



Schuyler Community Schools
SCS Administration Meeting
Tuesday, November 18, 2014 9:00 AM
SCS Administration Meeting @ SMS Conference Room
120 W. 20th St.
Schuyler, NE 68661-2400

I. Discussion Items

1. Mindset: Book Review: Chapters 1 and 2.

2. Strategic Planning: Overview

<u>Day</u>	<u>Date</u>	<u>Time</u>	<u>Location</u>
Thursday	December 4 th	6:30 PM	Fisher's
Tuesday	December 9 th	8:15 AM 6:00 PM	SES
Thursday	December 11 th	7:00 PM	SCHS
Monday	December 15 th	5:30 PM	SMS

Senior Center, Cargill

Mindset: Chapter 1

Why do people cope with failures differently? Our kids are growing up completely different than we did. The author explains that she thought people either coped with failure or didn't. She never realized some kids actually relished the challenge of something difficult. The difference was that some children understand that human qualities, such as intellectual skills, could be cultivated through effort and not something that was pre-determined or carved in stone.

Why do People Differ?

This question has been debated over the years as to why some people are smarter or more moral than others. Some researchers point out physical differences while others point out social and environmental influences. Who's right? Most experts agree that it is neither nature or nurture, genes or environment. Rather, scientists now support that people have more capacity for learning and brain development than they ever thought. Alfred Binet, the inventor of the IQ test, asserts that the IQ test is misrepresented. He never intended the test to be a measure of a child's unchangeable intelligence, but merely an identification of children who were not profiting from Paris public schools. He believed that if we increase our attention, our memory, our judgment, we will become more intelligent. Robert Stenberg asserts that the major factor in whether people achieve expertise is not some fixed prior ability, but purposeful engagement. It is not always the people who start out the smartest, end up the smartest!

What does All This Mean for You? The 2 Mindsets

Fixed Mindset: *belief that one's qualities are carved in stone. Every situation calls for a confirmation of intelligence or risk exposure to failure or rejection. This mindset creates an urgency to prove yourself over and over.*

Growth Mindset: *based on the belief that your basic qualities are things you can cultivate through your efforts. That a person's true potential is unknown and unknowable, and that it is impossible to foresee what can be accomplished with years of passion, toil, and training. People of this mindset believe that with the proper motivation and training, anyone can be anything.*

A View from the Two Mindsets

Your mindset is what determines your response to everyday things that happen to us. People with a fixed mindset often feel like a reject, total failure, or loser, if they are not successful in their first attempt. People of a growth mindset see failure as a chance to grow, try a different option, and are often challenged by the negative result. Both groups, when not dealing with failure, feel just as worthy and optimistic, bright and attractive.

So, What's New?

It is startling to see that people with fixed mindsets do not believe in effort. Nothing ventured, nothing lost. The fixed mindset often believe that risk and effort are two things that might reveal your inadequacies and show that you were not up to the task. On the other hand, people with a growth mindset recognize the value of challenging themselves and the importance of effort. As you begin to understand the fixed and growth mindsets, you will quickly see that your qualities can be cultivated and open your mind to a host of different thoughts and actions.

Self-Insight: Who Has Accurate Views of Their Assets and Limitations?

The author states in her research that many people are terrible at estimating their ability. They found people greatly misestimated their performance and ability. But it was those with the fixed mindset who accounted for almost all the inaccuracy. The people with a growth mindset were amazingly accurate. They were more open to accurate information about their current abilities and oriented toward learning. However, if everything is either good news or bad news about your precious traits, as with people of a fixed mindset, distortion almost inevitably enters the picture. Some outcomes are magnified, others explained away, and before you know it, you don't know yourself at all. Exceptional individuals have a special talent for identifying their own strengths and weaknesses. People with a growth mindset seem to have this trait.

What's in Store

People with a growth mindset have a special talent for converting life's setbacks into future successes. People with growth mindsets have a love of challenge, belief in effort, resilience in the face of setbacks, and greater (more creative) successes. In the next chapters, you will see exactly how this happens, how mindsets change what people strive for and what they see as success. How they change the definition, significance, and impact of failure. And, how they change the deepest meaning of effort.