

February 10, 2012

Not politically correct, but have no malice... but attack the systems.

Theory is useful and predictive behavior

Theory can also be used to influence behavior

Kelly's theory: 3 Interactive Frames of reference

1. Individual Behavior: Psychology

- a. Freud-psychoanalysis
- b. Skinner-behaviorism
- c. Glasser-control theory "individuals are capable of controlling their own behavior and therefore responsible." the thinker of organizational behavior, "freedom is a basic human gene"

2. Organizational Behavior: Behavior

- a. Bureaucracy, first created historically when Empires were formed and needed to control their vast lands, today's organization still exercise this practice for CONTROL!
  - i. Why..."because guys in garages can beat us to it." reasons to look at why large companies are downsizing.
  - ii. Ex. BillGates, already has a newer and better idea before the current model is released! Ex. flat screen tv, computer, iPhone, cars
  - iii. Victor Lebow articulated the solution that has become the norm for the whole system. He said: "Our enormously productive economy . . . demands that we make consumption our way of life, that we convert the buying and use of goods into rituals, that we seek our spiritual satisfaction, our ego satisfaction, in consumption . . . we need things consumed, burned up, replaced and discarded at an ever-accelerating rate." President Eisenhower's Council of Economic Advisors Chairman said that "The American economy's ultimate purpose is to produce more consumer goods."
  - iv. While in China Dr. Kelly saw insatiable work ethic, all because "it is our duty."
- b. Deming systems theory

3. Ethical/moral Behavior

- a. Moral
- b. Aristotle: virtue...created logic, basics of research, theory of natural law..."ethics"

The more power I have to understand, predict and influence behavior...the more power I have to be a happy, successful human being and effective leader.

CAPITALISM is based on choice...but is too much choice?

A teacher is a person who empowers people to learn, an administrator is a person who empowers teachers to teach.

Pg. 14 of book about levers...we may raise one point and other issues will improve if we identify the proper IDEA to leverage.

The 3 institutions that are failing and not doing their job... homes, church, schools!

Examples that support these concerns...

1. Hudson bridge crossings and tolls
2. NYS DMV license renewal
3. GI bill... government building investment through its people
4. Painters using rollers instead of brushes!
5. Post office
6. Prison shelter restructuring
7. Higher education-systemic solutions
  - a. Expand the community college
  - b. E-textbooks
  - c. Virtual learning

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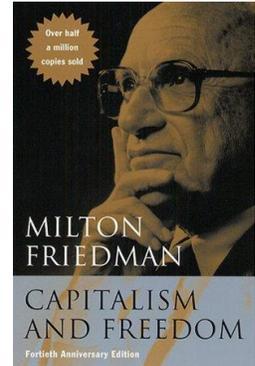
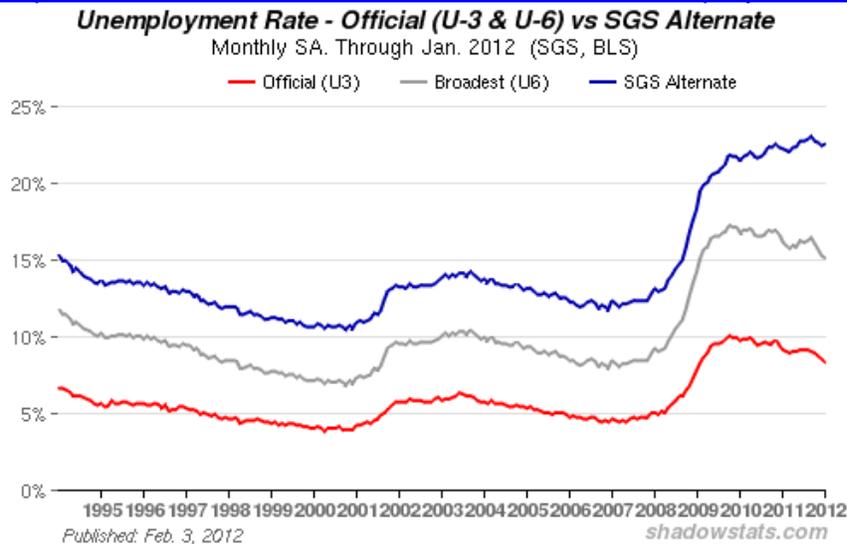
The Fair tax...a national sales tax...or consider Hermain Cain's 9-9-9 plan

Housing boom began with Carter changing 20% to less than and continued by Clinton and Bush...as Frannie and Freddie clustered loans and resold, they collapsed.

Milton Freedom...Capitalism and Freedom to Choose, realize the idea that nothing is too big to fail.

Shadowstats...calculation of unemployment by government

[http://www.shadowstats.com/alternate\\_data/unemployment-charts](http://www.shadowstats.com/alternate_data/unemployment-charts)



Glaser... "self-evaluation brings excellence." because of virtue of being humble.

Another person's evaluation does not necessarily yield success.

Mass inspection is the result of standardized tests...

Doug Reeves (2001) used a medical analogy as he contended that formative assessments are like a physical examination while summative assessments are comparable to an autopsy.

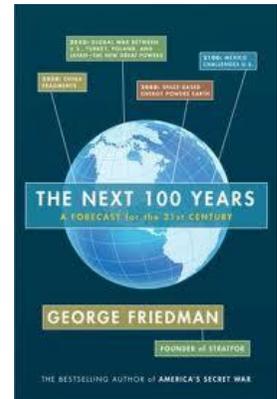
Glaser... I don't want to control any other human, I must control myself... but to the extent that I cannot control any other human being, my behavior and actions to improve and influence that relationship.

Q to AIS ideology... why do I need an extra program... because the regular program doesn't work... why doesn't the regular program work... that I is the structural change...

Glaser says students are not learning disabled... it is a teacher disability because you are not doing this way.

February 12, 2012

The jeopardy of our country failing is greater than ever before because of the challenges we face currently...I am reminded of the collapse of the Ancient Roman and Greek civilizations...British Empire...Mayan and Aztec civilizations.



Tony-

Class brought so many ideas, although “comparative advantage” countries based on their natural resources are able to make products better, ex. Middle East is able to develop oil based on their limited resources, ...our current “balance of trade” has been in the negative for too long.

Analogy to your girlfriend cheating on you albeit you offer flowers, candy and love.

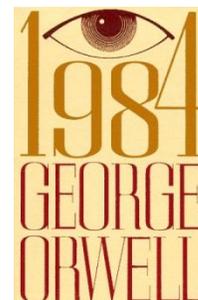
“Agreement won’t bring progress.” Dr. Thomas Kelly

Rebecca-

Ability to include ethics in the morality of the lesson...the lever and how it can impact so much, the idea we need to change sometimes for a solid foundation needs to happen...essence of democracy.

*The Ten Commandments (Exodus 20:2-17 NKJV)*

- 1 *“I am the Lord your God, who brought you out of the land of Egypt, out of the house of bondage. You shall have no other gods before Me.*
- 2 *“You shall not make for yourself a carved image, or any likeness of anything that is in heaven above, or that is in the earth beneath, or that is in the water under the earth; you shall not bow down to them nor serve them. For I, the Lord your God, am a jealous God, visiting the iniquity of the fathers on the children to the third and fourth generations of those who hate Me, but showing mercy to thousands, to those who love Me and keep My Commandments.*
- 3 *“You shall not take the name of the Lord your God in vain, for the Lord will not hold him guiltless who takes His name in vain.*
- 4 *“Remember the Sabbath day, to keep it holy. Six days you shall labor and do all your work, but the seventh day is the Sabbath of the Lord your God. In it you shall do no work; you, nor your son, nor your daughter, nor your male servant, nor your female servant, nor your cattle, nor your stranger who is within your gates. For in six days the Lord made the heavens and the earth, the sea, and all that is in them, and rested the seventh day. Therefore the Lord blessed the Sabbath day and hallowed it.*
- 5 *“Honor your father and your mother, that your days may be long upon the land which the Lord your God is giving you.*
- 6 *“You shall not murder.*
- 7 *“You shall not commit adultery.*
- 8 *“You shall not steal.*
- 9 *“You shall not bear false witness against your neighbor.*
- 10 *“You shall not covet your neighbor’s house; you*



AJ-sometimes you have to take two steps back to take one step forward...will we allow ourselves to do that....? I say NO, mostly because of selfish reasons  
KNOWLEDGE IS CENTRAL TO THIS!

Corinthia-recognizes too many of us are overworked...realization of guilt from past and she recognizes the need to be here now, especially for family...although seeking employment she will not accept regular overtime expectations!

TK-Theory on roles...excellence, high achievement and equity in education was the goal for all...it was clear the females were not doing as well as the males, now after all the reform...males are worse off in education, 75% of college students are females, Mineola HS top 12 are all female but 1.

Allan West Virginia politician in war shot gun near prisoner head to gather information.

U said they don't understand the alternatives

Groups need for change...

Innovators-----observers-----resistors

- Innovators= Always look to do it better
- Observer= Wait for change
- Resistors= Cynics, don't want change
- At next meeting share

One of the things I am not going to do is force you or coerce you as long as you are doing a good job, there are plenty of people out there that want change and innovation!  
Build the system around those that are

P/PC=production/production capacity

Why do YOU...Dr. Kelly think that it is the responsibility of schools to promote and teach health, isn't that a social norm?

March 9, 2012

Technology is going to lead to “far faster and in-depth learning.”

Our classes review of being literate averaged a 3...one of the highest averages, sad considering

When was the American Education system great...

When we were a young nation...as an agrarian society you didn't need to know much more than a basic 8<sup>th</sup> grade level of education.

MASTERY is success 100% of the time...you can't land a plane at educational systems level of mastery.

Equity is not fair

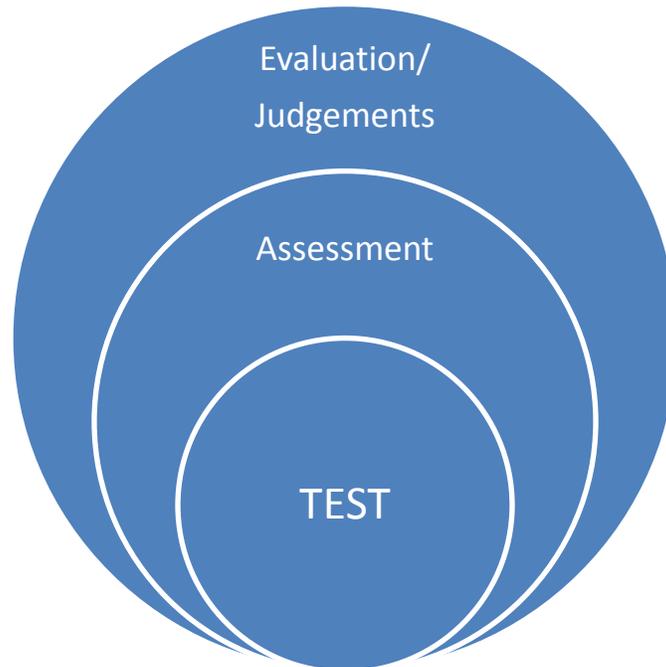
“Before a thing is possible, someone must conceive the idea it is possible.”

March 10, 2012

Bell Curve interpretation

At Princeton they wanted only 35% to receive A's...

A consideration of the bell curve requires...Large, random, untreated groups...but they do not fit any of these requirements naturally!



GED...NOT as easy would have thought...it is actually designed to pass 50% of our natural HS graduates!

GOODNESS IS ITS OWN REWARD!

How long should we allow change to happen?????

===== $\text{Rate of change} = \text{readiness of system} + \text{skill of the leader!}$

Simplifiers solve problems...problems by nature are complex, you must first simplify the problem!

**Complicators create problems...simplifiers solve problems!**

Genius is recognizing the obvious....?

Kelly's answer to so many of these systemic problems...

## **KELLY'S THEORY: THREE INTERACTIVE FRAMES OF REFERENCE**

(Three interactive forms or areas of behavior)

This book is based on the work of three great thinkers and my own experience. We must abandon the current prevailing theories that are false and tie us to the current paradigm which has failed to improve education after more than three decades of extensive effort.

The more accurate my theory is (I e is confirmed by reality) the more power I have to understand, predict and influence behavior.

- |   |   |  |
|---|---|--|
| 1 | Individual behavior: Psychology<br>New: Glasser: Control theory (aka Choice Theory) | REPLACES<br>Current: Freud: Psychoanalysis<br>Skinner: Behaviorism |
| 2 | Organizational behavior   | New: Deming: Systems Theory<br>REPLACES<br>Current: Bureaucracy    |
| 3 | Ethical/moral Behavior  | New: Aristotle: Virtue<br>REPLACES<br>Current: Moral relativists   |

Theory is useful to understand, predict and influence behavior and other phenomena. The more power I have to understand, predict and influence behavior, the more power I have to be a happy, successful human being and effective leader.

Excellence is a choice, it cannot be mandated...mandates are coercive!

To establish change... pg 137!

First we must establish there is a need to to improve the instructional program!

Glasser says...a key question to ask is..."What can I do?"...his essential question will foster growth and ideas.

**WE DON'T NEED LESSON PLANS...WE NEED PLANNED LESSONS!**

IF...there was to be one test for a HS diploma...it should be a writing test!

Within Glasser's frame is the notion that all humans "need a sense of belonging."

Therefore the interpersonal connections in schools are necessary, especially considering the loss of family structure.

## Dr William Glasser's *Basic Needs*

|   |   |   |   |   |
|---|---|---|---|---|
|    |    |                                        |   |    |
| <b>Love &amp; Belonging</b>   | <b>Power</b>  | <b>FUN</b>  | <b>Survival</b>   | <b>Freedom</b>  |
| <ul style="list-style-type: none"> <li>✓ belonging</li> <li>✓ being loved</li> <li>✓ being respected</li> <li>✓ friendship</li> <li>✓ sharing</li> <li>✓ cooperation</li> </ul> | <ul style="list-style-type: none"> <li>✓ recognition</li> <li>✓ success</li> <li>✓ importance</li> <li>✓ achievement</li> <li>✓ skills</li> </ul> | <ul style="list-style-type: none"> <li>✓ enjoyment</li> <li>✓ laughter</li> <li>✓ learning</li> <li>✓ change</li> </ul> | <ul style="list-style-type: none"> <li>✓ health</li> <li>✓ relaxation</li> <li>✓ sexual activity</li> <li>✓ food</li> <li>✓ warmth</li> </ul> | <ul style="list-style-type: none"> <li>✓ choices</li> <li>✓ independence</li> <li>✓ freedom from</li> <li>✓ freedom to</li> </ul> |

What we are doing in K-12 with portfolios...is the right direction because we are focused on individual growth and individual learning.

“Everything that exists...exists in a quantity.”

March 11, 2012

APPENDIX

POWER POINTS FOR PRESENTING / TRAINING / TEACHING

natural law

NATURAL LAW:

EXISTS

UNIVERSAL

ABSOLUTE

ARISTOTLE FIRST OBSERVED 2,500 YEARS AGO

EXAMPLE: EVERYTHING IN MODERATION

NATURAL LAW

GOVERNS HUMAN RELATIONS

GOVERNS HUMAN HAPPINESS & SUCCESS

values & virtues: categorical confusion

VALUES & VIRTUES: CATEGORICAL CONFUSION

& CULTURAL CHAOS

Aristotle "If we are going to have logic we need to have an understanding of meaning first!"

VALUE: SOMETHING THAT I WANT doesn't make you good or bad!

RELATIVE: \$10 & \$50

GOOD OR BAD: PEACE & WAR

VIRTUE: A BEHAVIOR THAT MAKES ME GOOD

ABSOLUTE: KINDNESS IS ALWAYS GOOD

PATIENCE IS ALWAYS GOOD

JUSTICE IS ALWAYS GOOD

Maslow...highest level of self-actualization...needs to be focus of research and in doing so we need to look at what makes people uniquely happy

### Character Education

Newly emailed book...New Paradigm pg.52

Glasser and Kelly “people do not necessarily take responsibility for what has happened to them.”

All human behavior is motivated by 5 things...according to the control theory...our culture takes care of physical needs...

PHYSICAL

BELONGING

POWER

FREEDOM

FUN

Ancient Greece saw some of the first “freedom” with the Athenian males, although not totally free with all people it was not just the Ruler...

### **COERCION**

**LEADS TO:**

**1) RESISTANCE - ACTIVE AND/OR PASSIVE**

**2) RESENTMENT**

### 3) CONFLICT - ADVERSARIAL RELATIONSHIPS

### 4) POSSIBLY A DEGREE OF COMPLIANCE NEVER EXCELLENCE

WITH RARE EXCEPTIONS RELATIONSHIPS

ARE MORE IMPORTANT THAN ISSUES

Four behaviors in my personality and my degree of control is related to my behavior...  
4 FORMS OF HUMAN BEHAVIOR

PHYSICAL

LEAST CONTROL (CHOICE)

FEELING

THINKING

DOING

MOST CONTROL (CHOICE)

**TOTAL behavior = the 4 behaviors interacting!**

**CONTROL THEORY SUMMARY**

1. THERE ARE 5 BASIC HUMAN NEEDS = MOTIVATION
2. 4 HUMAN BEHAVIORS: INTEGRATED = TOTAL BEHAVIOR
3. I CAN CONTROL ONLY MY OWN BEHAVIOR
4. POSITIVE RELATIONSHIPS = INFLUENCE
5. FIND ALTERNATIVES TO COERCION

Nihilism= .

1. total **rejection** of established laws and institutions.
2. anarchy, terrorism, or other revolutionary activity.
3. total and absolute destructiveness, especially toward the world at large and including oneself: *the power-mad nihilism that marked Hitler's last years.*
4. *Philosophy* .

- a. an extreme form of skepticism: the denial of all real existence or the possibility of an objective basis for truth.
- b. nothingness or nonexistence.
- 5. ( *sometimes initial capital letter* ) the principles of a Russian revolutionary group, active in the latter half of the 19th century, holding that existing social and political institutions must be destroyed in order to clear the way for a new state of society and employing extreme measures, including terrorism and assassination.

If it ain't broke don't fix it!

We are painting the porch while the house is burning down!