

# **Superhero Staff Development**

**PRESENTED AT TCEA15**



**MISSION: Engage and support  
reluctant staff members in professional  
development sessions-Superhero style!**



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# In Our Session-Tips for a successful PD plus:

- Bribery, Tears, and Gongs—Oh My!
- Brains under stress/shame
- Creativity, Intelligence, & Genius

Scan or go here:

<http://tinyurl.com/kxecr49>



# It's the Ol' Good News/Bad News

- They have a device so they will not fall asleep and drool.
- They have a device so they can FB, Tweet, or shop for new shoes.



# What NOT to Do to Participants

- Tell them to use apps for work, not play
- Discourage collaboration
- Block their ability to download apps



## What NOT to Do: CLIMATE

- Keep them in one room in rows all day
- Make your agenda more important than their needs
- Try to Deliver and Facilitate a large group alone
- Disrespect & Disconnect



# Humiliation vs Shame—

Which did we feel?

Humiliation—you can function; you are mad, feel mistreated

Shame—you cannot function; you are bad, feel deeply flawed





Tell of a humiliation you have felt in an  
academic setting.

1 minute—GO!



# Shame's physical manifestations:

- Same as trauma
- Cannot physically make good decisions
- Create more shame

If you see someone move into shame, get them OUT of the room!

They need time to move back to a functioning state.



Find the resources here:

<http://tinyurl.com/kdlgvhw>



Share a shaming event you have seen  
in a movie or TV show.



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**EXAMPLE: In Xmen, Young Xavier gives up his superpower because he is shamed by how the humans treat mutants. He becomes self-destructive.**

# Happiness Researcher Shawn Achor

better understand this process.

While the human brain receives *eleven million* pieces of information every second from our environment, it can process only forty bits per second, which means it has to *choose* what tiny percentage of this input to process and attend to, and what huge chunk to dismiss or ignore.<sup>1</sup> Thus your reality is a choice; what *you choose* to focus on shapes how you perceive and interpret your world.

# Stuff Happens!

Be the Superhero who uses HUMOR!

“A research study found that students who experienced laughter-inducing humor prior to taking a creativity test performed twice as well as students who didn’t.”

**The Journal of Educational Psychology**



# Creativity + Intelligence = Genius

**Intelligence** is the ability to use deductive reasoning to solve adaptive problems in our environment in a rapid but accurate way.

**Creativity**, on the other hand, is the ability to use reasoning to solve adaptive problems in novel and useful ways.

Dr Rex Jung, from the University of New Mexico Health Science Center





**Creativity + Intelligence = Genius**

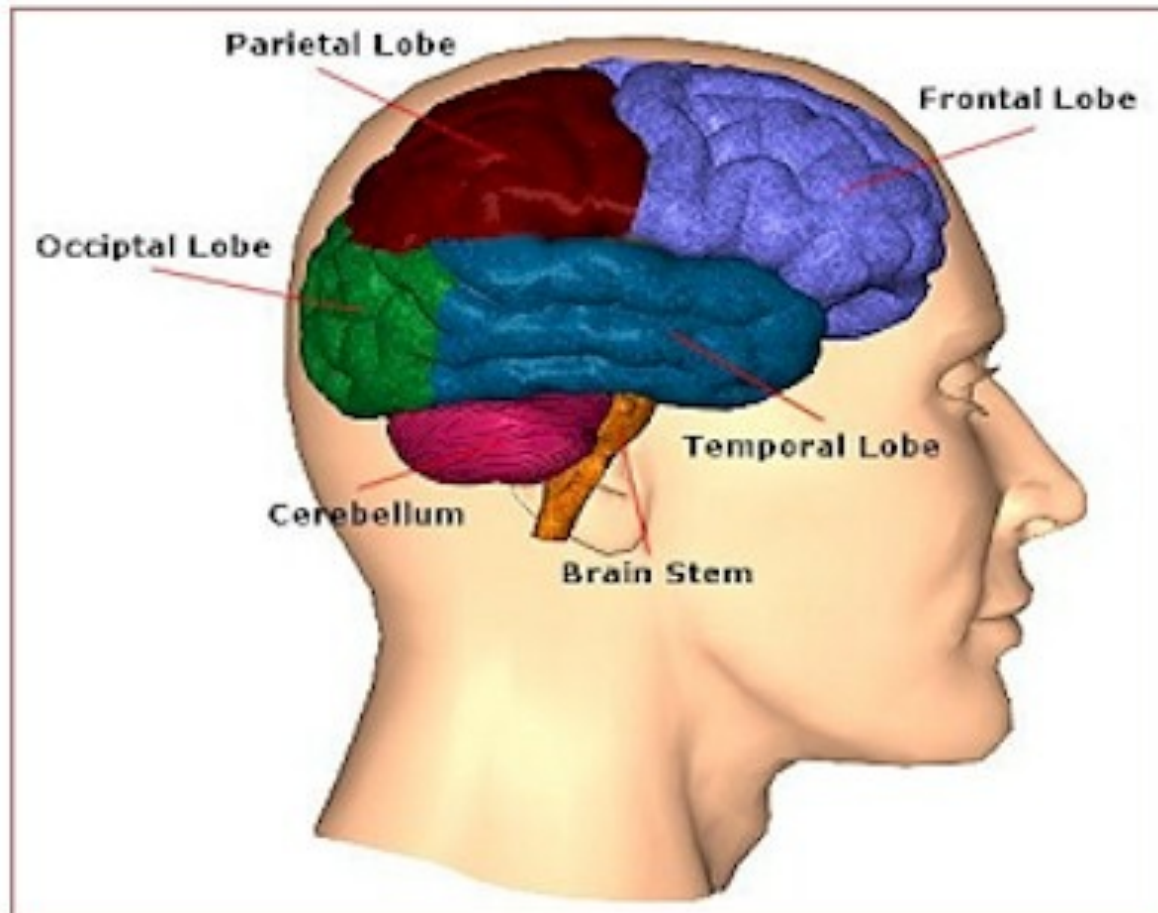
**Genius is the interface of Intelligence and Creativity.**

**Dr Rex Jung, from the University of New Mexico Health Science Center**



# Creativity + Intelligence = Genius

Creativity involves more of the parietal lobes and intelligence makes use of the prefrontal cortex.



# Creativity in PD

**Creativity is your PD friend.**

Allow the participants time for play to spark the parietal lobes into action.



# **RESILIENCE is KEY**

## **Superman never gives up!**

### **Connect & Respect**

- Empower teachers to explore and troubleshoot.
- Be the example of resilience.



# Superhero RESILIENCE is KEY and YOU have to model it.

## Connect & Respect

- Network down? Plan B!
- You don't know an answer? Google it! Ask your Google Communities or Groups.



# Connect—Join Google Groups/ Communities— Google+



Search for people, pages, or posts



+Terice



Communities ▾


All communities

Recommended for you

## Communities you've joined


Create community

Search for communities




**Google Apps for Education**  
39,124 members

99+




**Creating Professional Development about Search**  
889 members




**Chromebook EDU**  
10,819 members

99+




**Google Apps in Education**  
50,181 members

99+




**Google Docs and Drive**  
18,995 members

99+




**Instructional Technology Integrators & Coaches**  
2,576 members

99+




**Google+ Updates**  
79,129 members

99+




**Educational Technology**  
9,764 members

99+




**Connected Learning**  
5,597 members

99+




**Google Hangouts in Education**  
4,650 members

99+




**EdTech**  
21,309 members

99+



**Google Apps**  
17,915 members

99+



**Hangouts on Air**



**Project Based Learning**

# Superhero RESILIENCE is KEY

What do you do when a participant cries and/or says they can't do this?

**Connect and Respect**



# Superhero RESILIENCE is KEY

What do you do when a participant needs you every second of every minute of a training?





# Superhero RESILIENCE is KEY

What do you do when a participant is angry?



# Superhero RESILIENCE is KEY

What do you do when a participant blatantly refuses to try because they know it all?



# Superhero Sum Up

- Create a safe, collaborative environment
- Find ways to connect to all participants
- LAUGH – together and often

# Superhero Sum Up

- Know when the participants need a break
- Don't take their issues personally
- Encourage Creativity & Humor



ICYMI, Find the resources here:

<http://tinyurl.com/kdlgvhw>



[EnvisionEdConsulting.com](http://EnvisionEdConsulting.com)

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