High Performance Learning:
The Journey to Success

Professor Deborah Eyre
The goal for what schools need to deliver is changing
Why?
Creating world class schools

Professional Success

Identity

Who you are

Networks

Who you know

Knowledge

What you know

Charles Hardy
Education Engagement
Lead
LinkedIn
The School System gaps…

• The gap between what the individual and economy needs to thrive in 21st century and what the school system produces:
  - Knowledge and skills
  - Attitudes and attributes

• The volume of children doing well:
  - Against other systems (OECD)
  - Against what we now know is possible (neuro-science and psychology)

• The equality gap:
  - the opportunities to succeed between children of the well off and children of low income families
  - the attainment of children from well off versus low income families

Adapted from
Massachusetts, Brightlines 2014
What do the best schools achieve?
World Class schools

i. Everyone in the school, regardless of background or starting point, achieving the highest academic standards

ii. Students equipped with the values, attitudes and attributes that will serve them well in university, the workplace and their life

iii. The school delivering this outcome consistently year on year regardless of changes to context or circumstances.
How can more schools get there?
You need a plan….

‘Delivering success … is not like entering your numbers into a lottery. You cannot rely on chance to deliver success; if you do, you are as likely to be successful as you are at winning the lottery.

Accompanied by hard work, the delivery of success is wholly reliant on a carefully and meticulously structured process.

Remember the best way to predict success is to create it’

Whyte, 2015 p37
The HPL Framework
What is High Performance Learning?

High Performance Learning is a comprehensive, research based, pedagogy-led approach that helps schools become world class through systematically developing superior cognitive performance in all students.
High Performance Learning the basics...

- High performance is an attainable target for everyone.
- We can systematically teach students how to be ‘intelligent’ and how to succeed in school.
- World class schools produce students that are intellectually and socially confident, workplace and life-ready with a global outlook and a concern for others.
- There are 20 generic characteristics which students need to develop if they are to be high performers in cognitive domains (ACPs) and 10 values, attitudes and attributes (VAAs) that develop the wider learner dispositions needed for cognitive and lifetime success.
- Schools can only become world class by fostering a professional community of practice among their educators – no quick-fix, governance model, instructional technique or technology can substitute for this.
Creating world class schools

Engaged
High attaining
Enterprising
Confident
Socially responsible
Globally aware

HPL Learners

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Start with a student profile
What kind of students are we creating?

ADVANCED PERFORMERS
who win places in world-class universities and make a leading contribution

GLOBAL LEADERS
who are responsible and confident improving things locally and globally

ENTERPRISING LEARNERS
who are creative, innovative and well placed to enjoy future success
‘More pupils than we previously thought have the potential to perform at the highest levels. Gifted education tells us exactly how to achieve this. There really is ‘Room at the Top’ if we systematically nurture more children to get there.’ (2010)
Understand the journey to high performance
The formula for success

Potential

Opportunities

Support

Motivation

High Achievement
Potential does not determine performance
Once clever always clever?

“Contrary to popular belief, gifted adults were seldom child prodigies.”

Benjamin Bloom (1982)
When cohorts of children are tested at a young age plus regularly retested over time, the scores show substantial year-to-year regression, disproving the common myth that a child considered gifted at aged 6 would still be considered gifted at 16.

Lohman and Korb (2006)
Does your IQ shape your future?

"IQ has little influence on job performance, occupational standing, earnings, or wealth."

Hauser, Robert M (2010) Wisconsin Longitudinal Study
How to improve your I.Q.

1. Writing
2. Reading
3. Watching Fiction
4. Changing Hobbies
5. Solving Puzzles
6. Playing Competitive Games
7. Breaking Routines
8. Exchanging Cultural Views
9. Debating
10. Teaching
Don’t blame it on the genes..

Oliver James

Benjamin Bloom

K Anders Ericsson

Robert Plomin

Carol Dweck

Creating world class schools

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When it comes to improving intelligence, many researchers concluded that it was not possible.

Our findings, however, clearly show that this is not the case. Our brain is more plastic than we think.

Jaeggi (2008)
We can create high performance
Summarise and persuade

Imagine you have 10 minutes to talk to teachers about new thinking on potential and it might affect them.

What would you want to say?
Opportunities and Support are key
The only thing that separates women of colour from anyone else is opportunity.

Viola Davis, 2015
Emmy Awards: Outstanding actress
Opportunity to practice and get better

“...The emerging picture from such articles is that 10,000 hours of practice is required to achieve the level of mastery associated with being a world-class expert. It seems it take the brain this long to assimilate all it needs to know for true mastery.

Daniel Levitin (2006)
Support includes feedback

“...the most powerful single moderator that enhances achievement is feedback. The most simple prescription for improving education must be ‘dollops of feedback’”.

Hattie (1992)
Making all our students motivated and striving to achieve
People come in all personality types
Motivation 3.0

Daniel Pink (2010)
Flow - Csikszentmihalyi

- Anxiet:**y**
- Apath:**y**
- Bore:**d**om
- Flow

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Fl*ow* - *Csikszentmihalyi*
Creating world class schools
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