

#kellerthinking

NEWSLETTER

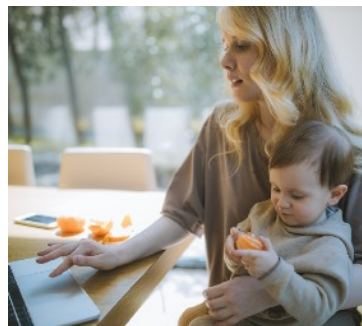
April 2020



WELCOME TO THE KELLER HOUSE NEWSLETTER

This monthly Newsletter to all our Affiliates will serve to capture some of the exciting developments within Keller House and share ideas to encourage and motivate educators and parents.

Now, at the end of our fourth month of existence we have not only put together a dynamic, collaborative team, but we have been able to design, create and complete a number of our projects despite the burden of having to cope in a Covid lockdown. But we are in it together and this is the new normal despite the smoke rising from our heads. It is a chance for all of us to model resilience.



MODELLING THAT WE LOVE OUR JOB

In this article we take a look at the reality of doing our daily jobs in a new reality - with the audience of our spouse and kids. As we take to the "stage", what message are we sending to our "audience" about adult work life?



ONE STOP WORKSHOPS ARE EDUCATION MALPRACTICE

The days of one stop workshops are over. Nothing changes by sitting in a conference venue for a day with the belief that the delegates will suddenly change their practice.



During lockdown you are modelling the world of work to your kids.

Are we modelling busyness?
Are we modelling irritation?

We should be modelling flow and work enjoyment so our children have a desire to grow into adults and participate in the economy.

Lights - Camera- Action

The new normal has resulted in those of us who can work from home having to model our work routine with our families. Here's the news They are watching!

Work must be fun. Why do we spend 13 years at school and possibly four or more years at University to be employed or start our own businesses when it is not fun? In our research on PLAY - one of the new topics we will be offering schools, we discovered that you can see in the eyes of a child or adult whether they are playing or not. Work has to be play. The moment work is no longer play, we present as exhausted, overwhelmed, anxious and model unhappiness.

Let's start by understanding that busyness does not equal success. How many of us meet up with a friend at the gym or shops and blame the reason for not making contact with them on the fact that "I have been so busy! It is manic at the moment!" What we are actually saying is that we have lost the fun of working and our new belief system is that we are so busy and so unhappy. If you are like me - you sit down at your desk (the occupied area of the house where you now work), open your emails and are overwhelmed at the excessive number of mails that need attention. This leads to instant cognitive overload and we attempt to multi-task by checking our To Do Lists against our Job Card that are now digital. *Trello* is pinging reminders of uncompleted tasks while squeezing our phones between an awkwardly raised shoulder and an ear to listen to missed calls.

The cognitive overload results in us being unable to plan effectively, the inability to hold a thought and the rising panic as the volume of what has to be done is interrupted by a child needing some help with the assignment just received from the school. By this stage of cognitive overload we lose social connections and can't even remember the name of important people - like the child requesting help. We reach the stage, rapidly, where we can't solve, create or innovate. Our once beautifully tweaked ability to regulate our emotions by spending time at the gym or on the golf course gives way to an exhausted and often scary monster. Here's the message. There is no such thing as multi-tasking - only uni-tasking where we switch between two items at lightening speed resulting in

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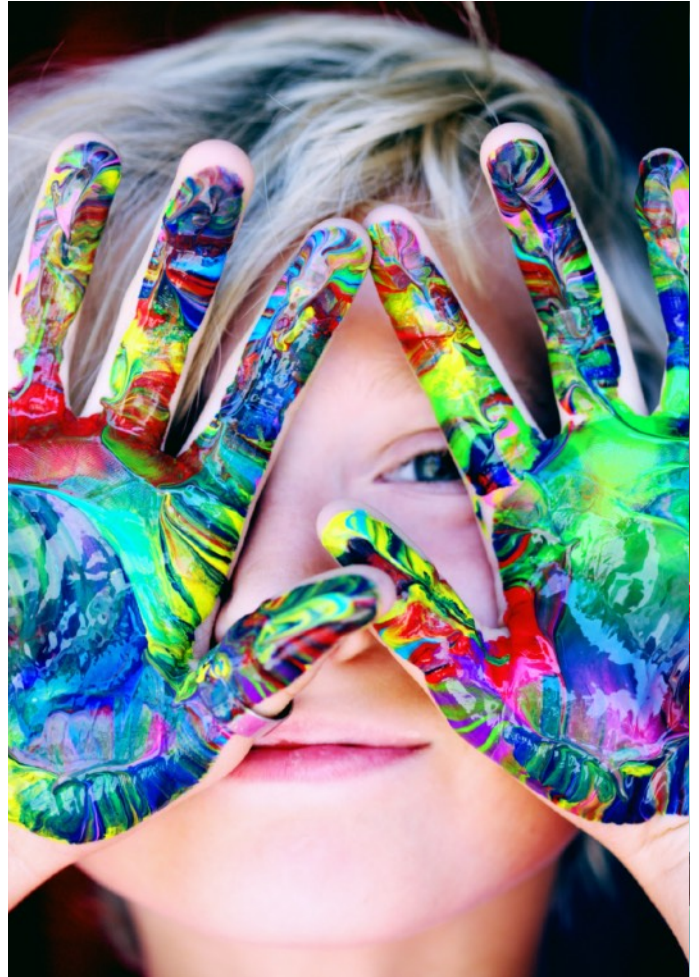
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extreme exhaustion, high levels of error, increased tension and the dis-ease, which will eventually present as illness.

The opposite of busyness is flow. It models effortless enjoyment of work and provides an opportunity for deep work and deep concentration. To achieve FLOW I would suggest that you build a fortress so you are not distracted. This could be as simple as indicating to your children, on the clock, the period of time when you cannot be disturbed and setting out appropriate and safe activities for them to do. When time is up - stop your work, because it is now time for the children. Resist the temptation to check your emails during this period while you guide your child in the uni-task of giving them attention. Also, make provision for “Do Nothing” time. Many of us have a belief system that this is a waste of time when there is work to be done.

The research is clear. If you want an “Aha!” experience - do nothing. It comes while playing with the kids, taking a shower, staring out of the window For many, this is impossible and to achieve this you will need to detox from your busyness. The Lockdown is a forced opportunity to detox and access the intuitive wisdom buried deep inside all of us. The secret about achieving FLOW is the message you are modelling to your children. When a child sees you enjoying work, taking breaks, helping them to plan their workload and assisting where necessary, you model an abundance mindset about work and not a scarcity mindset. Set yourself up for this challenge by physically jotting down a few ideas in your fortress before you step out like: Switch off emails, Switch off phone, Go make tea, Go to the toilet, Check-in with the kids, Smile, Crack a joke. Once completed, return to the job that you love. **KH**



Understanding the human brain is at the heart of thinking

All Keller House material is designed around how the brain processes data. We rely heavily on science to support our thinking and years of teaching and leading where it has been implemented to provide practical examples.

Too often we teach data, but forget to teach how the brain is going to process it - or not!



One stop workshops - No! No!

Just like school - the professional training of teachers should not be lessons in mystery, but lessons in mastery.

Keller House is committed to designing Professional Development Programmes (PdevP) that are not ONE STOP WORKSHOPS, but rather opportunities for long-term in-depth support and professional growth for teachers using face-to-face connection, digital Zoom updates, regular Newsletters and summaries of best practice shared from around the world.

The design has been intentional. Having worked in education for 37 years as a Teacher, Principal and Education Consultant - Executive Director, Gavin Keller knows what works and what doesn't. The One Stop Workshop - a regular feature of Provincial Education Departments' communication strategies is a dismal failure. If we are not modelling what we are teaching - we are teaching something else. *Do as I say and not as I do*, no longer hold water.

Work made fun, gets done. If students and teachers alike are edu-tained they have a greater chance of retaining material. We know that teaching is 25% preparation and 75% entertainment. Teaching is indeed theatre and every teacher has experienced how hard the shift from face-to-face theatrical teaching to on-screen digital teaching has been. The ability to theatrically engage and captivate students is at the heart of good teaching. This requires a connection with the audience - something that has been embedded in all the material developed by Keller House.

One size does not fit all. The National Curriculum may believe that it does, but science contradicts that theory. Teachers are all different as are students. The difference is what makes us unique.

We need to celebrate our uniqueness and provide material so that educators can adapt, adopt and improve the content and share their best practice with other Keller House affiliates. Remember that we need to *Slow Down to Go Faster*. **KH**

“work made fun, gets done”



The Bow and Arrow

Professional development is like shooting at a target with a bow and arrow.

The goal must be clearly defined. If you can't answer the ABC you have a problem. Ask, Is the module:

Achievable? (Think time restraints, fun, engagements.)

Believable? (Worthwhile, relevant, meaningful).

Considerable? (Is it able to challenge even the brightest kids in order to master it?).

Choose the right arrow. Everyone can make a bow from a branch and use a light twig for an arrow. But the archer needs specific equipment. The quiver holds a variety of possible arrows to reach the specific goal. When you are teaching large groups you need a variety of teaching strategies in your quiver. If you only have a hammer, every problem looks like a nail.

The archer is slow and accurate. He takes aim at the goal holding the arrow precisely, closing his non-dominant eye to ensure accuracy in reaching the target. The task requires endless practice, a steady hand, appropriate energy and tension on the bow string to propel the selected arrow at the correct speed. **KH**

Aspiring Principals Convention

Keller House is a platinum sponsor of the 2021 International Aspiring School Leaders Convention. We have been contracted to develop the academic programme for the convention with the local organising committee. The future of great education is dependant on the professional development of the next generation of leaders who will take our schools into a new future.

Keller House is committed to being part of the journey. We have been able to confirm international and local speakers to encourage and inspire. Our biggest contribution will be leading the World Cafe and Summer Surf sessions where delegates will gather in small groups to build support structures from around the world to enable each other when they are leading schools in the near future. Leadership is, sadly, a lonely job and future leaders need to not only look after

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WHO SHOULD ATTEND?

- Educators
- Heads of Department
- Deputy Principals

**PASI SAHLBERG**
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EDUCATION POLICY

**DR STEVE MUNBY**
PROFESSOR,
EDUCATOR, AUTHOR

**ANNA PONS**
PUBLIC POLICY
ANALYST (OECD)

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**Keller House is
excited to be part
of the journey**

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their own wellbeing, but in community with peers for support and encouragement.

Keller House will have an Exhibition Stand at the Convention at Century City Conference Centre where all the material will be available for school leaders to peruse.

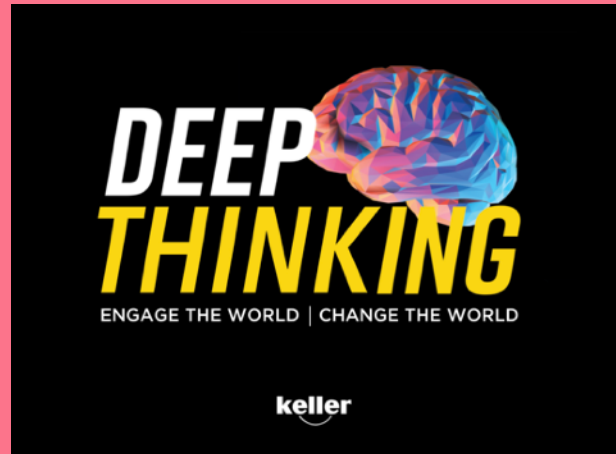
We are excited by this opportunity to exhibit our material that includes Face-to-Face presentations, video PED Talks, Podcasts, Regular digital updates and video conferencing, Relevant - C cards for application and Classroom Journals to encourage Deep Thinking.



Zip the Crocodile

The book, Zip the Crocodile, a Keller House publication will soon be ready for print and needs to be in the hands of every teacher and parent in the country. The bedside handbook for teachers and parents has been written to provide a scientific, but humorous strategy to teach children how to manage their reactions and regulate their emotions so that they can access their thinking brains.

Current Long Term Professional Development Programmes on Offer



Meet the three BRAINY characters from Keller House

The pre-frontal cortex is our CEO. It is the thinker. The CEO is slow and accurate and responds with empathy, connecting, deciding, solving problems, critically analysing, evaluating and controlling impulses. But the challenge is to gain access to the CEO in our brains. Reaching the CEO is almost impossible unless you can get the hippocampus (in the emotional elephant) of the limbic brain to make the connection with the pre-frontal cortex. This is only possible if the amygdala (also in the emotional elephant) does not hijack the instruction and calls on the might of the angry crocodile of the survival brain to react. The amygdala is our library of memories and all previous memories are stored here. The pressure of our society causes many of us to live and work in a reactive world that often presents as unpleasant - creating an unsafe environment. When the brain feels unsafe and does not have a sense of belonging, it prevents access to the thinking brain. So asking a child, "What were you thinking about?" Is a futile exercise unless the child feels SAFE and SECURE without fear. Then, and only then, if the relationship is right, the brain allows access to the THINKING brain where all the executive decisions are made.

These three characters have been developed to take teachers, parents and students on a journey into their brains so that can understand how they process data and why they were designed to be happy, grateful, creative, empathetic and active participants in society.

For more information on Professional Development Programmes, Parent Coaching Sessions and useful mind brain education science, contact Keller House. **KH**





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