

Today's objectives

- To explain the term 'Growth Mindset'
- To discuss why we believe teaching about 'Growth Mindset' at Willowbrook is so important
- To share how we are embracing this concept here at Willowbrook Primary School
- To invite you to support the concept in the home, too

Growth Mindsets:

What are they, how do they work and how can you promote them with your children?



How would you describe your brain?

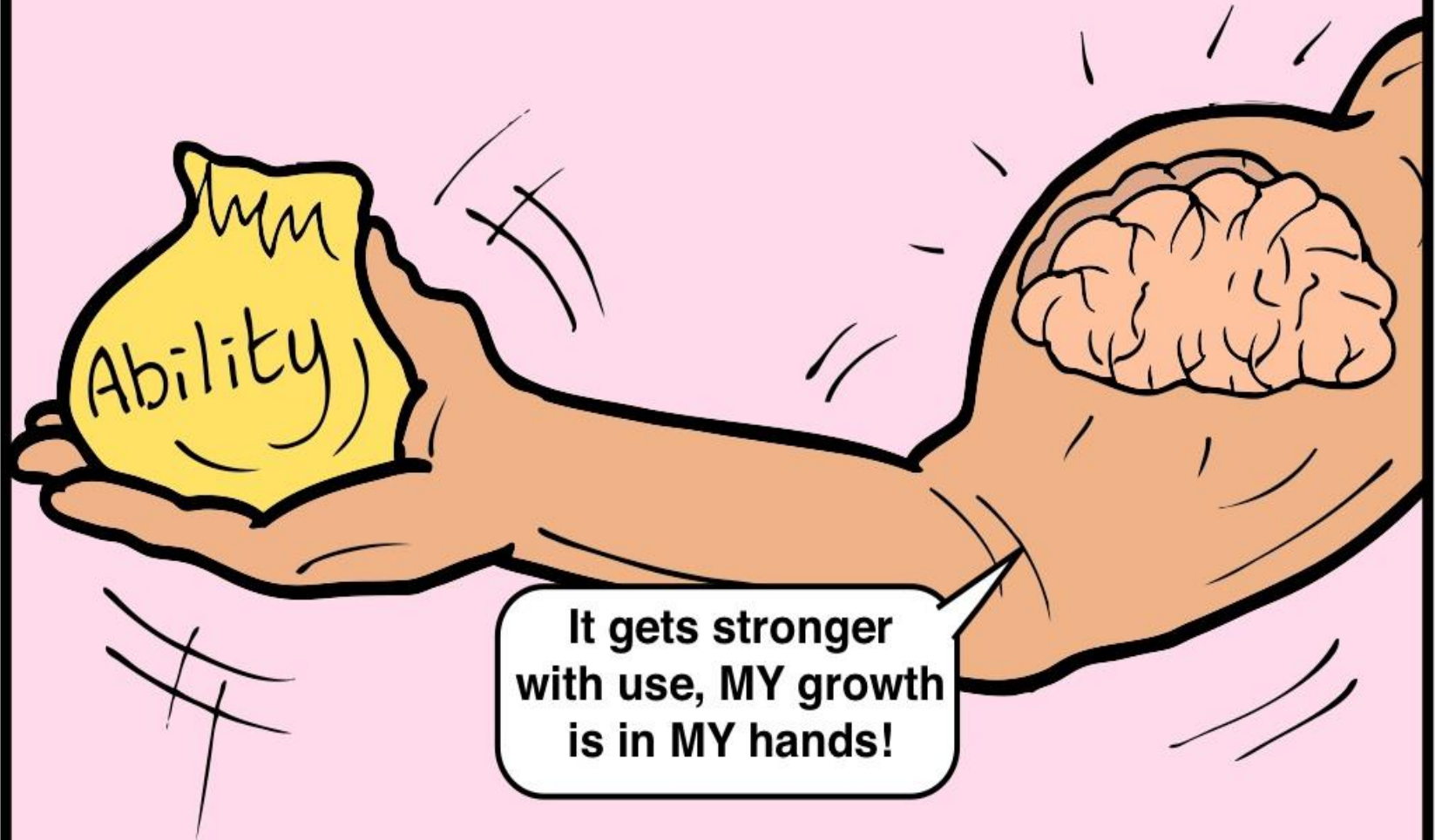
My brain is like...



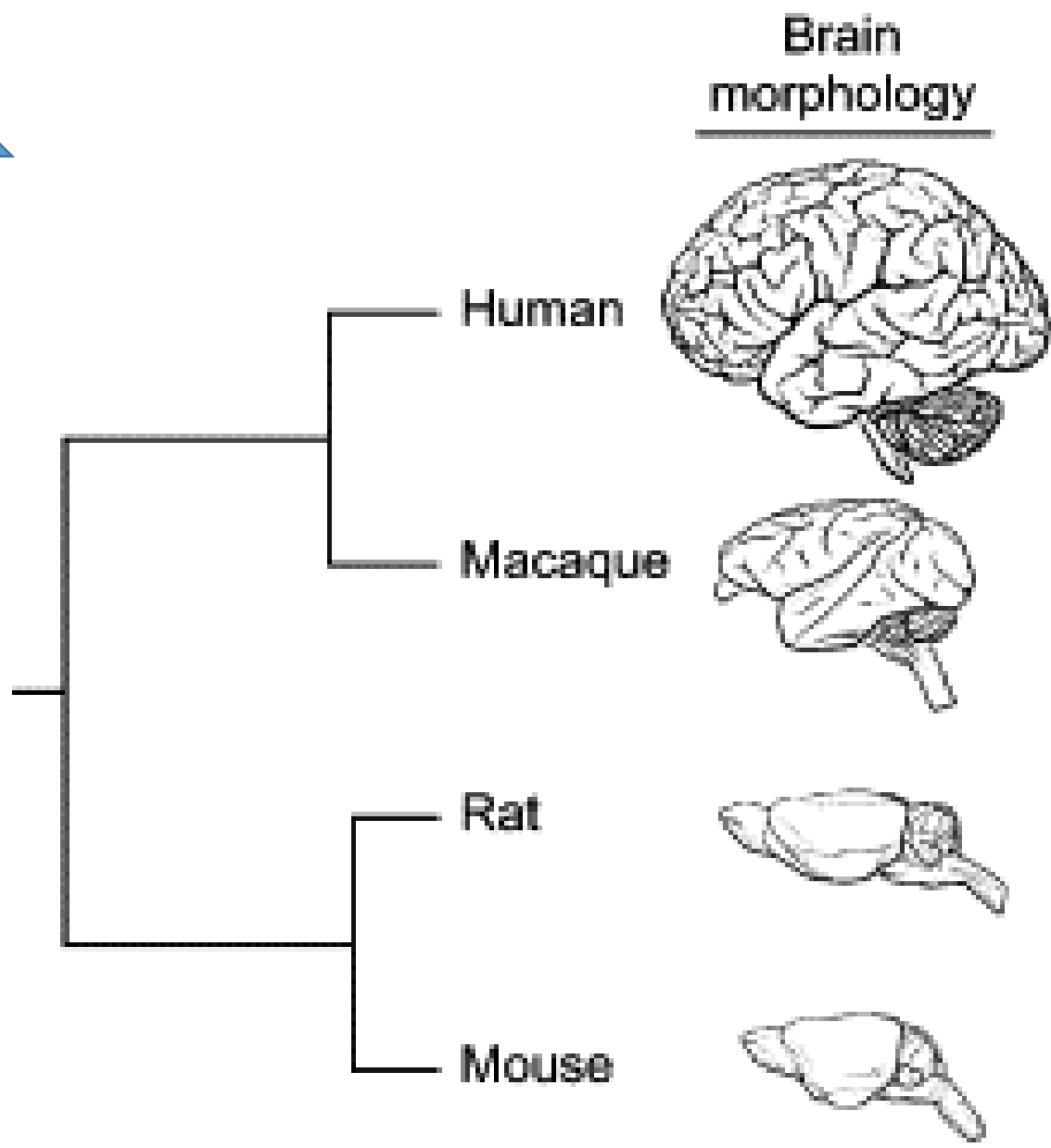
What if I told you that your brain is like a muscle?



The brain is like a muscle



Complexity



Capacity

What are Growth Mindsets?

The idea comes from the research of the psychologist Carol Dweck.

A mindset is simply a belief – a belief about yourself and your most fundamental qualities like ability, faith (or lack of it), personality, political views, talent and so on.

To put it another way, a mindset is a way of thinking about something concerning yourself.

Pupils have mindsets. They bring these to school with them. They can be growth or fixed.



Fixed Mindset

Intelligence is static.

Leads to a desire to *look smart* and therefore a tendency to

- **avoid challenges**
- **give up easily due to obstacles**
- **see effort as fruitless**
- **ignore useful feedback**
- **be threatened by others' success**

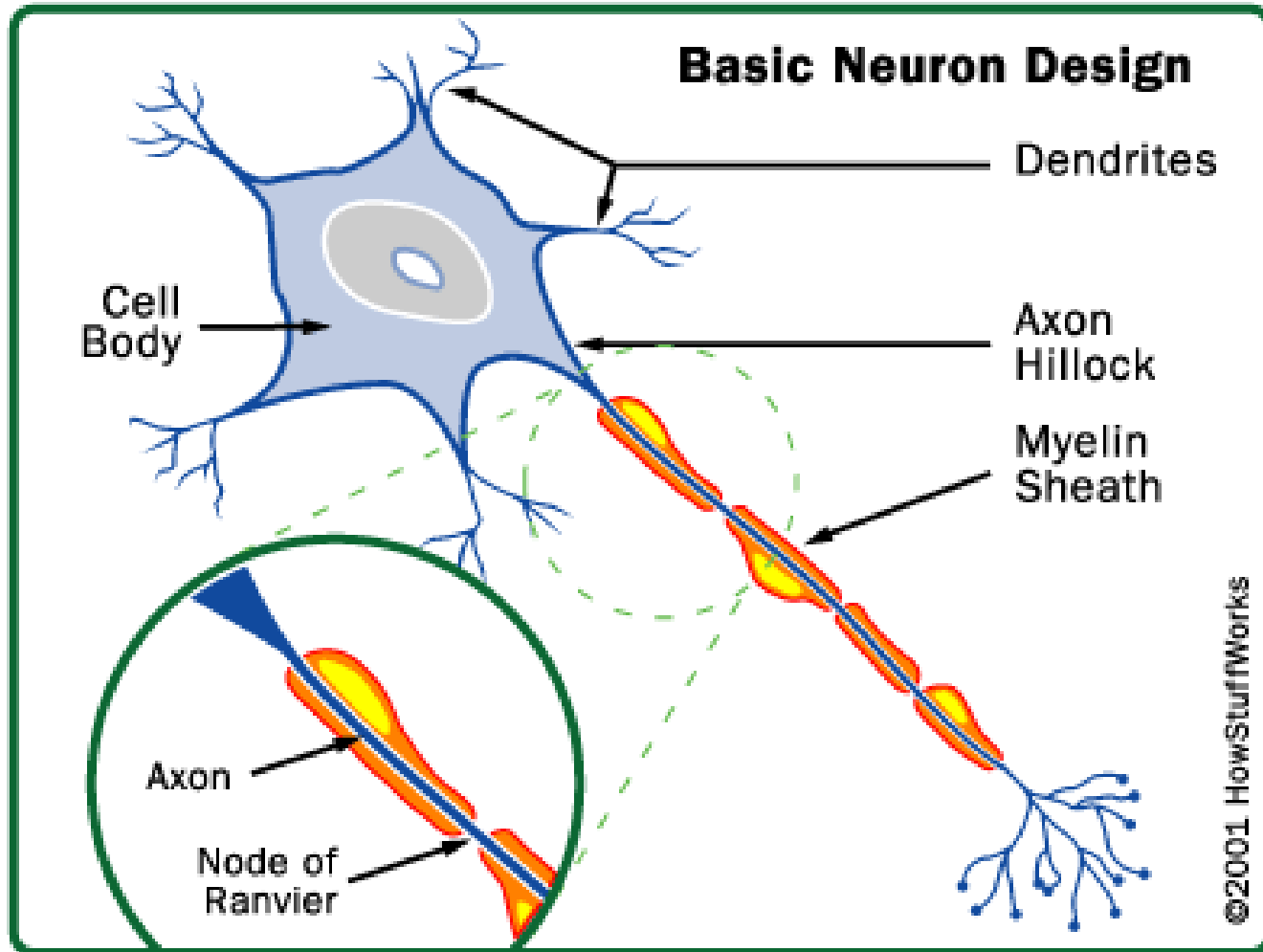
Growth Mindset

Intelligence can be developed.

Leads to a desire to *learn* and therefore a tendency to

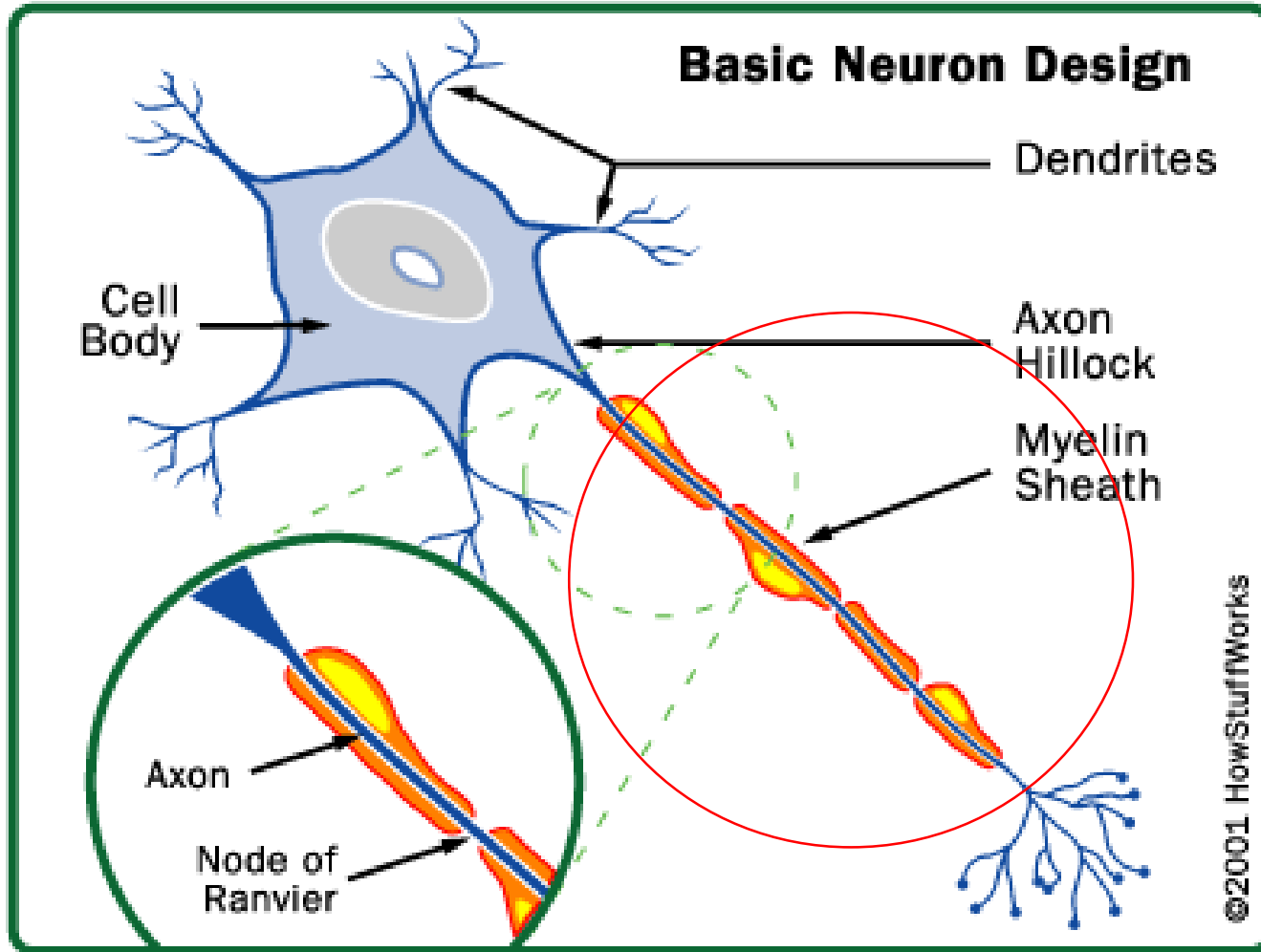
- **embrace challenges**
- **persist despite obstacles**
- **see effort as path to mastery**
- **learn from criticism**
- **be inspired by others' success**

A Brief Diversion into Neuroscience



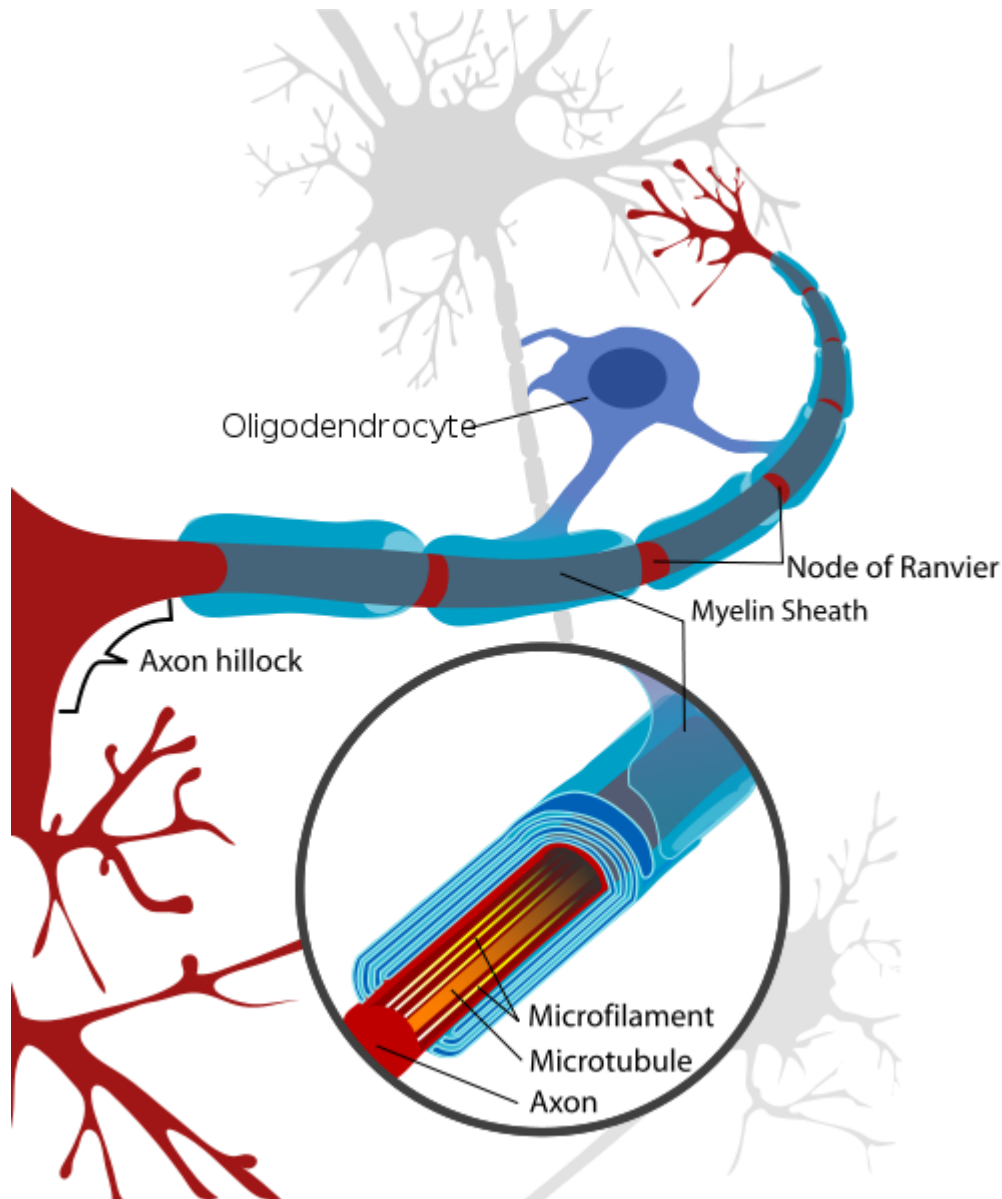
Our brains contain neuronal networks. Electrical and chemical messages pass along these.

A Brief Diversion into Neuroscience



As we learn, these networks change, responding to what we do. The more we use particular networks, the more skilled we become in accessing and using these.

A Brief Diversion into Neuroscience



The most effective way to develop neuronal networks is through deliberate practice.

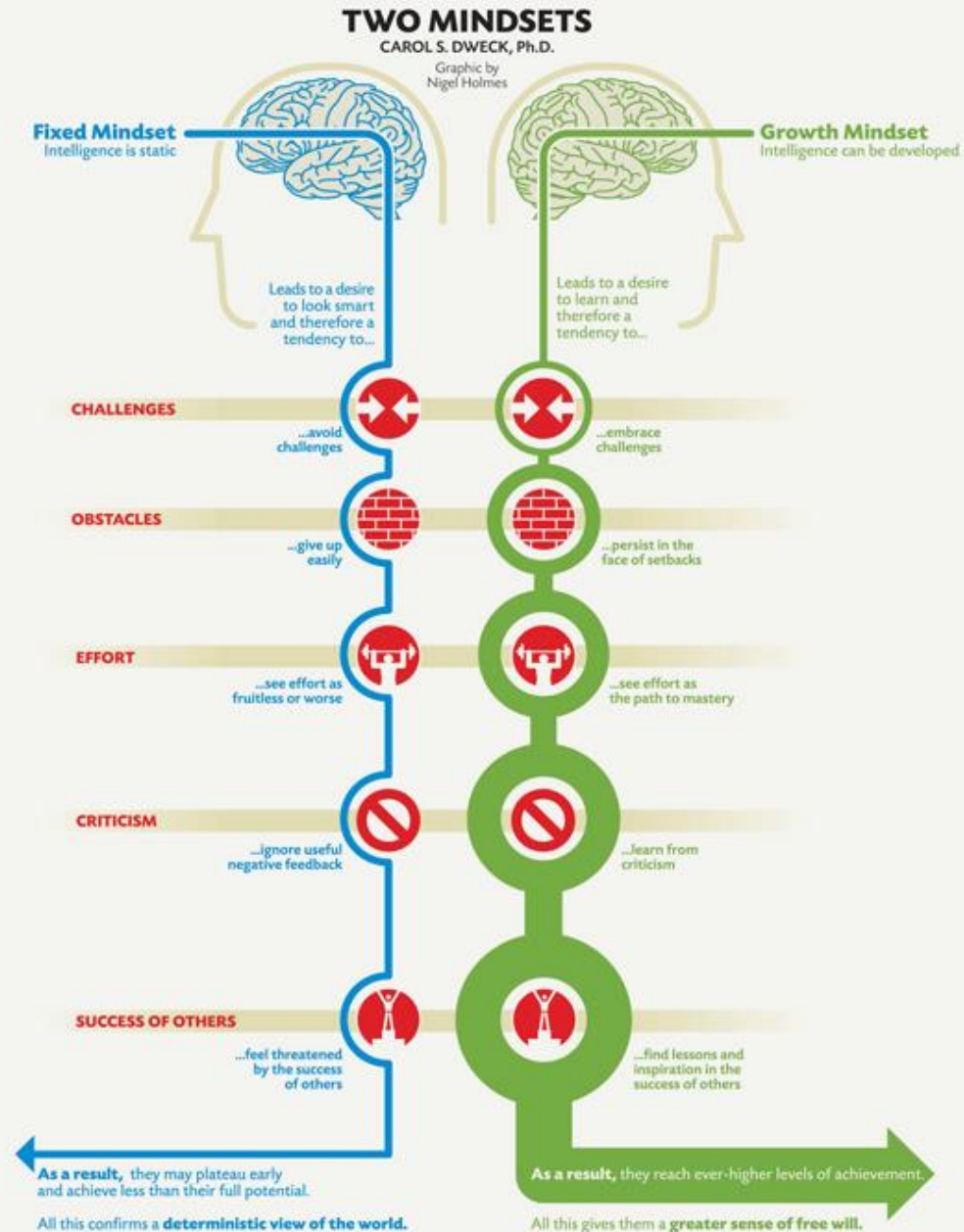
This reflects the tenets of a growth mindset:

- Effort
- Persistence
- Embracing challenges
- Not being put off by mistakes

Mindsets are not permanent. They can change. That change isn't necessarily easy and can take a little while.

But it is always possible.

In terms of our pupils, we can work to help them think along the lines of the growth mindset through the lessons we plan, the techniques we use and the ideas we teach them.



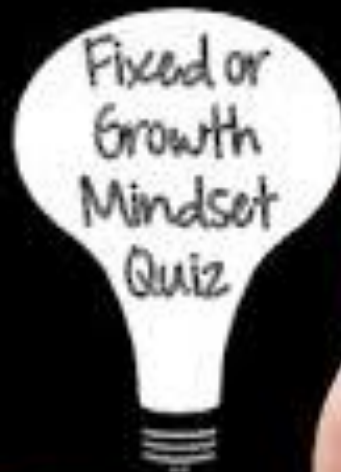
Growth Vs. Fixed



What experiences do you have of fixed and growth mindsets?

Do you agree that intelligence and talent can go up or down for everybody?

Growth *Mindset*



Quiz Answers

Key

1. ability mindset – fixed
2. ability mindset – growth
3. ability mindset – growth
4. *personality/character mindset - fixed*
5. *personality/character mindset – growth*
6. ability mindset – growth
7. ability mindset – fixed
8. ability mindset – fixed
9. ability mindset – growth
10. *personality/character mindset - growth*
11. ability mindset – fixed
12. *personality/character mindset – fixed*
13. ability mindset – growth
14. ability mindset – fixed
15. ability mindset – growth
16. ability mindset – fixed
17. *personality/character mindset – fixed*
18. *personality/character mindset – growth*
19. ability mindset – growth
20. ability mindset - fixed

Scoring

Growth Questions

1. Strongly agree – 3 points
2. Agree – 2 points
3. Disagree – 1 points
4. Strongly disagree – 0 point

Fixed Questions

1. Strongly agree – 0 point
2. Agree – 1 points
3. Disagree – 2 points
4. Strongly disagree – 3 points

Strong Growth Mindset =	60-45 points
Growth Mindset with some Fixed ideas =	44-34 points
Fixed Mindset with some Growth ideas =	33-21 points
Strong Fixed Mindset =	20-0 points

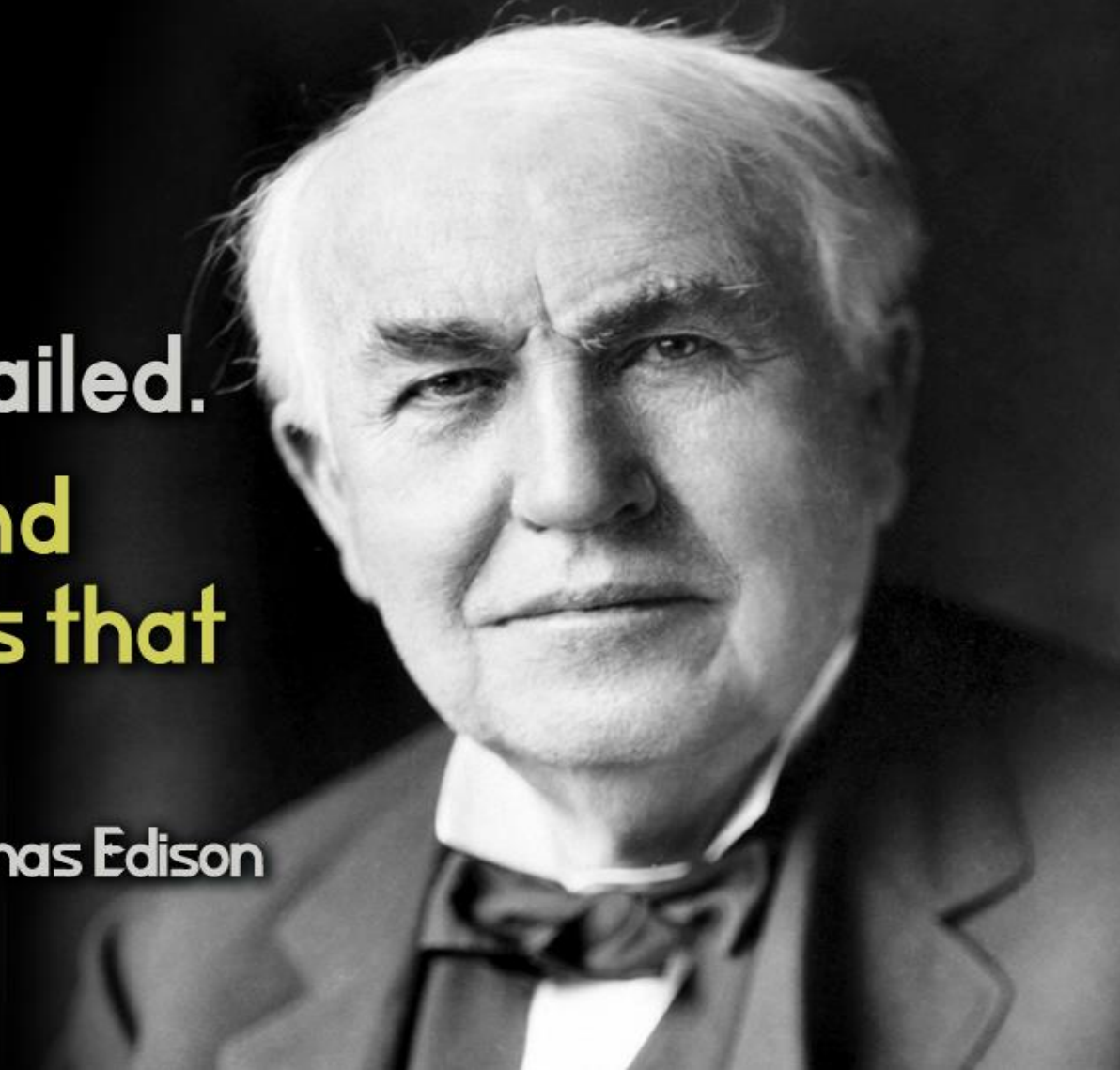
Adapted from:

Dweck, C. S. (2006). *Mindset: The new psychology of success*. New York: Random House Inc.

Growth Mindset Quotes

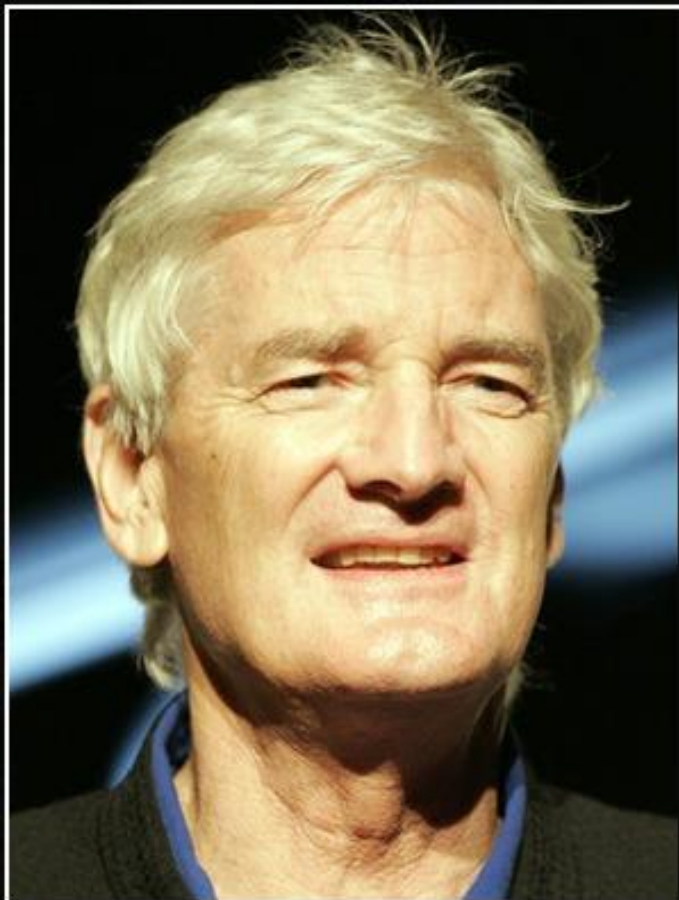
**“I have not failed.
I’ve just found
10,000 ways that
won’t work.”**

~ Thomas Edison



“
**IT IS NOT
ALWAYS
PEOPLE
WHO START
OUT THE
SMARTEST
WHO END
UP THE
SMARTEST.”**

Carol Dweck, Mindset



Failure is so much more interesting because you learn from it. That's what we should be teaching children at school, that being successful the first time, there's nothing in it. There's no interest, you learn nothing actually.

— *James Dyson* —

AZ QUOTES

After 15 years of perseverance and 5,000 prototypes, James Dyson finally succeeded with his idea for a new kind of vacuum cleaner. It quickly became a global best-seller and made his products a household name. But during his years of development, he says, "I wanted to give up almost every day." His success, he frequently says, is built on failure.

'Growth Mindset' at Willowbrook

- Key concepts that are introduced, in an age appropriate way, through PSHE sessions
- Key phrases / posters around the classroom
- Praise and reward for effort and achievement
- No comparative rewards
- Mixed ability grouping, so pupils can learn from each other

Creating a 'Growth Mindset' Classroom

Create a 'risk-free' learning environment

- Where pupils are willing to
 - * Learn
 - * Risk making mistakes
 - * Push themselves
 - * Take on challenge
- Where educators communicate confidence in all pupils' ability to rise to the learning challenge
- Where pupils are able to effectively self-assess their own learning and effort.

Growth Mind-set displays in the Classroom EYFS and KS1



Key Stage 2



Key Concepts for our Pupils

- * concentrate
- * don't give up
- * be cooperative
- * be curious
- * have a go
- * use your imagination
- * keep improving
- * enjoy learning

How will we measure the impact on learning?

- In September pupils will be asked to complete a questionnaire at the beginning of the year about how they view intelligence and learning
- We will monitor pupils' responses to constructive feedback and look at how they use feedback to improve their learning
- We will monitor pupils' choices in lessons, regarding how they challenge themselves and move their own learning on
- Pupils will complete a questionnaire later in the year to compare how they view intelligence and learning

Teachers in school can cultivate growth mindsets by taking the theory and breaking it down into 6 practical areas:

- **Trial and error**
- **Targeted Effort**
- **Feedback**
- **Metacognition**
- **Language**
- **Embracing Challenges**



They then focus on these areas as they plan, teach and assess.

But what about parents?

What can you focus on at home to help your child develop a growth mindset?



There are five key things every parent can do to help their child develop a growth mindset:

- Think about the language you use
- Minimise the costs of failure
- Model persistence, determination and not giving up
- Focus on the process, not the product



Pay attention
to stories –
yours and your
children's

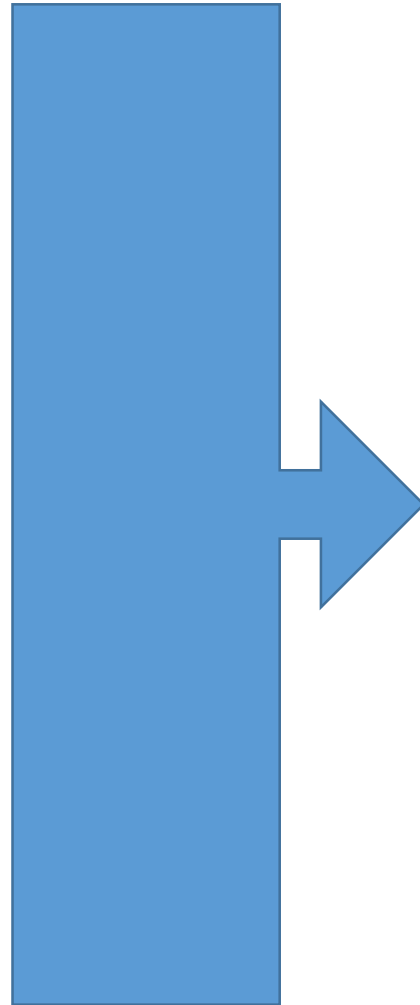


Think about the language you use



Moving Away from Trait-based Praise

- **That's great.**
- **Super work.**
- **It's wrong.**
- **You're a genius.**
- **You don't get it.**

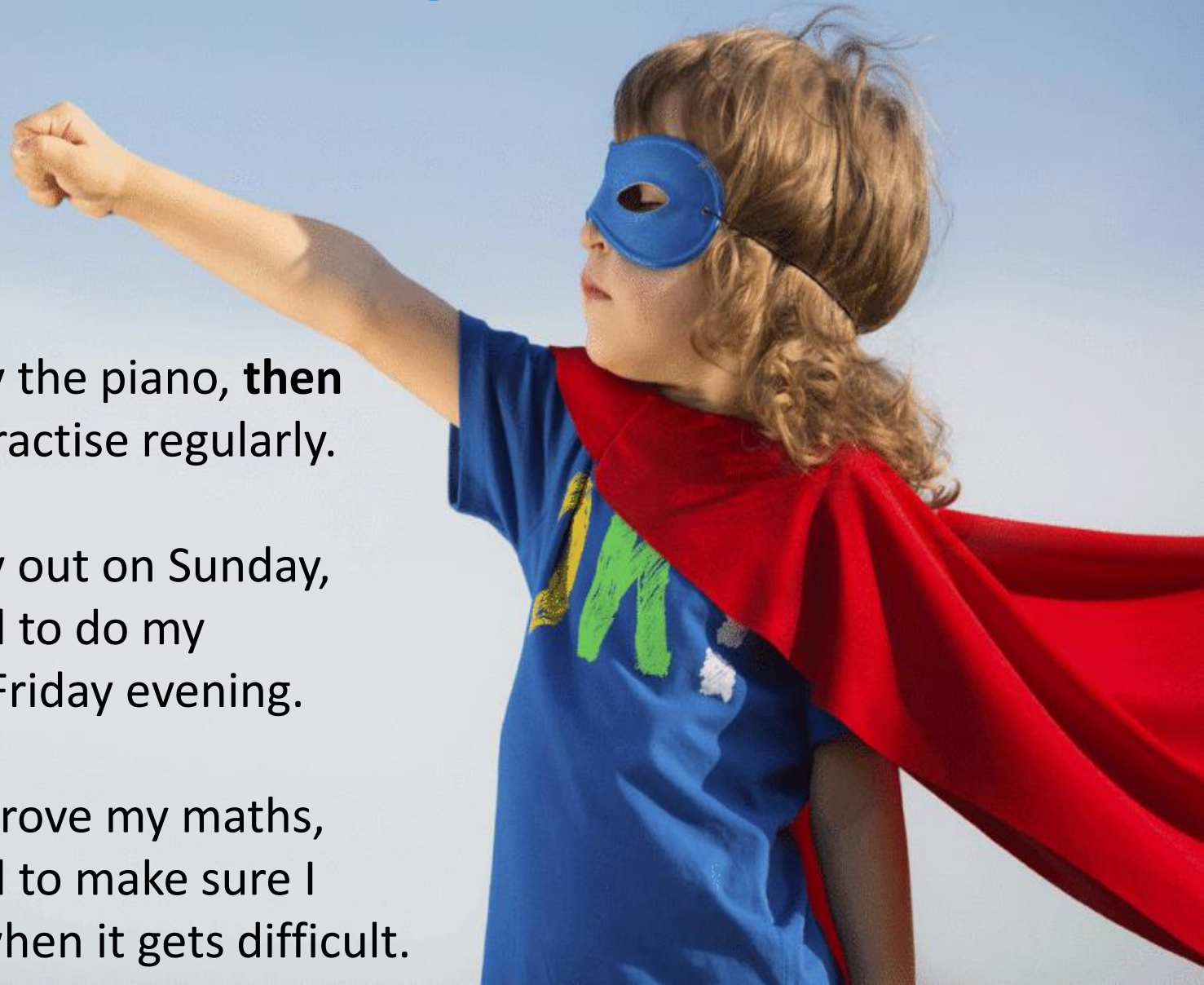


- That's great because you went through three attempts first, before settling on the one which works best.
- Super work – I can see how you changed your thinking in response to the challenge.
- It's wrong – can you tell me why? Talk me through what you think.
- You've produced something really impressive because of the effort you put in over the fortnight.
- You don't get it yet, have you tried...

The best kind of praise...

- is sincere
- is well-deserved
- is relevant
- is linked to process (learning), rather than outcome (achievement)
- is accompanied by constructive criticism
- is consistent

Mental Contrasting



If I want to play the piano, **then** I will need to practise regularly.

If I want to play out on Sunday, **then** I will need to do my homework on Friday evening.

If I want to improve my maths, **then** I will need to make sure I don't give up when it gets difficult.

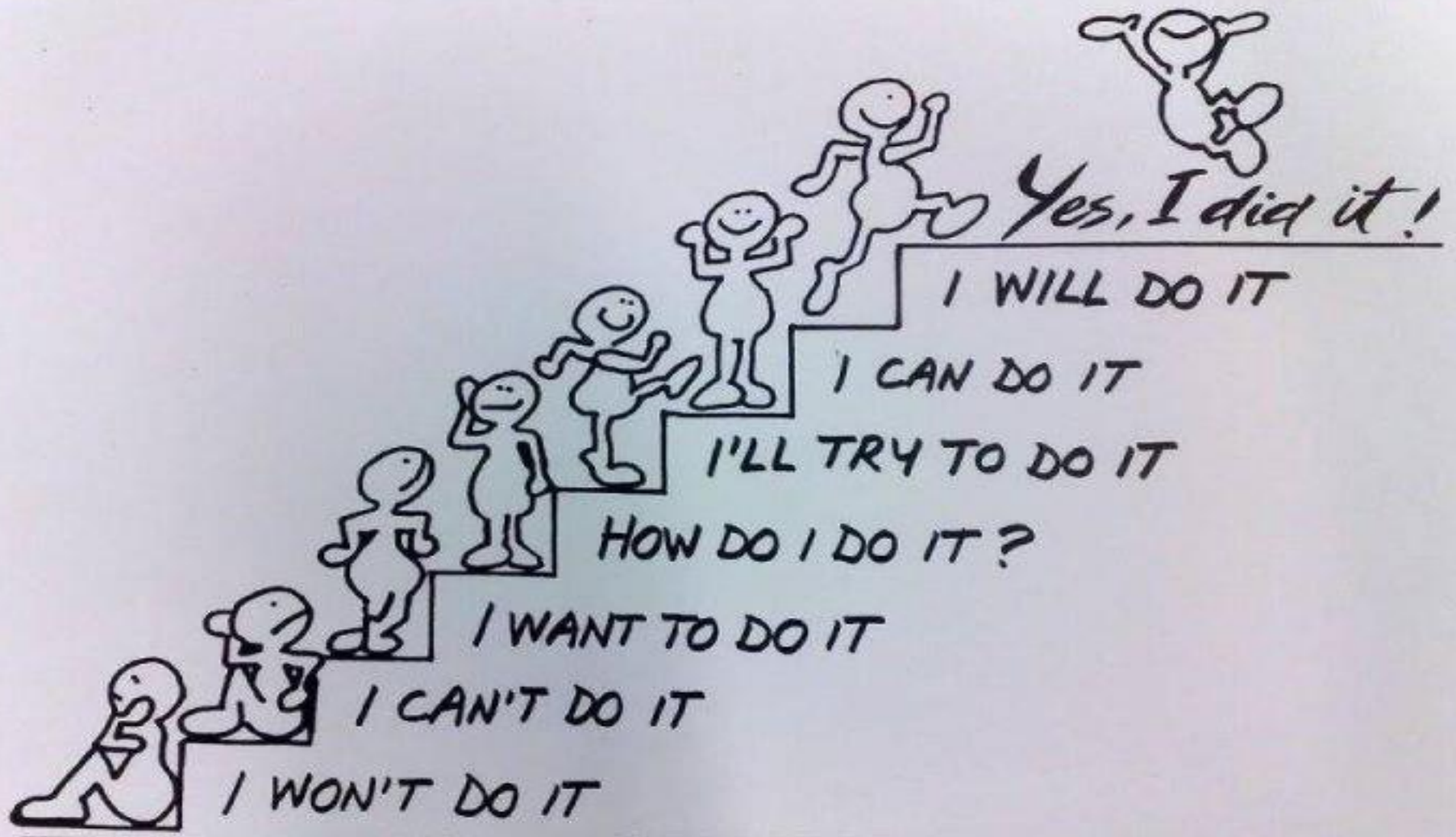
Model persistence, determination and not giving up

Your actions provide a powerful model for your children to imitate.

Social learning theory strongly supports the role of modelling in developmental situations.



Encourage your children to do their best and reach their goals.



WHICH STEP HAVE YOU REACHED TODAY?

Recapping Growth Mindsets

- We all possess a set of beliefs about ourselves. These beliefs influence how we think and act.
- If we start from the premise that our intelligence, ability and talent are open to change, then we are more likely to embrace challenge, persist in the face of obstacles and see effort as useful.
- Mindsets can and do change.
- You can promote growth mindsets in your children by:
 - **Thinking about the language you use**
 - **Minimising the costs of failure**
 - **Modelling persistence, determination and not giving up**
 - **Paying attention to stories – yours and your children’s**
 - **Focussing on the process, not the product**



Conclusion

Every child is born with a significant biological endowment: their brain.

A growth mindset reflects the reality of the brain's plasticity and malleability.

You can help shape your child's mindset through the language you use, the stories you tell and the things you do.

The Growth Mindset:

"People believe... their talents and abilities can be developed through passion, education, and persistence.

For them...it's about a commitment to learning—taking informed risks and learning from the results, surrounding yourself with people who will challenge you to grow, looking frankly at your deficiencies and seeking to remedy them."

--Carol Dweck