



# STRATENOTES

*A National Newsletter for SIM Trainers*

**Volume 3, Issue 7- April, 1995**

## **Insights on Change**

Getting teachers to a point where they want to implement SIM can be very difficult work! Sometimes the outcomes of our training fall far short of our hopes — that is, many of the outward positive signs that we noted during a training session (e.g., smiles, nods of agreement, even words of excitement) often fade when teachers return to their classrooms and return to their old habits. Why does this happen? The answers to this perplexing problem are not simple. However, we may find some insights as to why change is so difficult to bring about in individuals (let alone entire staffs) in some of the observations made by psychologists, organizational theorists, and sociologists.

The following quotes from professionals outside of education suggest four basic principles that we should consider as we try to improve our efforts at working with teachers in bringing about change on behalf of at-risk students.

### **#1 Try to see things from their point of view**

"Your experience of me is invisible to me and my experience of you is invisible to you. I cannot experience your experience. You cannot experience my experience. We are both invisible people. All people are invisible to one another" (from Politics of Experience, R. D. Laing). In response to Laing's observation, Jim Knight, a SIM trainer, noted:

- "Too often we eagerly launch into a training session with little understanding of the specific contextual factors shaping the beliefs, sentiments, and perceptions of each teacher involved.
- If the people closest to us are unknowable, then large groups, to use Laing's term, must be invisible. Teachers, as a group,

sit before us like an open book, but a book written in a language we often do not understand." (Jim Knight, 1994).

### **#2 Give them time to "mull it over"**

"No one can resolve the crisis of reintegration on behalf of another. Every attempt to pre-empt conflict, argument, protect by rational planning, can only be abortive: however reasonable the proposed changes, the process of implementing them must still allow the impulse of rejection to play itself out. When those who have power to manipulate changes act as if they have only to explain, and when their explanations are not at once accepted, shrug off opposition as ignorance or prejudice, they express a profound contempt for the meaning of lives other than their own. For the reformers have already assimilated these changes to their purposes, and worked out a reformulation which makes sense to them perhaps through months or years of analysis and debate. If they deny others the chance to do the same, they treat them as puppets dangling by the threads of their own conceptions." (from Loss and Change, P. Marris)

### **#3 Respect their "safety zones"**

"Yes, humans can change—but doing so is much more difficult than many theories have admitted. . . change is rarely rapid or easy. There are also limits to how much and how quickly an individual can change without jeopardizing his or her psychological integrity (that is, sense of self and reality). What I shall term *core processes*—those involved in a personal experience of reality (order), self (identify), value (valence), and power (control)—are much more resistant to change than are more peripheral aspects of that person. . . .

"I shall argue for a *self-protective theory of resistance* in which ..... it is natural and, indeed, healthy for an individual to resist moving too far and too quickly beyond her or her familiar sense of self. . . . *When this self-protective tendency is respected and worked with, rather than against, the consequences for the individual are more likely to be positive and developmentally progressive* (italics added)." (from Basic Questions About Human Change, M J. Mahoney)





#### #4 *Encourage differences of opinion and challenges*

"Can we step back from the problem and gain enough perspective so that its shape emerges out of the myriad of variables that influence it? Can we look for themes, patterns, and trends rather than isolated causes? For so long, we have been conditioned and trained to analyze problems into parts. . .

"These ideas speak with a simple clarity to the issues of effective leadership. They bring us back to the importance of simple governing principles: guiding visions, strong values, organizational beliefs—the few formulae individuals can use to shape their own behavior. . .

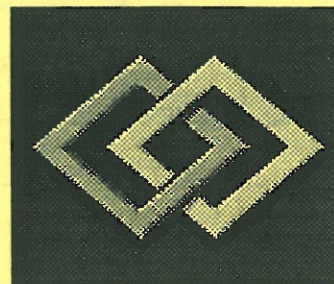
"We are afraid of randomness and autonomy, afraid that open self-expression and personal freedom will drag us deeper into a chaos without form or meaning. We have become conditioned to believe that the only way we can create order is through the exercise of clear controls—telling people what to do and doing this at ever greater levels of detail. If we sense that chaos is increasing, our conditioned response is to charge in, issue new policies, exert more control, take over the task—anything to avoid the descent into darkness that we fear as chaos. . . For too long we have confused control with order; we have believed that the only way to maintain order was through careful and deliberate controls. But, order can be achieved without elaborate controls if we identify the foundational principles by which we will work." (from Comprehending Chaos, M. J. Wheatley)

A common thread running through each of the above quotations is the importance of seeking to understand and respect the individual and the pressures and circumstances he/she is facing. Perhaps we will do a better job at bringing about change in education if we do a better job at understanding those with whom we work!

Answer Key: 1-b, 2-c, 3-b, 4-d, 5-d, 6-a, 7-d, 8-a, 9-d, 10-?



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Authors: Donald D. Deshler, Jean B. Schumaker, & B. Keith Lenz  
Editor: Eleanor Nelson



## MAKING CONNECTIONS

Making Connections will be the July theme for the National SIM Conference. At the meeting, three new manuals will be introduced. These are Surface Counseling, Paired Associates and Assignment Completion.

We are in the midst of making the final plans for the program. Thursday will be the keynote speaker, the luncheon to honor special people, sessions to introduce the new manuals, and an evening social where we can learn about the history of Eldridge Hotel and take a tour. Friday will dawn with the poster session continental breakfast. Also on Friday a special day-long workshop on Content Enhancement with breakout sessions, more training sessions, cracker-barrel sessions and a social at Jean Schumaker's home in the early evening. For Preservice Trainers, special sessions on the preservice course designed by Keith Lenz, Brenda Kissam and their project staff will be held on Saturday morning. Special training session and break out sessions will be offered. More are being planned.

Making Connections through StrateNET will be an opportunity for everyone. Come to learn more about the system from Matt Abrams and Wally Casquino. This will be a chance to get all of those unanswered questions resolved.



## 1995 CALENDAR OF EVENTS

May 5 & 6, 1995 - Glenbrook South High School, Glenview, IL: *North Central Regional Update Meeting*

May 31-June 3, 1995 - Lawrence, KS  
*Inclusive Teaching in the Secondary School Setting* (By application only.)

July 6-8, 1995 - Eldridge Hotel in Lawrence, KS: *National SIM Trainers' Conference & Update Meeting*

July 18-22, 1995 - Lawrence, KS:  
*Initial Training Workshop in Learning Strategies*

July 24-28, 1995 - Lawrence, KS:  
*Advanced Training Workshop in Learning Strategies*

July 31-August 4, 1995 - Lawrence, KS: *Potential SIM Trainer's Workshop*

October 5, 6, & 7th 1995 - Glade Springs Resort, Daniels, WV.  
*Northeast Regional Update Meeting*

## National SIM Trainers Conference

Make your plans to attend the National SIM Trainers' Conference in Lawrence, Kansas on July 6, 7, and 8, 1995. The conference hotel is again the Eldridge Hotel in beautiful downtown Lawrence. The hotel has been newly refurbished and remodeled on the first floor including the meeting rooms as well as the restaurant. If you wish to call for a reservation, contact the hotel at 913-749-5011. Registration was due by May 1, 1995, but you can still register and attend by paying a late fee of \$5.00 per day or \$35.00 for each day.

## Help Wanted!!!!

We need your help! We are trying to find people who have developed devices for Content Enhancement. We invite you to share any graphics/devices you have developed on Concept Anchoring, Concept Mastery, Unit Organizer, and Lesson Organizer. Let us know if you have developed any devices you will let us display. Contact Janet Roth at CRL or send her copies. YOU will be given credit for what you contribute.

The *Evaluation of Content Enhancement Training* form included in this Stratenotes was developed by Gail Cheever, Bakersfield, CA. Thank you to Gail for sharing



## ARE YOU LOGGED ON?

StrateNET has been up and running for over a month now. In addition to the CRL staff, we have a number of new users on line. Are you one of them?

If you are having problems with the packet of materials which we sent you, feel free to call Wally at CRL. Wally's office hours are:

Mon., Tues., Tues., & Fri. 1:00-4:00pm  
Tues. & Thur. additional hours 9:30am.-noon  
Wed. 9:00-11:00am., 1:00-2:00pm.  
(All times are Central Daylight Savings [CDS])

If you have a training problem that you would like for others to comment on, log on to StrateNET and select the Conference folder. Select the Open Forum icon. (The icon has a picture of two people chatting.) Compose a new message. If you are not sure how to do this, consult the quick reference that came with your packet.



## The StrateWorks Quiz

You've probably noticed the proliferation of the "Strate" prefix over the last several months. To help see if you've been paying attention, we've devised a few questions for you.

1. Which publication is focused toward all educational professionals:
  - a. StrateNotes
  - b. StrateGram
  - c. StrateWorks
  - d. StrateNET
2. What is the name of the computer-based, electronic bulletin board system:
  - a. StrateWorks
  - b. StrateNotes
  - c. StrateNET
  - d. Stratellite Connection
3. StrateNotes is:
  - a. Cliff's Notes for SIM strategies
  - b. A Newsletter for SIM Trainers.
  - c. A Note-taking strategy
  - d. A publication for all educational professionals.
4. The Stratellite Connection is:
  - a. The person from whom we buy StrateLite Beer.
  - b. The computer based, electronic bulletin board system.
  - c. The worst misspelling of satellite I've ever seen.
  - d. A series of (mostly) live programs broadcast via satellite.
5. A StrateWorks subscription includes:
  - a. StrateNotes
  - b. StrateGram
  - c. StrateNET
  - d. All of the above, and more!
6. If I missed one of the Stratellite Connection programs, I can;
  - a. Buy the tape of the broadcast for \$15.
  - b. Look for the rerun in TV Guide.
  - c. Buy the tape of the broadcast for \$100.
  - d. Focus your satellite dish on Alpha Centauri and catch the signal on the rebound.
7. As a registered user of StrateNET, I can:
  - a. Write quick notes to my SIM friends across the country.
  - b. Carry on a dialog with my peers on a particular issue of concern for us.
  - c. Get the latest information from the CRL in the comfort of my own computer.
  - d. All of the above.
8. Information on SIM Trainers and their areas of expertise can be found in:
  - a. StrateDirectory
  - b. Strate555-1212
  - c. StrateGram
  - d. Wanted posters at the Post Office.
9. At the National Conference this summer, the following will be featured:
  - a. StrateNET
  - b. StrateDon and StrateJean
  - c. The StrateFamily Singers
  - d. A and B only, certainly not C.
10. Now that Jean Schumaker is a successful TV moderator on the Stratellite Connection, she wants a job replacing:
  - a. Oprah
  - b. David Letterman
  - c. Larry King
  - d. Wink Martindale
  - e. All of the above.
  - f. None of the above.

Answer Key can be found on page 2





## ***The Stratellite Connection***

On April 11th we aired the second program of our satellite broadcast series. Early reviews indicate the program was well received by our trainers.

If you missed the broadcasts, videotapes are available for **\$15 each**.

**Please check the box to indicate which of the following tapes you wish to purchase:**

**Send check or PO to:**

**KU-CRL**

**Attention: Janice Conrad**

**3061 Dole Center**

**Lawrence KS 66045**

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### **Broadcast #1, February 15, 1995**

Program contents:

Creating Strategic Readers - with KU-CRL Staff

National Issue: Special Education at Risk - with Dr. Don Deshler

Introducing the StrateNET electronic bulletin board system - with Matt Abrams

Supported Inclusion - with Dr. Don Deshler

Passing the GED with Strategies - with Drs. David Scanlon & Jean Schumaker

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### **Broadcast #2, April 11, 1995**

Program contents:

Partnership Learning: A New Approach to Staff Development - with Jim Knight

Getting started on StrateNET - with Matt Abrams

National Issue: IDEA Update - with H. R. Turnbull

Planning Interventions for Inclusion - with Dr. Keith Lenz

How Teachers can help Students make decisions related to Content Area Topics - with Dr. Janis Bulgren

We will also have these tapes available for your review at our summer conference in July.

## **NEWS OF THE NORTHEAST REGIONAL MEETING**

Ron Wolf, the Coordinator for the Northeastern Region, is busy making plans for the Second Annual Northeastern Regional Update Conference to be held on October 5, 6, & 7th at Glade Springs Resort in Daniel, West Virginia. If you are in the region, you will be receiving mailings about the update meeting. If you are not in the region and wish to have information, please contact Ron Wolf, Route 1 Box 47, Auburn, WV 26325, (304) 765-7101.



# REGISTRATION FORM

## NATIONAL SIM TRAINERS' MEETING

July 6-8, 1995

Lawrence, Kansas

Eldridge Hotel (913-749-5011 for reservations)

Name: \_\_\_\_\_

Work Address: \_\_\_\_\_ Phone: \_\_\_\_\_

Home Address: \_\_\_\_\_ Phone: \_\_\_\_\_

Social Security Number: \_\_\_\_\_ (required by federal tax laws)

Please send any future mail to my \_\_\_\_\_ home \_\_\_\_\_ work address

Thursday, July 6 \$35.00\* \_\_\_\_\_  
8:30 AM Registration-Program 9:00 AM  
Luncheon Noon

Friday, July 7 \$35.00\* \_\_\_\_\_  
Continental Breakfast &  
Poster Session

Saturday July 8 \$35.00\* \_\_\_\_\_  
Adjourn 4:00 PM

Total \_\_\_\_\_

### **Make check payable to KU-Special Education Service Unit.**

Your receipt for registration will be available at the Trainers' Meeting

Mail to: Janet B. Roth  
The University of Kansas  
Center for Research on Learning  
3061 Dole Center  
Lawrence, KS 66045

**\*Please note: An additional late fee of \$5.00 a day for registration after May 1, 1995**

Also we are still wanting participants for the Poster session on Friday Morning's Continental Breakfast



# EVALUATION OF CONTENT ENHANCEMENT TRAINING

Routine(s) Trained: \_\_\_\_\_ Trainer: \_\_\_\_\_

Site of Training: \_\_\_\_\_ Date(s) of Training: \_\_\_\_\_

I learned. . .	I appreciate. . .
With what I have learned, I plan to. . .	I would also like to say. . .

Name: \_\_\_\_\_

Position: \_\_\_\_\_

Value of the Information

No Value	1	2	3	4	5
					Very Valuable

## **ATTENTION ALL TRAINERS!!!!**

This is a note of caution when planning your workshops, please try to get your orders in at least 3 weeks in advance so there is plenty of time to process your order, and manuals arrive on time. We will make every effort to get your books to you, but we are a small office. Janice Conrad, is in charge of the invoices and shipping out of manuals, and she works mornings only. Also make sure that the trainer's name and date of workshop appear on the purchase orders. Thanks,

Eleanor Nelson

The University of Kansas

### **STRATENOTES**

THE CENTER FOR RESEARCH ON LEARNING

Institute for Research in Learning Disabilities

3061 Dole Center

Lawrence, Kansas 66045

FIRST CLASS