



About the Osiris Mindset Programme

The Osiris Mindset Programme (OMP) helps practitioners to develop their own growth mindset, and to foster it in their students. It promotes improvement throughout the school by changing the culture and language of teaching and learning.

The programme is based on 40 years' research into mindset theory by Professor Carol Dweck of Stanford University. It combines training in best pedagogical practice with facilitated action research enquiries.

The OMP supports the building of a collaborative learning culture among staff. A high level of "collective teacher efficacy" has been found by John Hattie to be the most effective influence on pupil achievement.

At the end of an OMP, schools are in a position to use their learning to implement changes to whole-school policy and practice.

Osiris Educational – Translating global pedagogy into best national practice

Osiris is an independent training organisation that prioritises QUALITY and IMPACT in all the training we deliver. Our aim is to ensure that UK children and schools can benefit from the world's finest educational pedagogies.

The Theory

"Teachers and managers need a growth mindset not just about their students; they need it for themselves."

Professor Carol Dweck – Stanford University
(from an interview in the *Harvard Business Review*,
12 January 2012)

Fixed Mindset

A belief that basic qualities, intelligence, talents and abilities are fixed traits and unlikely to change

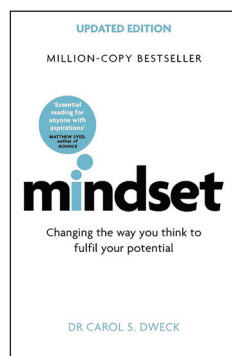
Growth Mindset

A belief that even basic talents and abilities can be developed over time through experience, opportunity, effort and embracing challenge

Professor Dweck's research has provided compelling evidence that people with growth mindsets are better learners than those with fixed mindsets. They are more prepared for, and more likely to achieve, success.

Students and teachers with growth mindsets seek out challenge, show greater resilience in the face of difficulties, learn from mistakes, are less likely to cheat or cut corners, and ultimately find themselves on the road to success and fullest development of their potential.

Osiris Educational has worked with Professor Barry Hymer to translate this cutting-edge and life-changing theory into best educational practice. We have developed the Osiris Mindset Programme in order to promote a lasting whole-school, transformation in learning culture.



What can OMP do for your school?

- OMP can transform the culture of your school through your mindset-focused Research Team.
- OMP will provide your teachers with tools and techniques to promote growth mindset habits and attitudes across your school.
- OMP builds the stepping stones to success beyond the school years into further study and employment.
- OMP nurtures independent, autonomous learning.
- OMP can accelerate the process of change.
- OMP can raise student and teacher aspirations.
- OMP encourages learners to take on challenges.
- OMP fosters motivation and collaboration.
- OMP supports progress and achievement.
- OMP is applicable to all curriculum areas and all key stages.
- OMP can impact positively on staff relationships, fostering collaborative learning for the team, and building collective teacher efficacy.

"We want to empower students to be motivated to grow their brains, and that's done by stretching, by being passionate about something, by learning new things, by welcoming things that are hard, by seeing a period of confusion that's going to create new neurons."

Professor Carol Dweck – Stanford University



Osiris Mindset Programme

Overview

The Osiris Mindset Programme is a six-day training intervention which promotes a growth mindset culture across your school. The programme offers intensive training to a designated school Research Team. The team carries out supported and facilitated action research projects

using mindset theory as the impetus. The Osiris Trainer helps the team members to grow and share their practice, developing sustainable ways to embed a culture of success throughout the school.



Diagnostics and Scoping

Preliminary work

- The OMP Trainer liaises with the Senior Management Team
- The OMP Trainer gains an understanding of the school's context and development needs
- The school appoints a Mindset Champion as the main point of contact with the Trainer
- Protocols and dates are agreed
- The Champion considers the selection of the Research Team (with the Trainer's support)

Foundation

Day 1

The staff complete the "Osiris Mindset 4Q Questionnaire". This contributes to the measuring of the programme's impact.

Half-day introduction to whole staff, covering:

- An overview of mindset theory
- Effective praise and feedback
- Effort strategies
- High challenge methodologies
- Half-day introduction to Research Team, covering:
 - Team-building and focus
 - Establishing of ground rules, including confidentiality and ethics
 - Practical introductory activities on the Nature of Mindsets
 - An introduction to the action research cycle
 - A brief introduction to impact-gathering measures
 - Framing early research questions
 - Reflective exercises

Action Research Projects

Days 2-5

The Osiris Trainer works with the whole Research Team for the full day. Mindsets and Metacognition, as a fundamental theme, will be addressed on each training day. One of the following aspects of mindset theory will also be the focus of each day:

- The Nature of Mindsets
- The Language of Mindsets
- Mindsets and Challenge
- Mindsets and Effort
- Mindsets and Community

The Research Team will be introduced to associated classroom tools and strategies to support the development of growth mindset dispositions:

- Metacognitive Reflection Activities
- Dilemma-Based Learning
- Logo-Visual Thinking
- The Learning Pit

For about half of each day, the Trainer and the Team will focus on action research. The Trainer will offer training in action research methodology. The Research Team members will develop their own research questions in relation to an aspect of mindset theory. There will be a strong focus on collaborative learning and peer support.

Examples of action research projects carried out:

- How can we use a growth mindset approach when developing feedback and marking in maths?
- How can I encourage my Year 6 girls to become more resilient?
- How can we ensure that growth mindset language is being used and understood by all stakeholders at our school?
- How can we enable less able writers to write more independently?

Between the days the members of the Research Team will:

- Implement their action research projects
- Receive further email support from the designated Trainer

Measuring Impact

Early in the programme and with the Trainer's support, the Research Team carries out and analyses interviews or questionnaires using the "4Q questions" with samples of both staff and students. They repeat these between Days 5 and 6. The Research Team members often also devise other impact measuring tools in association with their individual or group action research projects.

Evaluation and Celebration

Day 6

- Members of the Research Team evaluate the impact of the programme and their learning
- They consider next steps and forward planning
- They present their projects to the wider staff and senior leadership at a celebration event

The Inspiration

Professor Carol S. Dweck

Lewis and Virginia Eaton Professor of Psychology at Stanford University

Professor Carol Dweck is a world-leading researcher in the field of motivation, and has held prestigious posts at Columbia and Harvard Universities. Her decades of research into how and why people succeed are distilled in her hugely influential book *Mindset: How you can Fulfil your Potential*. Her ground-breaking mindset theory will forever change the way you think about achievement and what is possible.



Professor Barry Hymer

Programme Leader and Creator

Professor of Psychology in Education at the University of Cumbria, Barry is an expert educational practitioner, committed to supporting teachers in applying mindset theory in all phases of education. He has developed the Osiris Mindset Programme (OMP) in order to bring about a lasting whole-school transformation in your learning culture. He combines vast knowledge of mindsets theory and how children learn with an approachable, engaging and inspirational training style.



Elizabeth Dawson (MA – Cantab, M.Ed – Cumbria)

Programme Development Manager

Elizabeth has a background in primary and special education, and is a former senior lecturer in primary education. Her Masters dissertation focused on the attitudes to learning of children in a nurture group. She has developed the structure and content of the OMP to offer a rich and stimulating learning experience for the Research Team. Together with Barry, she trains and liaises closely with the OMP Trainers.



The Mindset Team of Consultants

Professor Barry Hymer leads a team of carefully selected and quality assured intervention facilitators. They are highly skilled and experienced consultants, all with extensive teaching and research backgrounds. Your designated consultant will be carefully matched to the specific needs of your school.

For your free consultation
with a member of our School
Improvement team, call:

Email: inset@osiriseducational.co.uk



01790 755 783

www.osiriseducational.co.uk

"Best CPD I have had. It will have an impact on both my teaching and my leadership style."

Secondary Research Team Member,
Peterborough, 2015

"The biggest impact is that the children are more willing to take on tough learning challenges and give things a go compared to before, when they gave up more easily."

London Primary School, 2016

"The programme has helped them develop as teachers through their action research as well as encouraging them to lead and become experts in the field of growth mindsets."

Middlesex Primary School, 2016

"There has been widespread impact, but perhaps the most significant is on transition between KS2 and KS3. With a cohort made up of secondary teachers and primary teachers, it enables clear growth mindset messages across the key stages of the schools."

Whole-Programme Evaluation,
Secondary School and its Feeders, West Yorkshire, 2015

"Every session included an aspect where something about my current teaching methods was challenged."

Research Team Member,
Middlesex, 2016

"I have thoroughly enjoyed this process. I have developed professionally and it has had a positive impact on my teaching."

Research Team Member,
Norwich, 2016