and professionally to live inviting lives, appreciate the overview of the **Pyramid of Potential (PoP)**, apply PoP in one choice area of each participant to strengthen the understanding of self and others. This also gives very down to earth strategies on how individual teachers and parents could gain a holistic perspective towards how to live a balance and rewarding life and better manage their stresses in the busy school life.

To prepare for the participating schools to have continual timely launch of the IE initiatives, we will plan a series of workshops **starting June 2022** to train up project schools to acquire the salient strategies of implementing IE through systematic action planning in their schools. All the trainings and support for the project schools will be provided in the format of either school based staff development workshops initiated by individual project schools or professional development workshops with other project schools. School personnel in different levels and roles will be equipped with salient IE and related strategies in order to sustain their inviting practices in a systematic manner.

### **CONTENT OF THE INVITING SCHOOL PROJECT**

The purpose of this project is to support schools to acquire the salient theories and sustain the practices of IE. The project aims to support teachers to implement the IE initiatives in their classroom teaching and school settings so as to develop their school as an outstanding IE school in the territory. This special project is known as “Inviting School Project”. There is a financial commitment from each school in the project to cover the costs of bringing IE consultants from the US, Canada and Singapore two to three times during the one-year /two-year period to offer initial and in-depth trainings and consultations on the implementation of IE in school.

Each project school will receive on-site school visits from both overseas and local consultants to give specific feedbacks on the progress of the implementation of IE for individual schools during the project

period. A local team of IE consultants comprising of experienced IE principals and teachers will provide support and advice to each project schools in their process of IE implementation during the project period. The purpose of this project is to support schools to develop and sustain the practice of IE and continue to be recognized as Inviting Schools. There will also be guidance and assistance for those schools that want to apply for the prestigious **Inviting School Award** organized by IAIE on annual basis. Sharing sessions among schools and IE school visitations will be organized to spark off the implementation strategies and effective IE practices.

To provide an ‘eye-opening’ exposure to the core members of the project schools, all the participating schools will be invited to participate in the ***World Conference on Invitational Education*** that will be held online with the US counterparts in November 2022. Participants will be able to gain the most update understanding through many world class presentations in the Conference and be able to connect with the IE schools in the US & overseas. This will be a great opportunity for the Hong Kong schools to establish long-term linkage with the US schools and schools from other countries during the conference time and be able to initiate cultural and educational exchange program later. Details of the content of the support and training offered are summarized in Appendix I and II.

#### **HOW TO ENROL?**

The cost for each school that participates in this project is US\$4,200 per school per year or US\$ 8,200 for two years.

If interested in participating in this Inviting School Project, please notify: **Ken Wright (HK Project Coordinator)** by completing the reply slip and send the slip via e-mail to Ken (e-mail: kenwright2@bellsouth.net) direct to indicate your school’s intention. Your school will receive an invoice for US\$ 4,200 (1 year) or US\$ 8,200 (2 years) to be paid to ***I.A.I.E. Hong Kong Project***

## Appendix I

### Plan for Schools to develop and sustain as INVITING SCHOOLS

(Tentative Schedule from June 2022 to May 2023)

June-July 2022	Training workshops for the core staff on the basic concepts and advance strategies and practices of IE with local and US school experiences sharing.
June-July 2022	<ul style="list-style-type: none"> <li>Workshop on the use of the Mindfulness Program and Curriculum to understand the social and emotional needs of students in order to enhance their development in these areas and to develop strategies to cater the diverse learning needs of students especially those who are having SEN</li> <li>Workshop on the use of effective strategies to raise the learning motivation of SEN students to enhance their inclusion in the school environment</li> </ul>
July-Aug 2022	<ul style="list-style-type: none"> <li>Life Coaching and personal growth workshops for teachers conducted by the President of the On-Track Leadership Institute from Canada</li> <li>School based workshop on the Belbin Team Roles Model for the leadership teams to understand their roles and develop effective teamwork in individual schools</li> </ul>
Sep-Oct 2022	Workshop on Grit & Growth mindset by Dr David Chiu
Sep-Oct 2022	Kimochis Course workshops organized by the HK Kimochis Centre
Sep-Dec 2022	Local IE school visits with sharing of good practices.
Sep-Nov 2022	<ul style="list-style-type: none"> <li>Series of training workshops on High Quality Teaching and Learning practices focusing on Assessment for Learning and inviting teaching strategies (FIP) to enhance students' learning motivation and teacher effectiveness by trainers Battelle for Kids (HK)</li> <li>Workshop on Brain-based Learning for interested schools to further develop their teaching and learning practices</li> </ul>
Oct 2022	Strength base Leadership training for teachers and students conducted by Jim Mahoney (Executive in Residence, Ohio University, renowned expert on school leadership, culture, and staff and student engagement)
Nov 2022	a) Participate in the IE Conference which will be held online with the US counterparts b) Connect with the US IE schools and establishes partnerships with schools all over the world that participate in the Conference for further enhancement of the practice of IE
Dec 2022	AGM for IAIE(HK) & presentation of IE Award & Fidelity Awards to schools and series of workshops and keynote on the practices of IE
Dec 2022	Briefing seminar on application procedures of the 2 IE Awards (initial & Fidelity) and experience sharing by previous award-winning schools
Jan-May 2023	Local IE school visits with sharing of good practices.
Jan-Feb 2023	<ul style="list-style-type: none"> <li>School based workshop on “LIVING INVITINGLY -- Unlocking the Bloom Within for teachers and parents by Lan Chin, educator and consultant from Singapore.</li> <li>Workshop on Wellness conducted by Dr Chiu to support teachers and staff to care for</li> </ul>

	<ul style="list-style-type: none"> <li>• themselves to find the strength and wisdom to care properly for others</li> </ul>
Mar 2023	Leadership workshops for principals and senior management staff conducted by the President of the On-Track Leadership Institute from Canada.
Mar 2023	Follow up training workshops on High Quality Teaching and Learning practices focusing on Assessment for Learning and inviting teaching strategies (FIP) to enhance students' learning motivation and teacher effectiveness by Barb Cockcroft, US expert trainer & local trainers
April 2023	School visit conducted by US & local consultants to provide support and on on-site vetting visits to IE schools in their application for the IE award.
May 2023	Learning Celebration and sharing of good practices with other project schools

## Appendix II

**School based workshop details:** school could **choose 1 or 2 topics** from the following content on inviting teaching strategies (FIP) offered by Battelle for Kids(HK) trainers to suit the school's needs

**Speaker(s):** Battelle for Kids (HK) trainers

**Content coverage:** theory, practical examples/ application, and teacher sharing

### **WORKSHOP THEMES:**

- **Workshop 1: Introduction to Formative Assessment (Assessment for Learning)**
- **Workshop 2: Developing Clear Learning Goals**
- **Workshop 3: Creating Rubrics & strong and weak work**
- **Workshop 4: Sound Assessment Design**
- **Workshop 5: Effective feedback (Feedback 1)**
- **Workshop 6: Responsive Teaching strategies (Feedback 2)**
- **Workshop 7: Using Grading for Mastery**
- **Workshop 8: Questioning technique**

Note: Each Project school will receive local /overseas IE trainers' on-site support visits and school based training workshops on topics according to the needs and interest of the school for teachers and parents in order to strengthen the inviting practices of individual schools during the project period. School enrolled could consider making use of the annual Staff Development Days to arrange these training workshops for their whole staff with topics including IE, inviting teaching strategies (Appendix II), etc. that are relevant to the development of the school.



**Reply Slip**  
**for**  
**INVITING SCHOOL PROJECT**  
**(June 2022 - May 2023)**  
**or**  
**(June 2022- May 2024)**

My school wishes to apply for the Plan for Inviting School Project on the path to continue to be recognized as Inviting School. Our choice is (please ✓ as appropriate):

- 1 year ☐
- 2 years ☐

(Note: please send the reply slip via e-mail to Ken (kenwright2@bellsouth.net) to indicate your school's interest and intention)

**From:**

School Name: \_\_\_\_\_

Address: \_\_\_\_\_

Telephone: \_\_\_\_\_

E-mail: \_\_\_\_\_

Contact person: \_\_\_\_\_ E-mail: \_\_\_\_\_

Mobile Tel. No.: \_\_\_\_\_

Name of Principal: \_\_\_\_\_

Signature of Principal: \_\_\_\_\_

Date: \_\_\_\_\_