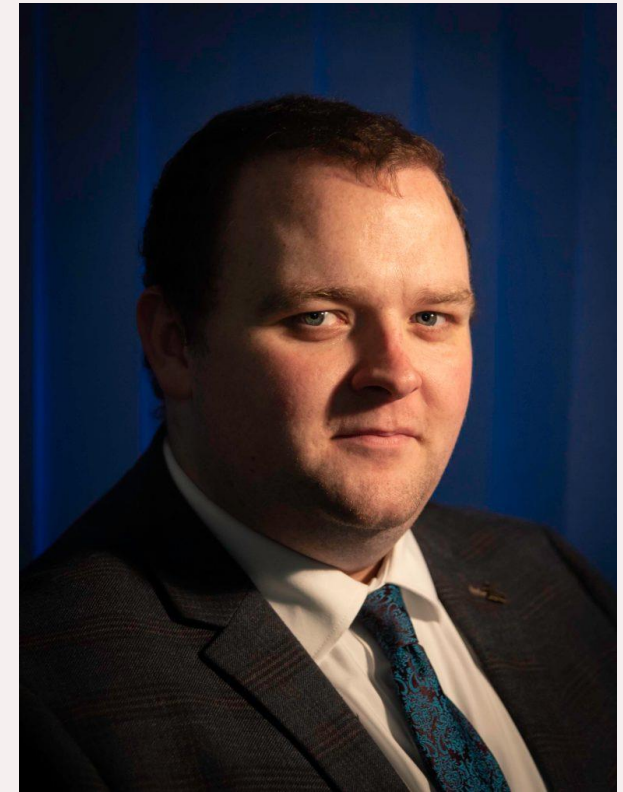


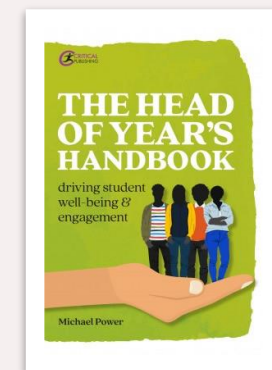
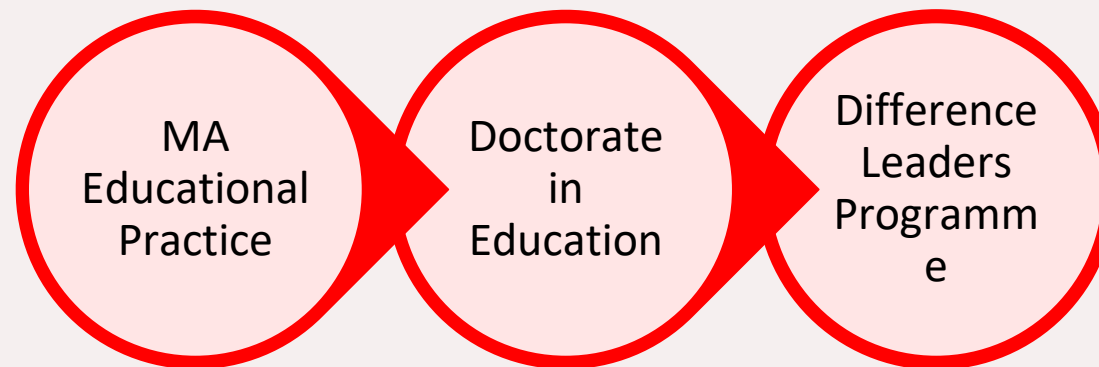
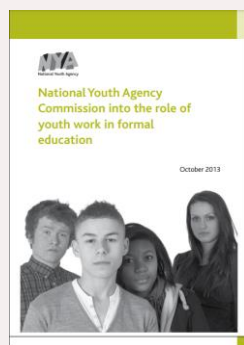
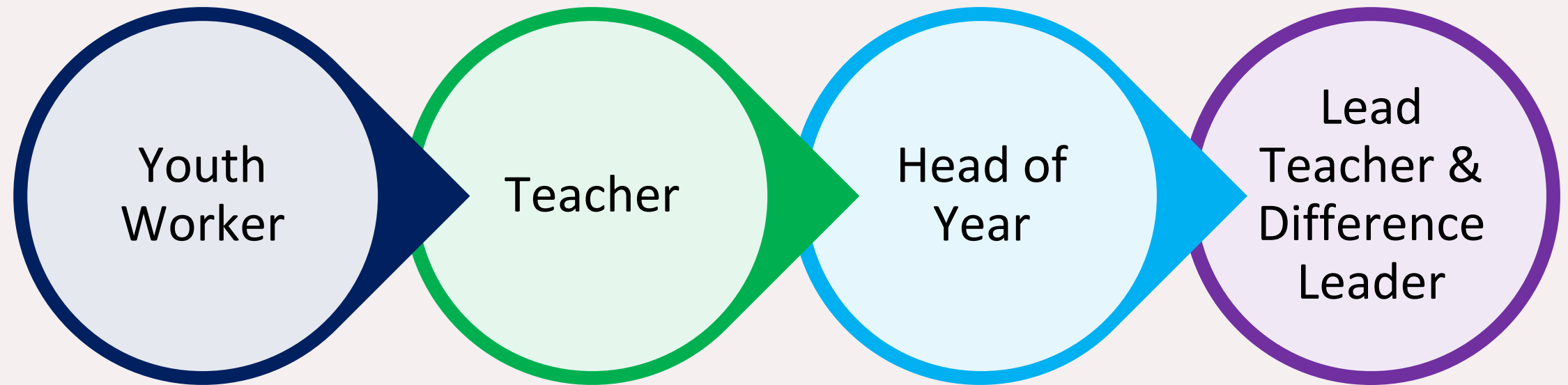
New insights since moving to AP



MichaelPower

New insights since moving to AP | 6th November 2021

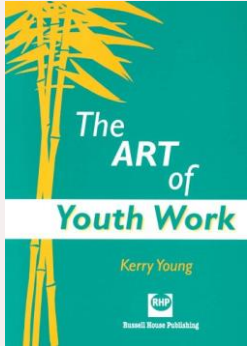
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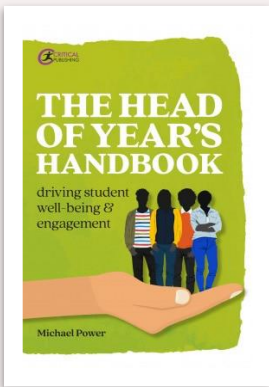
Relationships

A ‘squishy’ idea

Relationships – A ‘squishy’ idea



“The relationship is everything” (Young, 1999. p.62)



“At the heart of being a great head of year is an ability to build positive relationships with pupils, staff and other stakeholders.” (Power, 2020. p.3)



Relationships – A ‘squishy’ idea

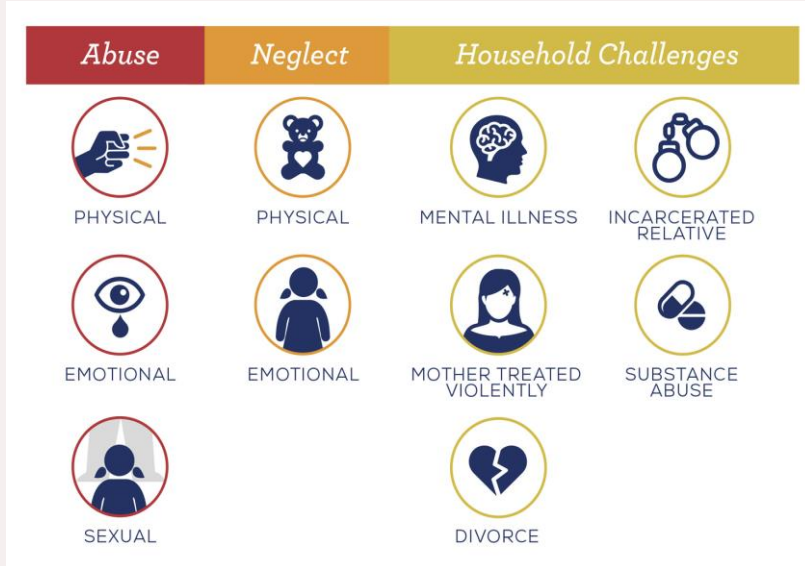
- Empathy
- Giving time
- Understanding
- Consistency
- Respect



- ~~Smile at everybody~~
- ~~Give out prizes~~
- ~~Call everyone 'mate'~~
- ~~Join in with dances~~
- ~~Break the rules~~

Relationships – A ‘squishy’ idea

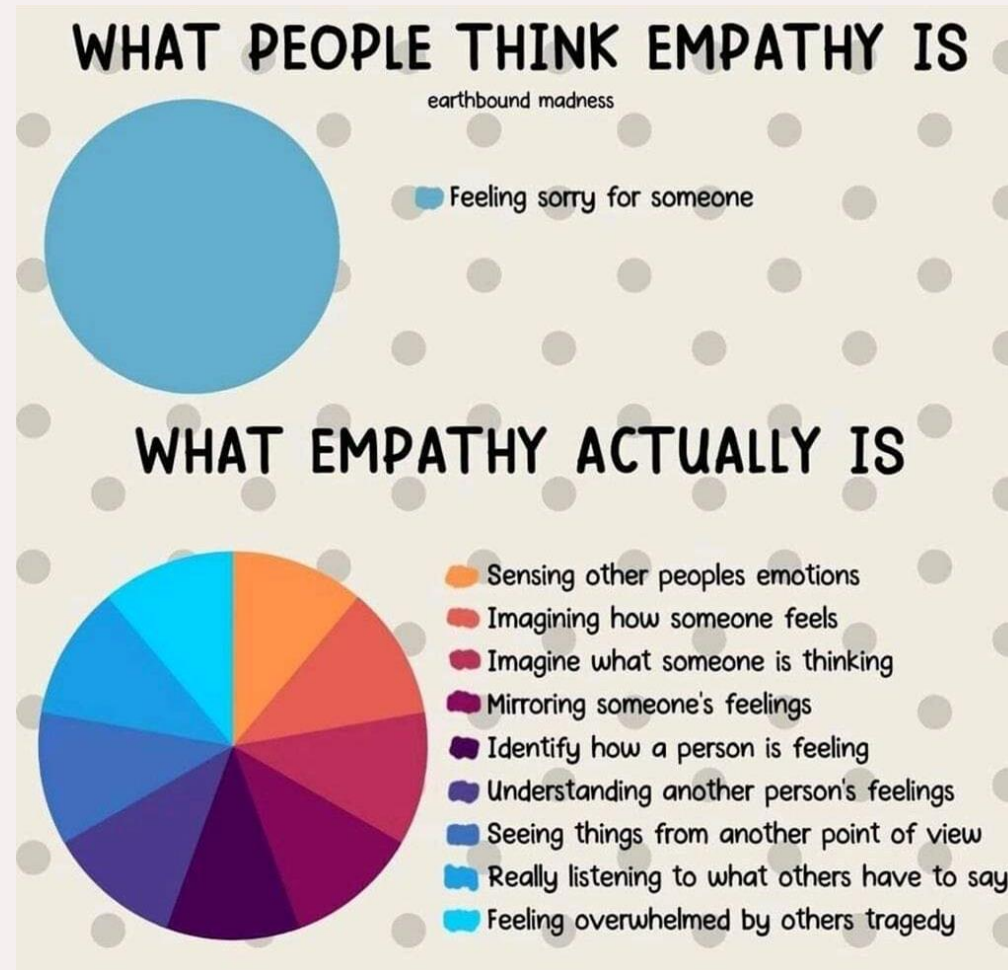
It is hard work, it takes a lot of time



Relationships – A ‘squishy’ idea

Empathy
Giving time
Understanding
Consistency
Respect

Relationships – A ‘squishy’ idea



The culture of interventions

Moving from a culture of intervention to a culture of inclusion

The culture of interventions

Findings from research

- There is a **'culture of interventions'** within education
- All reactive
- Monetary and resource cost
- Almost completely born from 'performativity' (Ball, 2003)

Educationalfutures Power
Vol.12 (1) 2021 Common Characteristics of Intervention Strategies Used in Secondary Education

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An Analysis of the Common Characteristics of Intervention Strategies Used in Secondary Education

Michael Power, University of Chester, Chester, UK.
Email: 1108135@chester.ac.uk

'Ditch interventions, just focus on quality-first teaching'

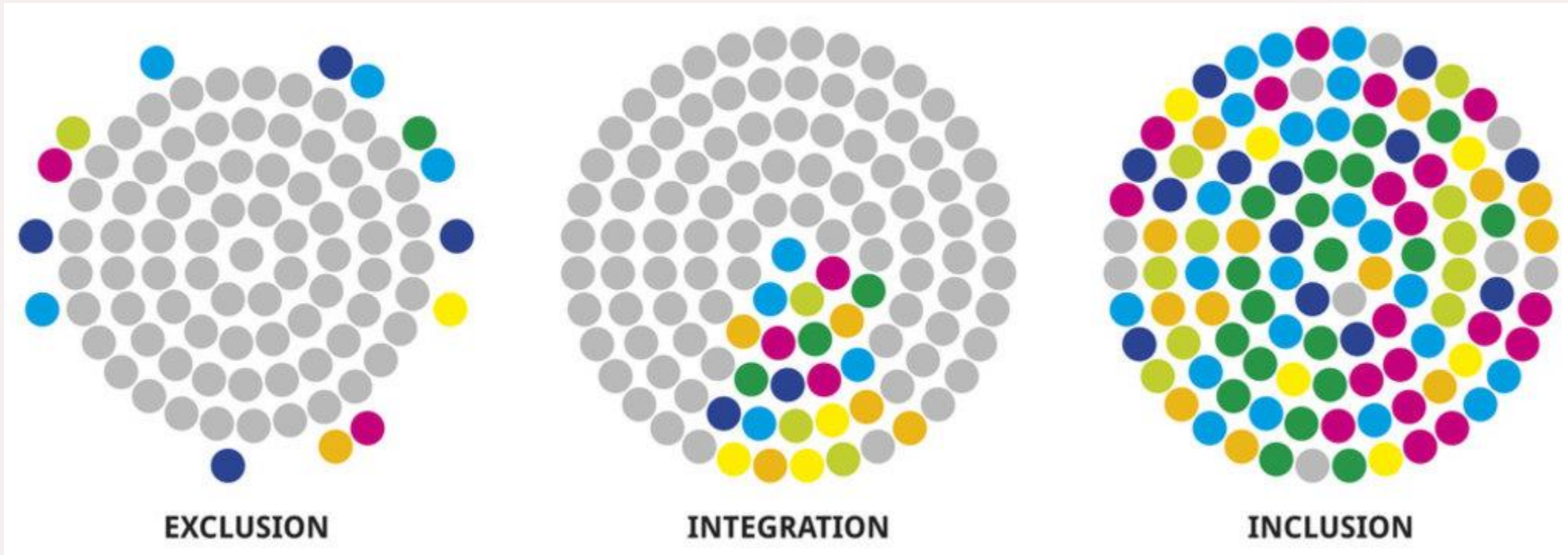
Schools are obsessed with interventions to boost their data - but it is the teaching that matters, writes Michael Power

Michael Power Share this    
15th January 2019 at 3:03pm



Performance measures such as Progress 8 have led to a culture of intervention within our education system. The focus for teachers has shifted from providing quality-first teaching to implementing intervention measures at every turn.

The culture of interventions



When we intervene we often exclude

The culture of interventions

Moving from a culture of intervention to **a culture of inclusion**

The culture of inclusion



- Children's learning is understood developmentally
- The classroom offers a safe base
- The importance of nurture for the development of wellbeing
- Language is a vital means of communication
- All behaviour is communication
- The importance of transition in children's lives
- Taken from the six principles of nurture - Eva Holmes and Eve Boyd (1999)

Behaviour is communication

Behaviour is communication

All behaviour, all the time

Behaviour is communication

Classroom Rules

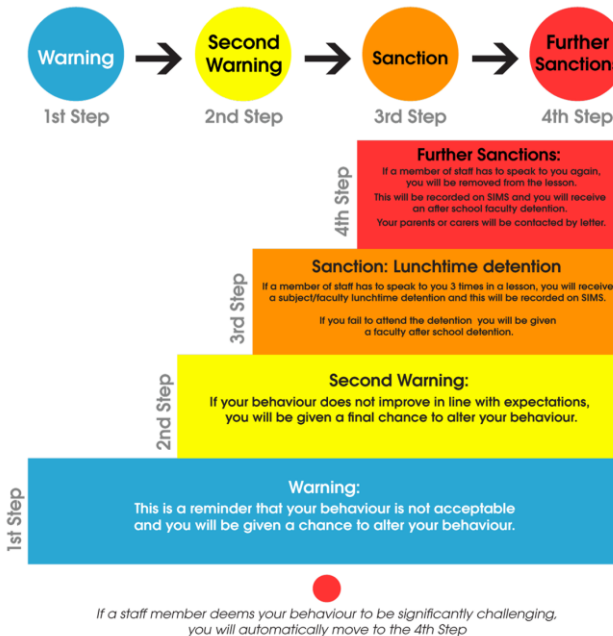
FOR ALL CLASSES

1. Do your best
2. Be ready to learn
3. Eyes forward and listen
4. Raise your hand
5. Be respectful
6. Say please and thank you
7. Keep hands to yourself
8. Follow directions
9. Try new things
10. Work hard and have fun
11. Believe in yourself

Behaviour Steps

At St. Mary's we **expect** you to behave responsibly and follow the instructions from staff members.

If your behaviour hinders the progress of yourself or others, you will receive:



Expectations.



Behaviour is communication

- 81% of children with emotional and behavioural disorders (EBD) have significant unidentified communication needs.
- 57% of children with diagnosed language deficits are identified with EBD.
- In a study of pupils at risk of exclusion from school, two thirds were found to have SLCN.
- Excluded boys had significantly poorer expressive language skills than their peers who had not been excluded from school; many of their difficulties had not previously been identified.
- More than 60% of young people who are accessing youth justice services present with SLCN which are largely unrecognised.
- Children with persistent and severe conduct problems are about three times more likely to have low verbal ability than children with a low risk of conduct problems.



Royal College of Speech and Language Therapists

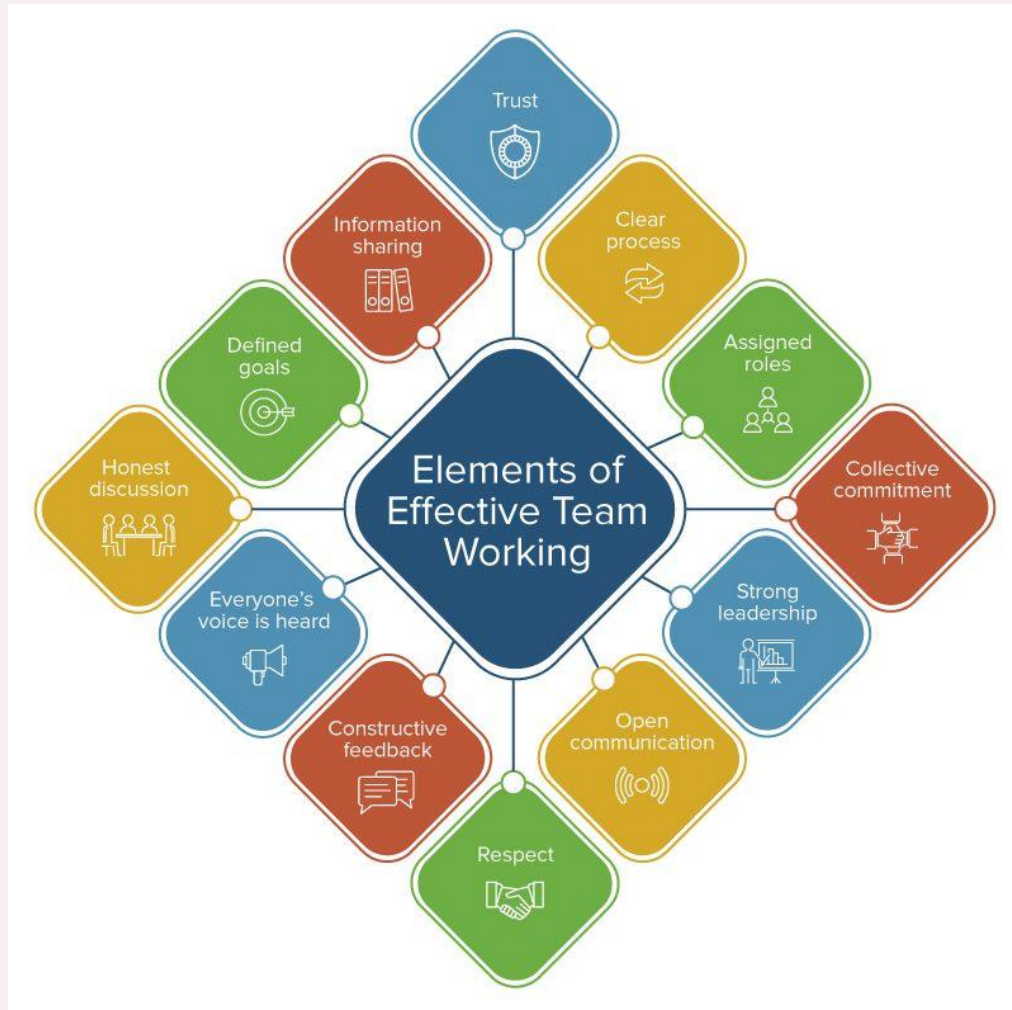
Behaviour is communication



The importance of the team

A community, for the community

The importance of the team



Why focus on communities of practice?

	for members	for organizations
short-term value	<ul style="list-style-type: none"> • help with challenges • access to expertise • confidence • fun with colleagues • meaningful work 	<ul style="list-style-type: none"> • problem solving • time saving • knowledge sharing • synergies across sectors/districts • reuse of resources
long-term value	<ul style="list-style-type: none"> • personal development • enhanced reputation • professional identity • networking 	<ul style="list-style-type: none"> • strategic capabilities • keeping up-to-date • innovation • retention of talents • new strategies

From: Wenger's *Cultivating Communities of Practice: a quick start-up guide*

The importance of the team



Unconditional positive regard

The experience of being treated with warmth, respect, acceptance and love regardless of their own feelings, attitudes, and behaviours.

Barriers to unconditional Positive Regard

1. **Unconscious bias** – making unconscious judgements based on our past experiences and beliefs.
1. **Negativity bias** – Humans tend to focus more on negative events.
1. **Confirmation bias** – searching for or interpreting behaviours that confirm your prior beliefs about a child
1. **Anchoring** – We rely on one piece of information too heavily

Our biases can make unconditional positive regard conditional.

Unconditional Positive Regard

Keeping it unconditional:

Supervision where you are open to discussing what barriers you may have to unconditional positive regard

Journaling so you can better understand your own biases towards certain incidents or students

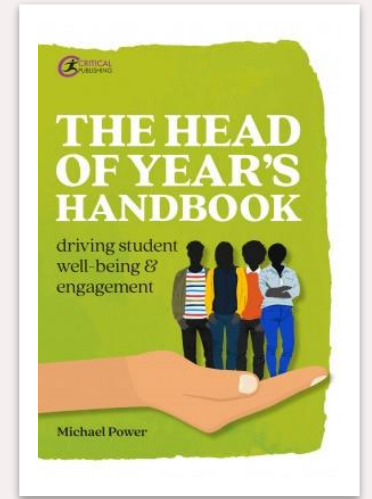
Remove the shame – you are human and so are they!

Final Thoughts

- **Relationships are not 'squishy' they are essential**
- **Create a culture of inclusion over intervention**
- **ALL behaviour is communication**
- **Be a community for your community**
- **Unconditional Positive Regard**



Thank you!



Michael Power

New insights since moving to AP | 6th November 2021

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