Personalizing Learning and Promoting Student Engagement through Choice Theory

CABE / CAPPS Convention

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If you are not willing to learn, no one can help you. If you are determined to learn, no one can stop you.
External Control Psychology

Behavior is determined by external forces over which we have little or no control.
Stimulus-Response

https://vimeo.com/35754924
External Control Psychology

We have the power to compel others to do what we want them to do.

It is our duty to compel others to “do the right thing” through the application of rewards and punishments.

External Control Psychology:

External control theory is so prevalent in the world today that it is typically viewed as “the way things are”.

Dr. William Glasser
1925 - 2013

Creator of
Choice Theory
And
Reality Therapy
“Stimuli, in the sense that they can consistently control a human being to make a specific choice, do not exist.”

-- William Glasser
Choice Theory is an “Internal Control” psychology

All human behavior is chosen.
The only person who can control my behavior is…. Me!
Between stimulus and response there is a space.

In that space is our power to choose our response.

In our response lies our growth and our freedom.

- Viktor Frankl
psychiatrist and holocaust survivor
Nelba Marquez-Greene
Choice Theory Axioms

1. All total behavior is chosen.

2. The only person whose behavior we can control is our own.

3. We can’t “make” another person do anything. All we can do is give the other person information.

4. All long-lasting psychological problems are relationship problems.

5. The problem relationship is always part of our present life.

6. Revisiting the painful past contributes little to what we need to do now.
Choice Theory Axioms

7. We are all driven by the same 5 basic needs:

— Safety & Security
Choice Theory Axioms

7. We are all driven by the same 5 basic needs:

  ___ Safety & Security
  ___ Love & Belonging
Students who feel accepted usually work harder and learn better. Your job as a teacher begins with helping students to feel accepted by both you and their peers.

-- Robert Marzano
Choice Theory Axioms

7. We are all driven by the same 5 basic needs:

— Safety & Security
— Love & Belonging
— Power
I am Powerful
Choice Theory Axioms

7. We are all driven by the same 5 basic needs:

— Safety & Security
— Love & Belonging
— Power
— Freedom
Freedom
Choice Theory Axioms

7. We are all driven by the same 5 basic needs:

- Safety & Security
- Love & Belonging
- Power
- Freedom
- Fun
We don’t stop playing because we grow old…

– Benjamin Franklin

https://www.youtube.com/watch?v=2lXh2noaPyw
We don’t stop playing because we grow old…

We grow old because we stop playing.

– Benjamin Franklin

https://www.youtube.com/watch?v=2lXh2noaPyw
If you’re working with disadvantaged children, your job is....
If you’re working with disadvantaged children, your job is…. easier!
Choice Theory Axioms

8. We satisfy these needs by pursuing pictures in our “Quality Worlds”.
Quality World

The collection of people, places, things and beliefs that we associate with the satisfaction of our basic needs.
The key to effective teaching is the establishment of a positive relationship with students – through which they are persuaded to add the teacher and then the subject matter to their quality worlds.

-- William Glasser
The Seven Caring Habits:

- Supporting
- Encouraging
- Listening
- Accepting
- Trusting
- Respecting
- Negotiating Differences
The Seven Deadly Habits:

— Criticizing
— Blaming
— Complaining
— Nagging
— Threatening
— Punishing
— Bribing (Rewarding to Control)
Application to School Improvement

1. Classroom Management
2. Discipline
3. Counseling
4. Grading
5. Conflict Resolution
1. Classroom Management

Anticipate the Basic Needs

by Providing a Needs Satisfying Environment

Safety
Belonging
Power
Freedom
Fun
1. Classroom Management

Remember the Habits

Supporting  
Encouraging  
Listening  
Accepting  
Trusting  
Respecting  
Negotiating Differences

Criticizing  
Blaming  
Complaining  
Nagging  
Threatening  
Punishing  
Bribing
2. Discipline

Punishment

A reflection of the unquestioned acceptance of external control theory.

When punishment doesn’t work………we apply more punishment.
"You can’t teach children to behave better by making them feel worse. When children feel better, they behave better."

- Pam Leo

‘Connection Parenting’

facebook.com/NonviolentParenting
Discipline in a Choice Theory Classroom

— Don’t take it personally.
— Remember: Relationship is critical
— Be mindful of the Basic Needs & Habits.
— “This is not about me punishing you.”
— “This is about solving a problem.”
— “You are in control of your behavior.”
— “You’ve broken an important rule.”
— “How can you make this situation right?”
Discipline in a Choice Theory Classroom

— Don’t take it personally.
— Remember: Relationship is critical
— Be mindful of the Basic Needs & Habits.
— “This is not about me punishing you.”
— “This is about solving a problem.”
— “You are in control of your behavior.”
— “You’ve broken an important rule.”
— “How can you make this situation right?”
— “How can you make a better choice next time?”
Your problem isn't the problem.

Your reaction is the problem.
3. Counseling

“Reality Therapy”

1. What do you want?
2. What are you doing to get what you want?
3. How well is it working?
4. Are you prepared to change your behavior in order to get what you want?
“It is almost impossible for anyone to continue to choose misery after becoming aware that it is a choice.”

— Wm Glasser
4. Grades

“The worst flaw in punitive schools is the use of low grades not only for punishment but to give students credit for incompetent work.”

-- Wm Glasser
“If you do a job badly enough, sometimes you don't get asked to do it again.”
Grading in a Choice Theory School

Focus on:

— Quality work
— Persistence
— Self Evaluation

Not on “failure” or “moving on”
Grading in a Choice Theory School

B = Met the quality standard
A = Exceeded the quality standard
I = Incomplete
Did not meet the standard —

https://www.facebook.com/chetan.ajani/videos/1033485853406624/
Grading in a Choice Theory School

B = Met the quality standard
A = Exceeded the quality standard
I = Incomplete

Did not meet the standard — yet!

https://www.facebook.com/chetan.ajani/videos/1033485853406624/
Glasser Quality School Rubric

- Aspiring  (Just starting)
- Emerging  (Moving along)
- Proficient  (Mastery)
- Distinguished

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Criteria 1:

A Glasser Quality School / Classroom is a joyful place where a positive, supportive learning & working environment is created & maintained.

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Criteria 2:

Total Learning Competency is expected of all students and students are instructionally supported until competency is achieved.
Criteria 3:

All students do competent work as well as some quality work each year
Criteria 4:

All students, staff and members of the school community have participated in the study of Choice Theory and / or the Glasser Quality School Model

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Criteria 5:

Students and educators do well on measurements of learning and school performance.
https://youtu.be/aXofso42GY4

Glasser QS application

QS Rubric and info

GQE Application

QE Rubric and info
Reading List

Choice Theory: A New Psychology of Personal Freedom (Wm. Glasser)

The Quality School: Managing Students Without Coercion (Wm. Glasser)

For Parents and Teenagers: Dissolving the Barrier Between You and Your Teen (Wm. Glasser)
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I AM NOT WHAT HAPPENED TO ME, I AM WHAT I CHOOSE TO BECOME.

CARL GUSTAV JUNG