

Welcome!

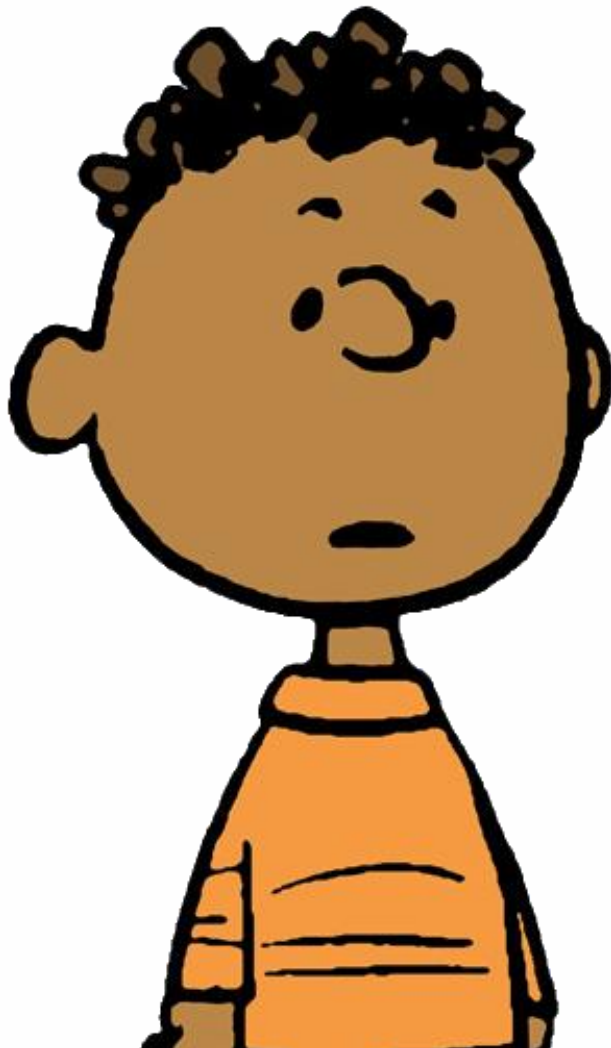


Introducing Character

Thursday 4th May 2017



What are we doing today?



- What is 'Character'?
- Why is it important?
- What does the research say?
- What strategies can we use in our classrooms?

... starting tomorrow!

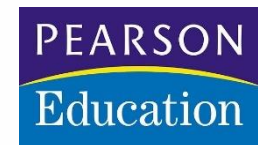
Who are Yes Futures?



- Multi-award winning education charity.
- Specialists in **Character Development Programmes**.
- Developing confidence, resilience and access to successful futures.
- Incredible [results of impact](#).
- 11,000+ hours of support in 2015-16.
- Member of the Association for Character Education.



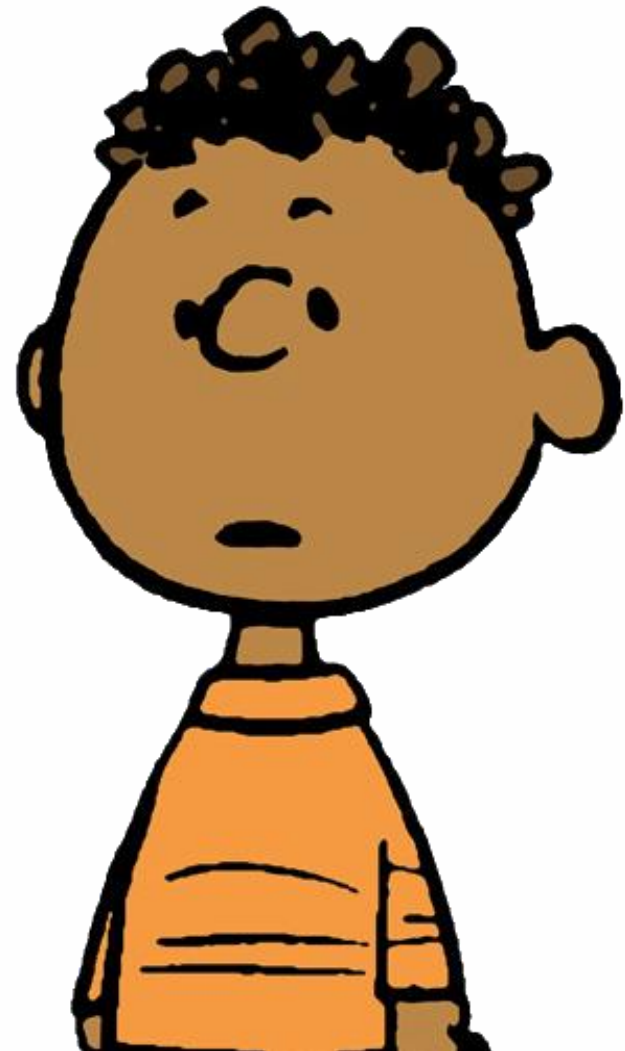
TeachFirst



What is Character?



*“Your unique
set of personal
traits and skills.”*



Some definitions

“A set of *personal traits* that produce specific emotions, inform motivation and guide conduct...to grasp what is ethically important in situations so that they become more autonomous and reflective....the ultimate aim of character education is the development of *good sense* or *practical wisdom*: the capacity to choose intelligently between alternatives.”



“We believe that character is constituted by the virtues, such as *courage, justice, honesty, compassion, self-discipline, gratitude, generosity and humility*. These virtues:

- are critical to *individual excellence*;
- contribute to societal *flourishing*;
- can be exercised within all *human* contexts;
- are *educable*.



“The man who possesses character excellence does the right thing, at the right time, and in the right way.”



What is critical?

- Confidence
- Resilience
- Communication (and working with others)
- Self-awareness



Where has it come from?



Where has it come from?



*“We know that children need certain character traits to **excel academically**. The kind of traits that should be embedded through a **whole-school approach to character education**, helping children and young people become decent, happy, well-balanced citizens.”*

Nicky Morgan, Former Education Secretary
Festival of Education (June 2015)



What does the research say?



Berkowitz and Bier, University of Missouri, 2005
(US study with the Character Education Partnership)

Effective strategies:

- **a. Professional development.**
- b. Peer interaction.
- **c. Direct teaching.**
- d. Skill training.
- e. Make the agenda explicit.
- **f. Family and/or community involvement.**
- g. Providing models and mentors.
- h. Integration into the academic curriculum
- i. Multi-strategy approach.



Character Education Partnership, 2011 (US study)

In schools focusing on Character Education:

- Bullying is rare.
- **Test scores, grades, and homework completion go up.**
- Attendance rates are high.
- **Achievement gaps are narrowed.**
- Parent satisfaction and engagement rates are high.
- **Student engagement and involvement is high.**



Jubilee Centre: Character Education in UK Schools, 2015

Over 10,000 students and 255 teachers in 68 schools across the UK:

- **No trends in type, size or geography or school.**
- Sport had no impact.
- Music, choir or drama outside of school.
- 80% of teachers felt that the British assessment system “hinders the development of the whole child”.



Specific character traits



Angela Duckworth - Grit

[Angela Duckworth's website](#)

[Grit: TED Talk](#)



Carol Dweck – Growth Mindset

[Carol Dweck's Mindset website](#)

[Growth Mindset: TED Talk](#)



The DfE's 2020 Plan

The Department for Education's 2020 plan has two key objectives which focus on Character Education:

- 'Educational Excellence Everywhere' wants all schools to "build **character** and resilience in every child".
- 'Prepared for adult life' aims for "all 19-year-olds to complete school or college with the **skills and character** to contribute to the UK's society and economy".

What are Ofsted looking for?



- SMSC: spiritual, moral, social and cultural development

Overall effectiveness

Outstanding (1)

- The quality of teaching, learning and assessment is outstanding.
- All other key judgements are likely to be outstanding. In exceptional circumstances one of the key judgements may be good, as long as there is convincing evidence that the school is improving this area rapidly and securely towards outstanding.
- The school's thoughtful and wide-ranging promotion of pupils' spiritual, moral, social and cultural development and their physical well-being enables pupils to thrive.
- Safeguarding is effective.

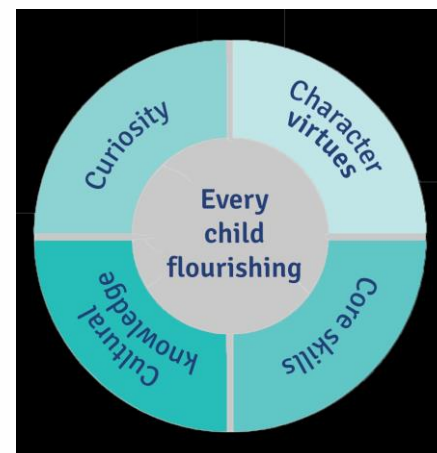
Good (2): Deliberate and effective action is taken to promote pupils' spiritual, moral, social and cultural development and their physical well-being.

Requires improvement (3): There are weaknesses in the overall promotion of pupils' spiritual, moral, social and cultural development.

Inadequate (4): There are serious weaknesses in the overall promotion of pupils' spiritual, moral, social and cultural development.

Floreat Schools

- Primary chain of Academies: Wandsworth, Brentford, Southall, Colindale and Wokingham.
- Character education programme
- **Taught and caught approach**
- [Video](#)



Kings Langley School



- In 2002 – bottom 3%
- Now - top 29%
- Character development is an ongoing pursuit for the whole school community.
- **Staff are paid** to stay on after school and run additional activities for the students, which creates a thriving extra-curricular programme.
- Resilience lessons in PSHW as **dedicated curriculum time.**



‘Character development is a key aspect of our ethos and culture.’
Gary Lewis, Head Teacher

School 21

- All-through school: 4 to 18 years
- Cross-curricular learning with real-world outputs
- 2 values: Integrity and Humanity
- 6 attributes: Expertise, Professionalism, Eloquence, Grit, Spark, Craftsmanship
- Real World learning projects = one less GCSE
- **Students have Coaches, not tutors**



Yes Futures



The Rising Futures Programme:

- 3 real-world experiences
 - World of Work
 - Play Your Part
 - Into the Wild residential
- 1:1 Coaching sessions focused around four key skill areas
- Talent Toolbox used to facilitate development, measure progress and track goals



Confidence and Character through Challenge



Necessary Conditions

- Whole school approach
- Critical mass on board
- **Time for personal reflection**
- Visionary leadership
- School as community – “in it together”
- **Character Education needs to be visible**
- Caught and taught approach



[Read the Jubilee Centre's 'Schools of Character' publication](#)

Simple Strategies



Bringing attention



Questioning



Use examples



Your strategies...

Resources and Tools



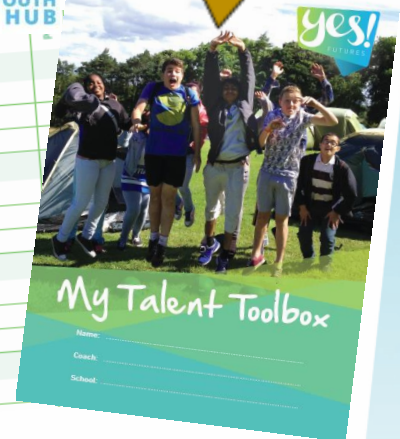
- Assessing Character: Character Tracker
- The Talent Toolbox
- Introducing Character Scheme of Work
- Finding Futures and Rising Futures programmes

project
ORACLE
CHILDREN & YOUTH
EVIDENCE HUB



My Talents

1	Confidence
a	Sees value and shows pride in personal characteristics
b	Actively expresses personal opinion in front of others
c	Eager to try new activities and explore unfamiliar places
2	Resilience
a	Faces challenges and uncertainty with calmness and positivity
b	Continues to try after experiencing failure
c	Shows independence and ownership in decisions and actions
3	Communication and working with others
a	Communicates positively with others
b	Performs different roles within a team effectively, including leader
c	Can confidently and persuasively present to an audience
4	Self-reflection and motivation
a	Reflects on personal strengths and weaknesses



'A rare and genuinely innovative approach to measurement.'

Project Oracle (Leading Youth Evidence Organisation)

www.yesfutures.org/what-we-do



Further Training

Character Courses:

- [Planning Character:](#)
Thursday 29th June
- [Measuring Character:](#)
Friday 30th June
- [Coaching Character:](#)
Wednesday 12th July

Until 31st May, use code
EARLYBIRD for £60 off!

"The discussions were great, the activities were useful. It really has been a wonderful course. I have learnt so much and I'm really looking forward to taking it all to my school." - Sarah Page, Amesbury School

"We got a huge amount of really valuable resources." - Jo Latham, Director of Extended Learning, Mulberry School for Girls

100% of teachers would recommend the training to others.

<https://www.surveymonkey.co.uk/r/Y9XSZSQ>