

## Don Collins, School Head- Participant of PTC Assessment 2019



“What a pleasure. Spending your time with everyone. It's great to be in a room with people who are thoughtful, considered interested in education, but good to have your time. If you're on holidays. Cheers. I'm always interested in being in the war and looking things in macro. And I started thinking about saying, and of course the pearl begins with sand and the sand creates an edge detection. So part of my pearl is this recognition that we are agitated and I think the work we do in schools creates uphill or too. Part of our challenge is to work with people, influence people and create fills wherever we can. You know, it's kind of for me, I was thinking about what influences people's thinking.

Be the change you want to see in the world. That's really hard. Ghandi said that he, you know, he's often attributed to that quote and then there is denial. That was him, whatever. It doesn't matter. But it is about change and about how we work with a big one. That's kind of, we are once again change agents. No I can't make the world I want to see cause I don't have a magic wand to kind of fixed racism, sexism, conflict. I can't get rid of Trump out of office. To me the British fallen with it's more important issues in this land and Brexit.

What we can change is what happens in the classroom. A little piece of sand for me is about the language that we use in the classroom as leaders. We, feed maybe one grand of sand to people at a time or sometimes we pick up a whole handful of sand throwing it at people to try and get those changes. The challenge of leadership, how many grains of sand you pick up to create the pearls. But if one thing we can do is go back to our schools and change the language that teachers use when they're in the classroom from a industrial model of education where it's all about task completion, like asking what number are we up to now? Have you have you finished yet? See Robin and shines. Let's change it to a learning conversation. So the grain of sand becomes the pearl by saying, Oh, tell us what are you working on right now that interest you?

And then sort of saying to Sierra, Oh, so what's been a challenge for you and there's only 10 minutes left. What are you thinking you would like to work on in the 10 minutes that are available to you? I have those sorts of conversations to sort of expand and filter through the world. I think we can feel like we've made a difference and we have changed the world. The other thing is



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that teachers often forget and we need to remind them quite often, they forget that they've got a responsibility of the people that they work with you then when they have conversations, how are we speaking? Talk about what we have at our schools, how we speak about what we do in our schools is really, really important. It influences people's thinking. And that applies in the school. In the car. Don't we know how often teachers have conversations in the corridor that they shouldn't have.

So you're wearing different dyes here. Today we are watching a what we are saying, thinking about how you speak and where you speak and thinking about when you're down at the pub on a Friday night. Because sometimes teachers, they get them to speak too loud when they're having a whine. So thinking about agitation, too is that it creates heat and sometimes that is really important to effect change, et cetera. And change requires a lot of work, doesn't it? I mean, Anne, yesterday you mentioned that we had kind of modeled awareness, design, knowledge, action or application and then reinforcement and probably my pearl is to remember that reinforcement is what we also need to do. We can all create change, but to make it sustainable, change requires us to come back to an ad model of reminding people why we're doing what we're doing.

Great. They've got awareness and desire, right? They've got the knowledge, but people slip back really quickly. So it's about the reinforcement in London that you've told them. Then tell them the game becomes important. So the heat that comes from agitation doesn't happen in the oyster. The oysters really adaptable. It wants a grain of sand. Okay, well we'll just work with that. It's not what happens in our organizations, et cetera. So when it gets heated, two pieces of light scrutiny, one reason is a tool. Remember where you left it. Cause sometimes in the heat of conversation, we forget where we left our reasoning, or are you going to pick up Scott Adams character? Do it. If you know the Dilbert principle and anyone, anyone more Sage perhaps is never argue with an idiot, they'll beat you with experience."