



KNOX GRAMMAR SCHOOL

GRIT AND AGILITY

Ambition + Consistency of Interest +
Consistency of Effort

The question.....

.....x
In regards young people, how can schools and parents develop:

1. Ambition?
2. Consistency of Effort?
3. Consistency of Interest?

A practical example

The Grit Scale

Schools currently use a range of data to help shape and focus their instruction / programs each year.

Data generated from the Grit Scale will assist teachers understand their students a little better, and should equip schools to place students in a position to be successful.

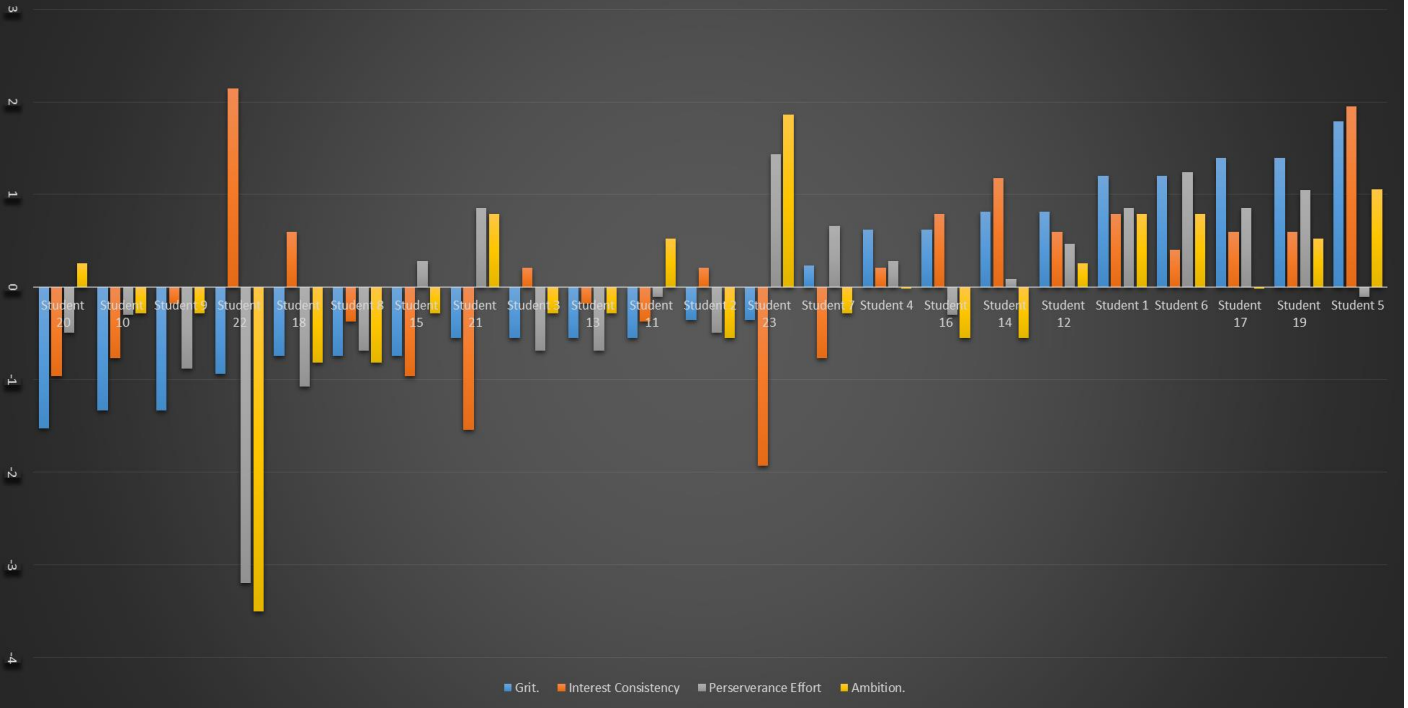
A practical example

Data generated from the Grit Scale will assist parents understand their children a little better, and should equip parents to place children in a position to be successful in life.

The scale takes less than fifteen minutes to complete.

Results

Grit: Interest, Perserurance and Ambition z Scores



Plans of Action

Short Term

- Underachievement – a student/child who is underachieving and whose grit score is below average, we/you can assist by offering strategic advice and encouragement related to grit.

Long Term

- We/you can use the grit data to inform decisions that affect teaching and learning, and positive lifestyle choices.
- We can focus students' / children's attention on the concept grit and the correlation between grit and success.

Plans of Action

The goal should centre on nurturing grit to assist students/children to become more successful.

Add strategic conversations about grit into the culture of Schools and homes to see whether we/you can produce grittier and ultimately more successful students/children.

GRIT and AGILITY

The theory.....

Why do some students persist in reaching academic goals and others do not?

Can students learn to persist?

How can we, as teachers/parents, instill the values of plodding on, no matter how slow or uneven the progress, toward goals that at times seem impossibly far away?



GRIT and AGILITY

Fable... *tortoise and the hare*.

Student's perspective.....how does a young person cope/react when they feel tortoise-like relative to seemingly hare-like peers?

Do we have students/children who will press on even as they are passed by those faster and smarter in the class?



GRIT and AGILITY

Gritty students/young people are tortoise-like, distinguished by their propensity to maintain effort and interest despite failure, adversity, and plateaus in progress.

In contrast.....

Less gritty students/young people are more easily discouraged, prone to take “naps” mid-course, and frequently led off track by new passions.

Are we aware of fragile gifted and talented students who don't know how to fail/deal with setbacks? Being gifted is no guarantee of being hardworking.

GRIT and AGILITY

Back to the question.....

Can students/young people be trained to develop greater tolerance to deal with setbacks and be able to persist when the going gets tough?

GRIT and AGILITY

YES!

GRIT

What does grit look like in students / young people?

- Sense of belonging. School is seen as a route to future goals.
- Engaged; they seek challenges; minimise time in comfort zones.
- Not derailed by difficulty. They see setback as an opportunity for learning.
- They know how to remain engaged over the long haul and how to deploy new strategies for moving forward effectively.

GROWTH MINDSET

Students / young people who persevere when faced with challenges and adversity seem to have “grit” (Angela Duckworth - <http://www.pbs.org/wnet/ted-talks-education/speaker/dr-angela-lee-duckworth/>).

Duckworth defines Grit as,

“...passions and persistence for long-term goals”.

Grit = Ambition + Consistency of Interest + Consistency of Effort

When discussing success in education, the literature shifted focus from one of the most common measurements – IQ scores, to a motivational and psychological standpoint.

EDUCATIONAL PARADIGM

The question now being asked by schools...what about those non-cognitive (so-called “soft”) skills?

What about the stuff that will make students / young people hardy and robust learners and totally fit?

How do we teach learning agility? Develop students / young people who take risks, fail and find new and better ways.

EDUCATIONAL PARADIGM

We need to let our young people generate ideas, take risks and fail and then assist them to recalibrate.

To create agile learners, schools and homes must create a culture that values continuous improvement – create spaces where students feel safe when they are wrong, when they fail and how to find new ways to move on.....*students seek out new opportunities, ideas, and strategies for improvement.*

GROWTH MINDSET

Duckworth states that grit could be developed by having a “growth mindset”.

Studies have shown that teaching young people how the brain is capable of change when faced with challenges helped them persevere and develop a growth mindset.

Those who think intelligence is inherent and unchangeable exert less effort to succeed and have a fixed mindset.

THE MODEL

GROWTH MINDSET (I can get better)

GRIT (tenacious)

AGILITY (generate ideas)

GROWTH MINDSET and AGILE LEARNERS

The focus on testing and examinations can undermine both creativity and grit.

Instead of just focussing on marks, we need to continually challenge students and teach them to create solutions.

Teaching students how to persist develops a growth mindset, thus enhancing grit to overcome challenges. The Grit Scale is a practical example on how we can teach young people to measure and reflect on their own levels of grit in relation to academic and life achievement.