

Workshops and Other Offerings for 2012

National Curriculum Series

With the National Curriculum fast approaching (and already beginning to be implemented in Queensland) teachers and school leadership are looking for professional learning workshops that go beyond the documentation on the ACARA or state organised websites. We partner teachers to develop National Curriculum Documentation into practical, dynamic curriculum that teachers can readily implement in their school context.

- **Facilitated Planning for the National Curriculum (Full Day) – Dr Adrian Bertolini**

Principals and teachers often comment that rarely do teachers have time to plan. If a school is going to build a coherent and rigorous learning environment then the teachers need to plan together so there are consistent learning outcomes, success criteria and the sharing of ideas. This workshop is designed to support teachers to plan upcoming units as a team in a disciplined and rigorous manner. Participants will be led through a format and structure that covers all the requirements of the National Curriculum.

- **Visible Learning – Feedback and Assessment (3 hour) – Cathryn Stephens**

This workshop will build on your understanding of the importance of quality, varied feedback in the design process. We will look at Peter Skillman's *Marshmallow Challenge* as an activity that provides great insight into the iterative process and how feedback plays a critical role in improving the final product. This links with John Hattie's Visible Learning concept powerfully, as his research identifies *feedback* as the single most powerful influence over student learning. The National Curriculum emphasises the need for students to develop capability in monitoring their own learning, and for teachers to provide different types of feedback, whilst nationally regulated tests (such as NAPLAN) focus on summative assessment of progression.

- **Exploring and Assessing General Capabilities (3 hour) – Narelle Wood**

This workshop will explore what the General Capabilities are and how they are embedded in different aspects of the National Curriculum. More importantly participants will look at integrating the General Capabilities into the curriculum in a meaningful way, which promotes engagement and allows for rigorous and effective feedback. The workshop will not focus on one particular content area, but rather look at how these general capabilities are taught and transferred across the curriculum.

- **Teaching Creativity as a General Capability (3 hour) – Cathryn Stephens**

Creativity is increasingly being identified as one of the most valuable human attributes – thus its inclusion as a general capability in the National Curriculum. Thought Leaders, such as Sir Ken Robinson, argue that schools must teach creativity to prepare students for their future. In this workshop you will explore definitions of creativity and divergent thinking and discuss HOW they can be explicitly taught in schools, in a variety of ways. The workshop is a conversational, hands-on workshop that will contextualise the global conversation around teaching creative and divergent thinking and will offer practical tasks and activities to build these skills in your students. Time-permitting, we will also explore assessing creativity as a General Capability.

[National Curriculum Series cont'd...](#)

- **Year Level National Curriculum Audit and Assessment – Narelle Wood**
(Package Cost \$1850)

The audit will examine all the current school curriculum documentation and audit it against the National Curriculum. The result will be current curriculum map against the National Curriculum standards. Recommendations and suggestions for future curriculum developments will also be provided.

- **National Curriculum Critical Friend – Narelle Wood**

For schools that have already begun implementing the National Curriculum, this is an opportunity to gain some objective feedback as to the strengths and future developments of the school's curriculum. Observations can be based on curriculum documentation, teaching strategies, reporting and assessment practices or a combination of all of the above.

Teacher Effectiveness Series

The following workshops have been designed to support and develop teacher's effectiveness within the classroom.

- **Graduate Teacher: Practical Planning and Support (Full Day) – Cathryn Stephens**

This updated workshop is designed to provide practical support and planning assistance for new teachers. It will encourage discussion about a range of issues for graduate teachers and how to manage the balance between learning and sharing your expertise on current pedagogy, with more experienced teachers in your school. This workshop is based on the premise that newly trained teachers are an asset to any school and looks to build confidence in new teachers, whilst helping them to create networks with colleagues from other schools. We will also look at team-teaching, feedback and assessment and maintaining work-life balance as you navigate your first few years as a professional educator.

- **Practical Inquiry Based Learning General / Science & Maths / VCAL (Full Day) – Dr Adrian Bertolini**

One of the misconceptions that often occur around inquiry learning is that the students design big questions and then go to work on answering those questions. What teachers have discovered is that students spend large amounts of time researching but rarely produce worthwhile results. This workshop demonstrates practically how to deliver authentic, results-producing, inquiry-based learning units that develop understanding and skills. Teachers will develop a unit using backward planning which also allows for differentiation and skill development. NOTE: This workshop can also be targeted to specialisations – Science and Maths, Humanities and English, Applied Learning (e.g. VCAL in Victoria), etc.

- **Understanding and Shifting Student Mindset (3 hour) – Dr Adrian Bertolini**

One major area where teachers struggle is shifting the mindset of their students. If teachers can structure their classes and habitual practices such that they intentionally develop growth mindsets in the students then this will immediately improve student performance. This workshop will clarify what are some of the sources of the underlying mindsets and the steps to develop a growth mindset (and thus performance) in your students. This workshop is based on material from Tribal Leadership (David Logan), 3 Laws of Performance (Steve Zaffron), and Mindset (Carol Dweck).

[Teacher Effectiveness Series cont'd...](#)

- **Generating Engagement – A Foundation for Powerful, Effective Communication (3 hour) – Dr Cathy Symington**

Engagement is that highly prized, sometimes elusive “X-factor” that has people and teams work to bring out the best in themselves and each other. It’s what has classes be electrifying, meetings be energizing, and producing outstanding results be a natural outcome of activities. Whether you are a classroom teacher, a leading teacher, or part of school management, there is immense benefit available in developing mastery of engagement. What would it be like if you were surrounded by the inspiring, energizing, productive environment of engagement? What would it be like if you knew your ideas were going to stick? And what difference it could make if your students were trained in this too? What would THAT provide to the leaders of the future?

- **Advanced Engagement: Creating the Experience (3 hour) – Dr Cathy Symington**

Have you noticed that it’s usually after the fact when people comment on how great (or sometimes not) an experience was? Did you know that you can create and design an experience ahead of time, and actually have it be how you want it to be? Did you know that this, that creating the experience, is rapidly becoming a dealmaker or deal-breaker in the global economy? What if you and your students were equally responsible for your and their experience at school? If you could have any experience as an educator, as a leader, in your classrooms, in your meetings, what experience would you have? What would that provide? And what if we could not only design and operate inside of an extraordinary experience in our every-day lives, but could train our students in how to do the same? This workshop is an ideal forum for learning how and for actually designing the experience.

- **Designing Skill Based Formative Rubrics and Practices (3 hour) – Dr Adrian Bertolini**

Quite often rubrics are used as summative devices to assess student’s understanding. Rubrics, however, are great structures for encouraging the explicit development of skills in students. In this workshop teachers will not only learn the art of creating clear and explicit skill-based formative rubrics, but also do the thinking on what graphic organisers, modelling, mini-workshops, and habitual practices they could implement to develop specified skills in their students

- **Developing Long Term Student Leadership (3 hour) – Cathryn Stephens**

This highly practical workshop is designed to support planning for authentic student leadership programs in schools. The aim of the workshop is to build a meaningful leadership program that empowers students; not just in conventional and pastoral roles, but in helping to shape the direction of the school in terms of priorities, curriculum and approaches to learning and teaching. We will look at examples of schools already adopting dynamic student leadership models and use direct feedback from teachers and students for designing student leadership programs that fit with the school context and promote the development of a high-performance school

- **Team Teaching: planning, teaching and learning as a team (3 hour) – Narelle Wood and Cathryn Stephens**

Team teaching is often identified as one of the ways for schools to create a twenty-first century learning environment. While schools may have the best intentions when it comes to implementing team teaching, teachers, students and learning spaces are not always prepared for this fundamental shift in practice. This workshop will take the teams through the process of planning, teaching and learning, not the curriculum, but of how to teach and work as a team. This begins from identifying the team’s values, behaviours that support an effective team environment as well as strategies for conflict resolution and celebrating successes.

How to Work Smarter Series

Having “no time” is the number one issue that teachers and school administrators say limits their ability to deliver as educators. We are passionate about making the lives of teachers easier and more effective, thereby freeing up their ability to be creative and develop their teaching practice. The following workshops begin where you are and what you know, and support you in structuring yourself, your actions, and your teaching practice (and/or systems) to make life easier for all.

- **Strategies to reduce workload, work smarter, and more effectively (3 hour) – Narelle Wood**

This workshop provides useful and easy to implement strategies to help teachers manage their time, paper and marking. Also included are some techniques for dealing with stress, so even in high pressured times your workload will seem more manageable.

- **Strategies to develop students to study effectively (3 hour) – Narelle Wood**

This workshop looks at easy ways to explicitly develop students’ abilities to study effectively. Each of the techniques are transferable across the curriculum and cover a range of learning styles. The workshop directly addresses setting up high performance mindsets in students, as well as tips on preparing students for exams, from commonly used exam language, to identifying key words and different exam approaches.

- **Graduate Teachers: Putting together your VIT Portfolio (3 hour) – Narelle Wood**

The VIT Portfolio can be a stressful, and beginning teachers usually go well above and beyond what is necessary for registration. This workshop is designed to give beginning teachers some resources and strategies to complete the portfolio with relative ease; there will be an opportunity to complete some of the requirements during the workshop.

- **Responding to Selection Criteria and Job Interview Skills for Pre-service and Beginning Teachers (3 hour) – Narelle Wood**

One of the challenges of writing selection criteria is demonstrating the necessary skills, especially when your experience is limited. This workshop breaks down the most common selection criteria and provides numerous examples and techniques that can be used to highlight your skills. The workshop will also cover how to transfer your written application into a interview situation and some strategies for controlling your nerves.

Leadership Series

With the implementation of the National Curriculum and the increasing focus on performance and accountability within schools and school leadership, we have more and more leadership teams approaching us to support them to develop vibrant and passionate learning environments amongst their staff. As such we can partner with schools to shift their underlying cultures such that the staff and habitual practices allow for a high performance school culture. The following introductory workshops are designed to enable senior and middle school leaders to explore some of the aspects that lead to generating an extraordinary staff culture.

- **Influence - The Art and Science of having People be their Best (Full day) – Dr Cathy Symington**

Did you know that how you communicate; how you listen, what questions you ask and how you ask them, and what feedback you give and how you give it, are your very best tools for having people bring out the very best in themselves? Cont’d...

Did you know that it's very simple, and that it takes only a little careful thought to do? Did you know that you can do this with anyone and have them tapping into their best in a way they never thought possible? This workshop does precisely that. It uses and applies contemporary thinking, interactive exercises, audio-visual materials and fun, engaging scenarios to explore how best to influence the quality of performance; having people bring out their very best.

- **"Where Angels Fear to Tread" – Leadership through Difficult Circumstances (3 hour) – Dr Cathy Symington**

Leadership is easy when everything's working, when the results are being produced, when people are happy and expectations are being fulfilled. When this is the experience in your team, in your organisation, it feels like things can't get any better! This is the experience we strive for, that has us leap out of bed and full-on into life, feeling unstoppable. But then something happens; things are not done or not done as well as they should be, people are upset, results aren't being produced, and you can't step over it, you have to say something. This is the ground where angels fear to tread. This is the ground where extraordinary leadership is required. In this workshop you will learn techniques to handle these situations and have those conversations with ease and grace; shifting them from being situations that you avoid to becoming situations that offer the greatest opportunities of all.

- **Introduction to Developing a High Performance School Culture (3 hour) – Dr Adrian Bertolini**

What is required to create a high performance school culture? It is not as difficult or as obvious as one thinks. This workshop leads the participants through a series of conversations and ideas that uncover the hidden elements of building an exceptional school culture. Based on research and practical experience this session ignites thoughtful discussions and actions that school leaders can instantly take.

- **Developing a High Performance School Culture - Trust (3 hour) – Dr Adrian Bertolini**

In Steven M.R. Covey's book, *The Speed of Trust*, trust is proposed as the key to producing or reducing results. When there is a lack of trust it is like there is a tax on performance. When high trust exists then you are getting extra dividends. This workshop explores the differing levels of trust and supports schools in designing practical approaches to building trust amongst their stakeholders – and thus accelerating positive cultural shifts.

- **Developing Effective Mentoring Structures (3 hour)- Cathryn Stephens**

One of our goals at *Intuyu Consulting* is to support teacher development so that all teachers can be effective and innovative. This workshop asks what graduate teachers want most from their mentors and looks at how mentors and school leadership can harness the energy, dynamism and current pedagogical knowledge of new teachers- whilst helping them to create a crucial work-life balance in their first years of teaching. We will also consider the accreditation process (for VIT and equivalents) to streamline the work required. In this workshop we will hear thoughts from a range of stakeholders – from teachers in training to school leadership.

[Leadership cont'd...](#)

- **Leadership: Introducing New Staff to School Culture (3 hour)– Cathryn Stephens**

A key concern that schools have is how to effectively initiate new staff into existing structures. This is especially urgent when schools are implementing new programs that incoming staff will be facilitating. This workshop looks at the keys to ensuring that new staff are familiar with the school's priorities and purpose before they are placed in a facilitative position. Through discussion, we identify potential challenges and workshop solutions collaboratively.

Formative checks on the teacher's understanding are planned and clear mentoring systems are set up to ensure that the new teacher can readily access information and support from within the project team. A survey package is included in this workshop to help gather feedback from the new teacher over time. The aim here is to ensure that teachers new to your school are integrated purposefully into your school programs to ensure clarity, consistency and collegiality to flourish!

- **Leadership: The Key to Success (3 hour)– Dr Cathy Symington**

"Leadership by all the staff is considered to be so necessary that it has been said that principal leadership is unlikely to succeed without it." (Frost and Durrant 2004)

We are all quite aware of the importance of leadership in education, but how many of us have or take the opportunity to sit down and really enquire into what that means for us in every-day life. This workshop takes the view of leadership beyond being one of position, and delves into what qualities make for great leadership – qualities that are available in each and every one of us. In this workshop you can develop your own leadership tool-kit for use in your meetings, your classrooms, for working on your own. You can develop your own keys to success!

Other Offerings

These offerings are not workshops but services we offer schools that support their growth as an individual, as teams and learning communities. They can operate as a support structure with the Teacher Effectiveness workshops.

- **On Demand Observational Coaching of Teachers: Narelle Wood, Cathryn Stephens (cost: \$110/hour or packaged price)**

Observational Coaching is similar to peer coaching in that teachers can gain invaluable feedback about their teaching practise from another teacher. Our observational coaches have worked extensively with teachers in both primary and secondary settings. The purpose of OC is to support teachers as they develop their practise – perhaps whilst they're trying something new and to provide detailed, positively-framed feedback to enhance professional learning.

OC is highly practical as it provides the direct support to teachers that traditional professional development seminars cannot. The focus of OC is on the students and their learning process, making it less threatening to teachers. Feedback is given in the form of one-to-one and small group conversation, surveys, videoing the classroom (optional) and using a range of relevant data.

We also offer Coaching Partnerships involving one to two days a week in-school placements. The coach is effectively a member of staff and is supported by mentoring from senior consultants within Intuyu Consulting. This gives the school the best of both worlds.

[Other offerings cont'd...](#)

- **Principal and Leadership Team Coaching – Dr Adrian Bertolini**
(cost: \$198/hour or packaged price)

Principals and members of school leadership teams are the key individuals that drive cultural change and build the work and learning environment within a school. Rarely do they get the time or the support to target the areas of leadership, practice and thinking they need to be exhibiting to be effective in their roles. The one-on-one coaching is designed to have the individual discover how they can expand and develop their abilities to fulfil their roles and vision for what is possible. Coaching takes place only when needed and leaves the individual with the access and a set of self-designed actions to create an effective work environment with their colleagues.

- **Critical Friend Partnerships – Dr Adrian Bertolini**
(cost: \$198/hour or packaged price)

The nature of the consultancy that we provide involves us in keeping abreast of the latest educational research and practical implementations of these ideas in schools. As such we continually are gathering a wealth of knowledge, skills and experiences that is applicable to other schools. As such we offer partnerships where we are critical friends to school leadership teams as they explore building their future.

- **Facilitating Inquiries – Dr Adrian Bertolini**
(cost: \$198/hour or packaged price)

One of the roles we can play for schools is as expert facilitators for leading critical inquiries. Our team have had many years of leading inquiries with students, teachers, leaders, and in the corporate arena. We have strong abilities in active listening and asking fertile questions to draw out the required understanding and thinking from groups.

- **P – 10 Curriculum Recommendations from Data – Narelle Wood**
(cost: \$198/hour or packaged price)

An expert teacher and coach will use data to make curriculum recommendations. Data includes: NAPLAN Analysis, School Opinion Surveys, On Demand testing, Observational Coaching. The data is collated to identify strengths and gaps in the curriculum and then used to inform a range of practical curriculum strategies to address some of the concerns. Recommendations can range from whole school initiatives to practical teaching strategies.

- **Building Your Niche Market as a School – Dr Adrian Bertolini, Rachel Manneke-Jones**
(cost: \$198/hour or packaged price)

What is your Niche? Involves Parent Interviews, determining what does your clientele (and prospective clientele) want? What is the market? What are parents interested in? What are the trends for the area? What is the school's current reputation and perception?

Who are you? Involves facilitating inquiries into creating a Hedgehog Principle (school vision, best in the world at, what drives the school's engine), creating structures to empower a high performance culture and thought leadership, critical friendships to support whole school development.

Full Day and 3 Hour Workshops Registration and Costs

Full Day: 9am – 3.30pm

Early Bird: \$198

Full Price: \$242

Inc. morning tea and lunch

3 Hour: 9am – 12pm OR 2pm – 5pm

Early Bird: \$99

Full Price: \$132

Inc. morning or afternoon tea

Registration forms available on our website. www.intuyuconsulting.com.au