



## TACTics Journal

A Publication for and by TOC for Education Practitioners  
December 2012

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### 14<sup>th</sup> TOC for Education International Conference

Dates: April 18-21, 2013

Location: Baltimore, Maryland USA

Airport: Baltimore/Washington International Airport (BWI)

Venue: Embassy Suites Airport

*(Venue is 30 minutes by train to downtown Washington D.C)*

Hotel and conference registration details will be posted to our “what’s new page” at [www.tocforeducation.com](http://www.tocforeducation.com) on January 10<sup>th</sup> and will be published in January TACTics.

### Our TOCfE Fly Wheel Picks Up Speed! *Kathy Suerken*

After requesting updates from our TOCfE Directors and Liaisons to share **just their activities since October** in December TACTics, I found myself with the happy problem of editing over 30 pages and 40 pictures into a small enough ‘sendable’ file! We will share their ‘work in progress’ in future editions but I hope, within this one, you will be inspired by the breadth and depth of the activities and outcomes of our worldwide TOCfE team who are so meaningfully helping us to strive toward our GOAL.

### The First ‘Eliyahu Goldratt’ Pedagogical Contest—Peru *Nelly Caraza Charun, TOCfE Director, Peru*

In October and November we conducted workshops with teachers for the 1<sup>st</sup> Eliyahu Goldratt Pedagogical Contest in 3 cities: **Lima, Ica and Huancayo.**



On November 2 we gave presentation of the TOCfE Methodology Project in Chile at the invitation of the Coyahuasi Foundation.

A special TOCfE Pedagogical Congress will be held December 16 for about 100 public school teachers. We will recognize 4 Preschool/Primary level teacher winners and present two methodology guides using TOCfE tools in communication and mathematics areas.

**United Kingdom**  
*from Debi Roberts, MA. Ed, TOCfE Director, UK*

On October 12, I gave a workshop to 150 Head Teachers. The Head Teachers conference overall theme was mindsets. Having consulted with TOC practitioners as to the most useful tool to explore in a short period of time, the workshop showed delegates how to use the ATT as a neutral tool to overcome limitations within all mindsets

**Workshop Summary: WIN-WIN THINKING** – *What do we really mean by win-win thinking and what are the applications for schools in terms of leadership, management, teaching and most importantly, learning? This workshop will explore how you can incorporate into your school setting, the philosophy behind win-win thinking so as to impact both staff and pupils as individuals, as a group and even as a system.*



*Initially building on Dwek's assertion that students can have fixed or growth mindsets, this talk and workshop will expose a third mind-set, 'scarcity'. Delegates will develop a deeper understanding of the scarcity mind-set and its negative impact on the working relationships of staff and the culture of learning. Scarcity mindsets (particularly when combined with fixed mindsets) create the polar opposite of win-win thinking. Of course it's not just individuals that can have a particular mind-set, cultures can too.*

*This workshop will continue its exploration of mindsets focusing on growth and win-win mind-sets allowing delegates to explore techniques that can transform scarcity thinking into win-win thinking. So whether your greater need is to improve communication and cooperation between staff, or enhance students' attitude and aptitude, you will find this workshop provides applications and tools for developing and enhancing mind-sets, communication, co-operation, critical thinking, problem solving, behaviour, friendships, self-worth, and attainment.*

The workshop was very popular and clearly showed that the marketing summary above resonated for the delegates.

Starting in December, I will be introducing TOC to the selection of recognised awards that students can receive through a governing body know as AQA. TOC will become a module that youth workers across the UK can access, allowing the young people they support to learn very basic TOC principles and methods which when completed can be officially recognised through the AQA scheme. This is a significant stepping stone and one that will allow TOCfE UK greater leverage going forward.

**TOCfE at the Dept.of Education, Division of Valenzuela City, Philippines,**  
*from Dr. Jenilyn Corpuz, Assistant Schools Division Superintendent*

On October 23 we introduced the TOC tools to 20 Alternative Learning System (ALS) instructional managers, 4 mobile teachers and 4 part time district coordinators. ALS is a ladderized, modular non-formal education program in the Philippines for dropouts in elementary and secondary schools, out-of-school youths, non-readers, working Filipinos and even senior citizens. It is part of the education system of the Philippines but an alternative to the regular classroom studies where Filipino students are required to attend daily. The alternative system

only requires students to choose schedules according to their choice and availability. ALS delivers basic educational services to the depressed, disadvantaged and underserved people. It is also an instrument in making available to disadvantaged out-of-school children, youth and adults access to opportunities for self-enhancement and employment. These groups are the targets of ALS and need our attention, so that we will develop an economically, socially and politically participating people

On November 19 we conducted a forum for School Supervisors, Heads of Departments and Secondary and Elementary Principals. The forum aimed to introduce the TOCfE thinking tools in the Division of Valenzuela City to the school supervisors, head of departments, secondary and elementary principals. Specifically, we focused on enabling the 88 participants to solve problems and make responsible, ethical decisions.

## **ACTIONS TO SPREAD THE TOCFE TOOLS in COLOMBIA**

*Francis Conde, Director, TOCfE, South America*

*Diana Montealegre, Director TOCfE, Colombia*

### **TOC ...TOC...for BUGS!**

Five trainings were done from October 29 to November 14 with 40 students between 8 and 11 years old. The students selected have behavior problems at the Carlos Pizarro Leon Gomez school. This work was done by Diana Montealegre and Francis Mejia with the support of Ana Maria Conde. We are designing a publication of this experience so we can share it with the schools of the locality.

#### Objectives:

1. Design and construct a bug so children can assign conflicts and dreams (real and Imaginary) and use the TOCfE tools.
2. Use art as a way to facilitate the expression of a conflict of the group of children involved in the project.

#### Step 1: Draw the bug

**FASE 1 – CONSTRUYENDO BICHOS**



**Dibujamos**

#### Step 2: Color the bug



**Coloreamos**

#### Step3: Make a 3 D structure and give identity



**Le damos identidad**

#### Step 4: Children write/construct stories:

Conflicts between bug



Diana Montealegre presented the results of the first experience with “TOC ...TOC for BUGS” to approximately 300 participants at the INTERSECTORIAL CONGRESS coexistence and peace "approach to new models and strategies in counseling and school coexistence". Those attending included: psychologists and school counselors, staff and teachers and the secretary of government of the city of Bogotá.

## **News from Israel by Gila Glatter, Director, TOCfE, Israel**

In October, 500 first grade pupils in the city named Givat – Shemueel received from the Mayor as a gift, the book & the DVD: “**Opus Chick.. Fly!**” It is a story about Yoni the baby bird which refused to learn to fly-- despite the many opportunities which he misses out on. However, with the help of the wise owl , he learns to think in terms of "if" and "then", and-- behold the wonder!-- he is challenged and despite this, succeeds, and surpasses all expectations.

The Mayor read the book in every class with the kids and had played the game "if"- "then." The kids took the book home in order to practice with their parents.

Workshops: November 21<sup>st</sup>; 4 hour workshop to 15 leaders & mentors of the Center for Excellence through Education. It was about: **The Rainbow in the Cloud**: to teach & educate in one lesson via TOC tools. (Analyze, Generalize, Transfer)

November 30: Kindergartners teachers learnt about the "logic branch" by using the book: **Opus Chick.. Fly!**

December 4th, 23<sup>rd</sup>: 50 kinderteachers will meet with me to know the story about Yoni & study to use the logic branch.

December 17; I will lead a workshop to headmasters of Or Yehuda Schools : “Dealing with conflicts toward win - win solutions”

December 25; I will bring the cloud to 35 teachers to an elementary school in Ramlee, the beginning of a 12 hour workshop that we will complete in January.

## **A few of our TOCfE events in Japan** **Motoi Tobita, Ph.D, Secretary General, TOCfE Japan**

1. TOCfE Chofu (School) Oct 9, Nov 14 and Dec 12<sup>th</sup> 2 hr trainings were given to 20 kindergarten teachers and business people
2. On Oct 9, Nov 1, Nov 19 and Nov 21, Mr. Tadashi gave presentations and workshops to his company staff and owners and managers of their business partners for 12-15 people each.
3. Mr. Kunikazu Fujita gave a CLOUD workshop to 10 business people on November 17<sup>th</sup>.
4. Professor Yasunage Wakabayashi, Director TOCfE, Japan is providing ‘critical thinking’ training lectures at the business school Kyoto University from Oct to Feb to 30 graduate students at the business school.
5. TOCfE boot camp: A 3 hour workshop for 40 people was given at a recent IT Conference.
6. TOCfE Tokyo Subsidiary: Monthly Meetings to share case studies with a variety of practitioners.
7. TOCfE Kansai subsidiary: 2 hour monthly lectures to variety of business people that includes more than 50 people and includes Ustream broadcasting



8. TOCfE Educators: Monthly meetings (online and offline) discuss education problems and make actions with business people doing education in broad sense

## **Mexico Activities**

*Flavio Arias Sánchez, TOCfE Director, Guanajuato*

The Tepeyac Institute has requested we continue supporting them in two of their projects. The first is to advise the group of teacher leaders to give continuity to "Continuous Improvement Process". We defined 4 sessions during the school year (August 2012 - June 2013) for advice and training to "Continuous Improvement Group" formed especially by teachers, psychologists and managers who received training in the TOCfE tools two years ago. The intention is to stimulate the transformation of their school through TOCfE tools.

Their ambitious target is to train all teachers who have not received such training. They will rely on empowering the students themselves to achieve their goal. We had the first meeting in October. Our next meeting will be in mid-January.



The other project is to train parents of Tepeyac Institute with the theme: "Achieving ambitious goals as a family." The institution has requested the training of the 600 families that make up the school. Parents will have to cover 10 hours of training during the year. They have been divided into groups. We have already worked with the first two groups, about 90 parents, with excellent results. This project aims to complete the formation of the educational community of this institution

and involve parents in a Continuous Improvement Project serving teachers, parents and students.

### ***Rosy Pérez Servín***

Leon Presentation: Presentation to 300 school parents of Humane School in September to introduce the TOCfE tools and announce the implementation of them in middle school.

Mexico City Presentation: On December 9, I gave a TOCfE Overview Presentation to the principal, academic authorities and parent committee of Tarbut School.

Logic Branch Training for Curriculum: In October Claudia Carillo and I trained this application to approximately 50 teachers and authorities of Altor and Humane school. In November I gave 2 trainings (9 hrs) to 20 parents from Altor School on this application and in December 9 hrs of training to 30 Altor teachers.

CLR training: This training on the Categories of Legitimate Reservations in October, was given by me to teachers who had prior TOCfE training from Altor School.

## **United States**

*We are pleased to announce that Manfred Smith has been appointed to be the Director of TOCfE, USA. Manfred is an award-winning, retired Maryland public school teacher with 40 years of experience in the field of education. Manfred has been an active TOCfE practitioner since 1999 and taught the Thinking Processes (including Current and Future Reality Trees) to his 8<sup>th</sup> grade history class. He is co-founder and Principal Director of the Learning Community International School, founder and president of the Maryland Home Education Association and CEO of MindPower Consulting LLC.*

*Manfred Smith, Director, TOCfE USA*

In addition to working with Kathy Suerken on contracts for venue and other logistical arrangements for the April Conference, I recently gave a presentation highlighting key TOC processes to the head of SBCEO who is very excited about TOC tools and their value as an educational and business tool.

*Remedeas Kelly-Weekes, Ed.D*

On Oct 20, I facilitated a 4 hour workshop on the CLOUD at Old Dominion University in Norfolk, Virginia as part of their Counseling Seminar Series.

*Dr. Danilo Sirias*

2012 TOCfE Virtual Conference: I coordinated the IT through Saginaw Valley State University and with all participants while on sabbatical in Nicaragua. Over 300 people registered for the conference. Power point presentations may still be downloaded from the site and many videos are still available there for viewing.

**Nicaragua-- New TOCfE Country!** *Dr. Danilo Sirias*

In October and November I conducted two math seminars of 15 hours each to a total of 40 teachers. The seminars were held at the Universidad Americana.

### **Pushing the TOCfE Envelop in Poland**

*Maciej Winiarek, TOCfE Director Poland*

Facilitator Training: Dr. Shoshi Reiter gave a 3 day 'train the trainers' seminar Nov 4-6 to 50 primary, secondary and high schools teachers.

Chamber of Mystery. This is our program for early childhood learners described in our Virtual Conference Presentation. Facilitators Agata Urbanska, Alicja Gula, Karolina Witkowska and I gave presentations to around 700 teachers, principals, teacher centers and municipality attending 9 conferences around Poland that led to training of around 100 teachers. As a result, around 500 children in 30 preschool centers have started 'Chamber of Mystery.'

TOCfE in Mazovia Region Training program ongoing with 24 hr facilitator training and 24 hrs of teacher training with follow up consultancy. As a result, we have trained 15 facilitators, 150 teachers who work with around 2,000 children.

EU Project This involves Self Regulated Learning (SLR) trainings as developed by Dr. Shoshi Reiter. All 3 tools are being introduced and practiced during SLR cycle. The trainings consist of 5 days for teachers of vocational schools in Krakow region and involved 300 people divided into 12 groups.

"TOCfE City" Project! - **This project is being designed to transfer TOCfE to the entire city of Olsztyn!** A city of 175,000 citizens, 77 schools (from nursery to high school, vocational schools), 2600 teachers and around 30,000 pupils (3-18 yrs). The strategy was devised during 3 days of brain storming – an event which the President of the city organized and that I moderated with 12 directors. The educational aim of the city is :A PERSON EDUCATED IN OLSZTYN EQUIPPED WITH SKILLS NECESSARY TO TAKE EMPLOYMENT AND BE ACTIVE IN SOCIAL LIFE IN EVER-CHANGING REALITY.

#### **Training Program will include:**

Nursery: TOC Chamber of Mystery

Primary: TOC Chamber of Mystery; TOC for Curriculum: Styles of Learning

Secondary (Middle): TOC for Curriculum; Behavior Management of Emotions;  
Self Regulated Learning

High School: TOC for Curriculum; Self Regulated Learning; Business  
All Directors: Leadership Training (with TOC)

The project will be funded with 1% of the current training budget with part paid by city and part by schools. **It will not require any additional funding.** Implementation will take place 2012-2014 and this plan will be valid from 2013-2020. For a more complete description of the project, please see (ctrl + click): [attached power point](#).

### **Netherlands from Petra Pouw-Legene**

From March until October 2012 the three Thinking Processes of TOC for Education have been offered by me during an 18 hour pilot project to 10 elementary school teachers. I first translated Kathy Suerken's workbook: **The TOC Learning Connection: Critical Thinking Tools to Analyze, Interpret and Apply Curriculum** into Dutch.

For every chapter the 6 contact hours were divided into two Wednesday afternoons of three hours each. After each first session of a chapter the teachers applied the TP in their classrooms: first the Logic Branch, then the Cloud and finally the Ambitious Target. They sent in 'homework' and gave short presentations to each other during the first hour of the second session of each tool.

The teachers found the TOCfE Thinking tools very useful when working with texts which needed to be interpreted and analyzed. But they hesitated to apply TOCfE during the special weekly 45 minute lesson in 'comprehensive reading'.

The method the school uses for the subject 'comprehensive reading' offers a central theme (as far as I have seen) in every chapter and is designed to develop vocabulary, specific expressions or so called 'pay attention!-words.' Every chapter has extensive instructions for the teacher while the students have their own workbooks.

The team challenged me to demonstrate that TOCfE might have surplus value when applied in these lessons as well. **This is the subject of a comprehensive analysis that will be presented in January TACTics.**

### **And Finally – from Alan ...**

From Wikipedia;

"A winter festival was the most popular festival of the year in many cultures. Reasons included the fact that less agricultural work needs to be done during the winter, as well as an expectation of better weather as spring approached. Modern Christmas customs include: gift-giving and merrymaking from Roman Saturnalia; greenery, lights, and charity from the Roman New Year; and Yule logs and various foods from Germanic feasts.

Pagan Scandinavia celebrated a winter festival called Yule, held in the late December to early January period. As Northern Europe was the last part to Christianize, its pagan traditions had a major influence on Christmas, especially Koleda, which was incorporated into the Christmas carol. Scandinavians still call Christmas Jul"

My two quotes this month confirm my belief that Christmas shouldn't be confined the Christian faith and is surely something that can spread goodwill across the whole planet ... Oh! That's strange ... isn't that what TOC does.

A very funny Irish comedian used to sign off his programs with this phrase;

"May your God go with you" ... Best wishes, Alan ...