

Alice Peel

Julie Brunckhorst

Darren Boyce

Kathryn Netherwood

Melinda Wilson

Sarah Mangelsdorf

Shelley Martin

Kate Prowd





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## Grow Your Mind Alice Peel

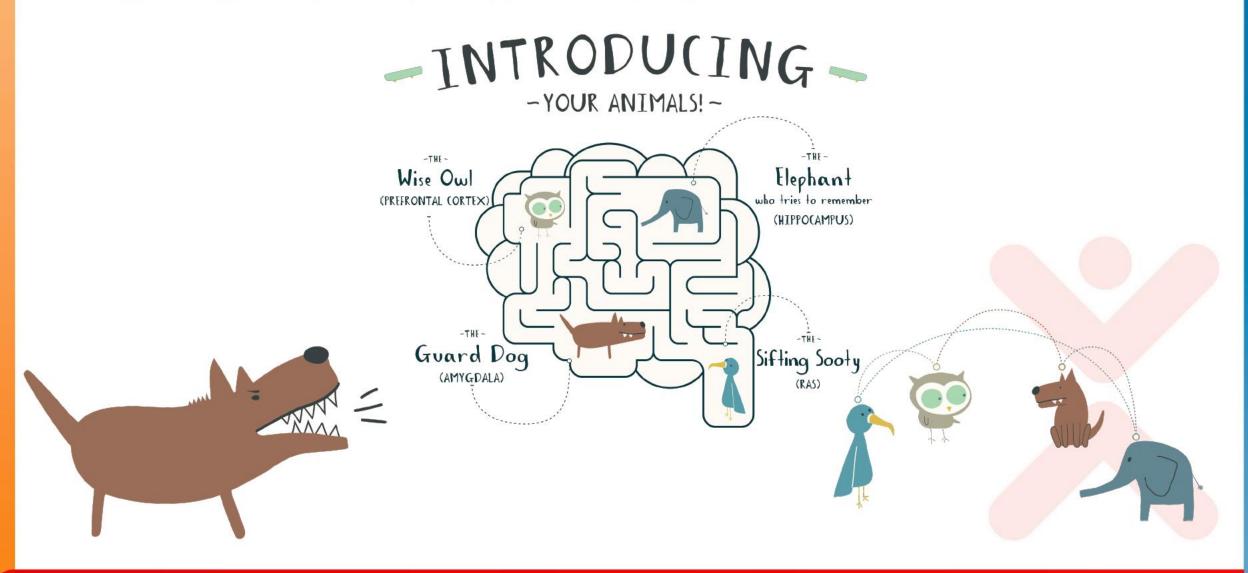
Making Pos. Ed Playful







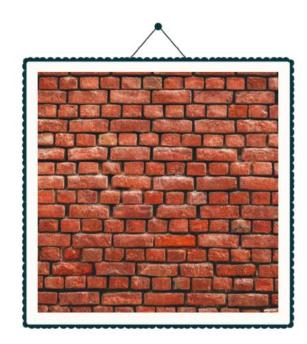
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#### **Takeaways**



Young and old LOVE a story! Picture books, autobiographies, made up stories, chapter books etc. all bring POS Ed alive

Poor mental health is serious, mental health education is NOT!

Positive education is not a spectator sport — fill your own cup





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## MAKING CONNECTIONS

Mrs Julie Brunckhorst Somerville House





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#### CONNECT

#### with:

- Our Principal and her vision
- Our Positive Wellbeing Framework
- Our Pastoral Care vision
- Our Sisters in the Sisters Connect program
- Our teachers
- Our families
- Ourselves
- Our Christian values
- Mindfulness Moments
- Our potential through a growth mindset
- Our wider community to serve others



#### Sample - Connection Events:

- Networking and Nourishment Breakfasts
- Themed Positive Wellbeing Days –
  Week 7 of each term i.e.
  Connect, Attitude of Gratitude, Dare to
  be Different, Thumbs up Thursday
- National Day of Action Against Bullying & Violence
- Positive Wellbeing Week -Week 2 Term 4





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# SISTERS CONNECT program

Connects	with
12	7
11	6
10	5
9	4
8	3

SISTERS CONNECT is designed to facilitate meaningful relationships, encouraging personal leadership through understanding and empathy. It is designed to assist building communication and team skills, and contribute to strong House spirit. Most of all, it is designed to help students **belong** to the warm culture within Somerville House.





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## MAKING CONNECTIONS





Julie Brunckhorst Somerville House

Positive Positive



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## Know Thy impact

Measuring Staff Wellbeing at Good Shepherd Lutheran College, NT.



## If you don't feed the teachers, they'll eat the kids.

- All staff surveyed in May & October each year
- Commenced in May 2015 (baseline)
- Anonymous survey
- Online delivery using 'Survey Methods'
- Survey open for 1 week
- Automatic reminders
- Generally a 70% response rate
- Raw data is protected
- Analysed using Microsoft Spreadsheet
- Full report distributed to all staff



#### **DEMOGRAPHIC DATA**

#### **WELLBEING OUTCOMES: Workplace PERMA-profiler**

- Positive and Negative emotions
- Engagement
- Relationships

- Meaning
- Accomplishment
- Health

#### **SELF-MOTIVATION:** Balanced Measure of Psychological Needs

- Autonomy
- Competence

Relatedness

#### **PATHWAYS TO WELLBEING: SEARCH framework**

- Strengths
- Emotional Management
- Attention and Awareness

- Relationships
- Coping
- Goals and Habits

(Kern, 2014)

(Sheldon & Hilpert, 2012)

(Rusk & Waters, 2015)

**OPEN-ENDED FEEDBACK** 



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Mary			Positive	Engageme nt	Relations	Meaning	Accomplis hment	Negative Emotions	Health	Lonelines s	Happiness	Competen	Autonomy	Relatedne ss	# Response S	Motivation
Whole College         Man         6,71         6,87         7,13         7,49         7,21         3,49         6,95         3,28         6,48         5,00         5,00           S.D.         1,86         2,26         2,09         1,77         1,91         2,48         2,20         2,95         2,12         0,00         0,00         0,00           Obat point (2) Oct 2015         Mean         6,35         6,80         6,95         7,19         7,04         4,54         6,36         3,06         6,85         6,17         5,59         N=107           Whole College         Median         7,00         7,00         7,00         7,00         7,00         7,00         7,00         7,00         7,00         7,00         7,00         7,00         7,00         7,00         6,00         0,08         0,18         no data         no			- 5	ᇤ	~	Σ	Ac _	Zü	_	۲	훈	ပိ ဗ	Αn	Ress	# & &	M
Whole College   S.D.	Data point (1) May 2015	_													•	
Data point (2) Oct 2015   Mean   6.35   6.80   6.95   7.19   7.04   4.54   6.36   3.06   6.85   6.17   5.59	Whole College														N=109	5.71
Man   6.35   6.80   6.95   7.19   7.04   4.54   6.36   3.06   6.85   6.17   5.59		S.D.										0.00	0.00			
Mean   6.35   6.80   6.95   7.19   7.04   4.54   6.36   3.06   6.85   6.17   5.59     S.D.   1.92   2.17   2.08   1.38   1.93   2.78   2.42   2.83   2.04   2.55   2.57     Median   7.00   7.00   7.00   7.00   7.00   4.00   7.00   2.00   7.00   7.00   6.00     Cohen's-d   -0.19   -0.03   -0.09   -0.16   -0.09   0.40   -0.26   -0.08   0.18   no data   no data     Mean   6.49   6.76   7.12   7.23   7.21   3.45   6.26   2.74   6.95   7.10   6.20     Median   7.00   7.00   7.00   8.00   7.00   7.00   2.00   7.00   7.00   7.00   2.00     Cohen's-d   0.07   -0.02   0.08   0.02   0.09   0.41   -0.04   -0.12   0.05   0.40   0.25     Median   7.00   7.00   7.00   8.00   7.00   7.00   7.00   7.00   7.00   7.00     Cohen's-d   0.07   -0.02   0.08   0.02   0.09   0.41   -0.04   -0.12   0.05   0.40   0.25     Data Point (4) Oct 2016	D-4		0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00					
S.D.   1.92   2.17   2.08   1.98   1.93   2.78   2.42   2.83   2.04   2.55   2.57	Data point (2) Oct 2015	Mean	6.35	6.80	6 95	7 10	7.04	4.54	6 36	3.06	6.85	6 17	5 50	Ì	N-107	6.24
Minole College															N=107	0.2
Cohemis-d   -0.19   -0.03   -0.09   -0.16   -0.09   0.40   -0.26   -0.08   0.18   no data   no data	Whole College	_ <del></del>														
Mean   6.49   6.76   7.12   7.23   7.21   3.45   6.26   2.74   6.95   7.10   6.20		Cohen's-d	-∩ 19	-0.03	-n ng	-0.16		0.40	-0.26	-0.08	0.18	no data	no data			
Mean   6.49   6.76   7.12   7.23   7.21   3.45   6.26   2.74   6.95   7.10   6.20	Data point (3) May 2016	Toolich's a	0.10	0.00	0.00	0.10	0.00	0.40	0.20	0.00	0.10	no data	no data			
Whole College         S.D.   2.08   2.28   1.98   1.94   1.97   2.49   2.55   2.52   2.07   2.06   2.42   2.00   7.0	(0,)	Mean	6.49	6.76	7.12	7.23	7.21	3.45	6.26	2.74	6.95	7.10	6.20		N 29	6.8
Median   7.00   7.00   7.00   8.00   7.00   7.00   2.00   7.00   2.00   7.00			2.08	2.28	1.98	1.94	1.97	2.49	2.55	2.52	2.07	2.06				
Name	Whole College	Median	7.00	7.00	7.00	8.00	7.00	3.00	7.00	2.00	7.00	7.00	7.00			
Name		Cohen's-d	0.07	-0.02	0.08	0.02	0.09	-0.41	-0.04	-0.12	0.05	0.40	0.25			
S.D.   1.84   2.01   1.95   1.73   1.55   2.43   2.44   2.64   1.85   2.04   2.38     Median   7.00   8.00   8.00   8.00   8.00   3.00   7.00   2.00   7.50   7.00   7.00     Cohen's-d   0.12   0.17   0.10   0.15   0.25   -0.04   0.12   0.03   0.16   0.01   0.02     Data Point (5) May 2017    Mean   6.61   7.04   7.24   7.41   7.35   3.42   6.42   2.88   7.11   6.93   6.04     S.D.   1.89   2.06   2.05   1.88   1.74   2.50   2.53   2.88   1.95   2.02   2.39     Median   7.00   7.00   8.00   8.00   8.00   8.00   3.00   7.00   2.00   7.00   7.00   6.00     Cohen's-d   -0.07   -0.04   -0.04   -0.06   -0.18   0.03   -0.06   0.02   -0.08   -0.10   -0.09      Data Point (6) Oct 2017    Mean   6.52   6.83   7.15   7.42   7.26   4.18   6.32   2.78   7.02   6.72   5.61     S.D.   1.78   2.05   1.94   1.68   1.67   2.82   2.49   2.68   1.85   2.20   2.47     Median   7.00   7.00   7.00   7.00   7.00   3.00   7.00   2.00   7.00   7.00   6.00      Cohen's-d   -0.05   -0.10   -0.04   0.01   -0.05   0.29   -0.04   -0.04   -0.04   -0.10   -0.18      Data Point (7) May 2018    Mean   6.39   6.86   6.99   7.40   7.07   3.74   6.37   2.75   6.95   6.83   5.88   7.37     Median   7.00   7.00   7.00   7.00   7.00   7.00   3.00   7.00   2.00   7.00   7.00   6.00   7.00     Median   7.00   7.00   7.00   7.00   7.00   3.00   7.00   2.00   7.00   7.00   6.00   7.00      Median   7.00   7	Data Point (4) Oct 2016													_		
Whole College         Median         7.00         8.00         8.00         8.00         8.00         3.00         7.00         2.00         7.50         7.00         7.00           Cohen's-d         0.12         0.17         0.10         0.15         0.25         -0.04         0.12         0.03         0.16         0.01         0.02           Data Point (5) May 2017           Whole College         Mean         6.61         7.04         7.24         7.41         7.35         3.42         6.42         2.88         7.11         6.93         6.04         N=106           S.D.         1.89         2.06         2.05         1.88         1.74         2.50         2.53         2.88         1.95         2.02         2.39           Median         7.00         7.00         8.00         8.00         8.00         3.00         7.00         2.00         7.00         6.00           Cohen's-d         -0.07         -0.04         -0.04         -0.06         -0.18         0.03         -0.06         0.02         -0.08         -0.10         -0.09           Whole College         Mean         6.52         6.83         7.15         7.42         7.26		Mean	6.74	7.12	7.32	7.51	7.65	3.35	6.57	2.82	7.26	7.13	6.25		N=131	6.8
Median   7.00   8.00   8.00   8.00   3.00   7.00   2.00   7.50   7.00	Whale Callena	S.D.	1.84	2.01	1.95	1.73	1.55	2.43	2.44	2.64	1.85	2.04	2.38			
Name	whole College	Median	7.00	8.00	8.00	8.00	8.00	3.00	7.00	2.00	7.50	7.00	7.00			
Whole College         Mean S.D.   1.89   2.06   2.05   1.88   1.74   2.50   2.53   2.88   1.95   2.02   2.39   2.02   2.39   2.06   2.05   1.88   1.74   2.50   2.53   2.88   1.95   2.02   2.39   2.00		Cohen's-d	0.12	0.17	0.10	0.15	0.25	-0.04	0.12	0.03	0.16	0.01	0.02			
Whole College         S.D.         1.89         2.06         2.05         1.88         1.74         2.50         2.53         2.88         1.95         2.02         2.39           Median         7.00         7.00         8.00         8.00         8.00         3.00         7.00         2.00         7.00         7.00         6.00           Cohen's-d         -0.07         -0.04         -0.04         -0.06         -0.18         0.03         -0.06         0.02         -0.08         -0.10         -0.09           Whole College           Mean         6.52         6.83         7.15         7.42         7.26         4.18         6.32         2.78         7.02         6.72         5.61         N=109           Whole College         Median         7.00         7.00         7.00         7.00         7.00         7.00         3.00         7.00         2.08         1.85         2.20         2.47           Whole College         Mean         6.39         6.86         6.99         7.40         7.07         3.74         6.37         2.75         6.95         6.83         5.88         7.37         N=106           Whole College         Median<	Data Point (5) May 2017													•		
Whole College         Median         7.00         7.00         8.00         8.00         8.00         3.00         7.00         7.00         7.00         6.00           Cohen's-d         -0.07         -0.04         -0.04         -0.06         -0.18         0.03         -0.06         0.02         -0.08         -0.10         -0.09           Data Point (6) Oct 2017           Whole College         Mean         6.52         6.83         7.15         7.42         7.26         4.18         6.32         2.78         7.02         6.72         5.61         N=109           Whole College         Median         7.00				7.04		7.41					7.11		6.04		N=106	6.7
Median   7.00   7.00   8.00   8.00   8.00   3.00   7.00   2.00   7.00   7.00   6.00	Whole College															
Data Point (6) Oct 2017           Whole College         Mean (5.52) (6.83) (7.15) (7.42) (7.26) (4.18) (6.32) (2.78) (7.02) (6.72) (5.61) (5.D. (1.78) (2.05) (1.94) (1.68) (1.67) (2.82) (2.49) (2.68) (1.85) (2.20) (2.47) (2.4	Whole College	Median	7.00	7.00	8.00	8.00	8.00	3.00	7.00	2.00	7.00	7.00	6.00			
Whole College         Mean         6.52         6.83         7.15         7.42         7.26         4.18         6.32         2.78         7.02         6.72         5.61         N=109           S.D.         1.78         2.05         1.94         1.68         1.67         2.82         2.49         2.68         1.85         2.20         2.47           Median         7.00         7.00         7.00         7.00         3.00         7.00         2.00         7.00         7.00         6.00           Cohen's-d         -0.05         -0.10         -0.04         0.01         -0.05         0.29         -0.04         -0.04         -0.10         -0.18           Whole College         Mean         6.39         6.86         6.99         7.40         7.07         3.74         6.37         2.75         6.95         6.83         5.88         7.37         N=106           Whole College         Median         7.00		Cohen's-d	-0.07	-0.04	-0.04	-0.06	-0.18	0.03	-0.06	0.02	-0.08	-0.10	-0.09			
Whole College         S.D.         1.78         2.05         1.94         1.68         1.67         2.82         2.49         2.68         1.85         2.20         2.47           Median         7.00         7.00         7.00         7.00         3.00         7.00         2.00         7.00         6.00           Cohen's-d         -0.05         -0.10         -0.04         0.01         -0.05         0.29         -0.04         -0.04         -0.10         -0.18           Data Point (7) May 2018           Mean         6.39         6.86         6.99         7.40         7.07         3.74         6.37         2.75         6.95         6.83         5.88         7.37         N=106           S.D.         2.01         2.15         1.96         1.86         1.87         2.47         2.51         2.41         2.00         1.98         2.50         2.53           Median         7.00	Data Point (6) Oct 2017													ı		
Whole College         Median         7.00         7.00         7.00         7.00         7.00         7.00         7.00         7.00         7.00         7.00         7.00         7.00         7.00         7.00         7.00         7.00         6.00           Cohen's-d         -0.05         -0.10         -0.04         0.01         -0.05         0.29         -0.04         -0.04         -0.10         -0.18           Data Point (7) May 2018           Mean         6.39         6.86         6.99         7.40         7.07         3.74         6.37         2.75         6.95         6.83         5.88         7.37         N=106           S.D.         2.01         2.15         1.96         1.86         1.87         2.47         2.51         2.41         2.00         1.98         2.50         2.53           Median         7.00															N=109	6.4
Median   7.00   7.00   7.00   7.00   7.00   7.00   7.00   7.00   2.00   7.00   7.00   6.00	Whole College															
Data Point (7) May 2018       Whole College       Median     6.39     6.86     6.99     7.40     7.07     3.74     6.37     2.75     6.95     6.83     5.88     7.37     N=106       S.D.     2.01     2.15     1.96     1.86     1.87     2.47     2.51     2.41     2.00     1.98     2.50     2.53       Median     7.00     7.00     7.00     7.00     3.00     7.00     2.00     7.00     7.00     6.00     7.00		Median		7.00		7.00	7.00	3.00	7.00	2.00	7.00	7.00	6.00			
Whole College         Mean         6.39         6.86         6.99         7.40         7.07         3.74         6.37         2.75         6.95         6.83         5.88         7.37         N=106           S.D.         2.01         2.15         1.96         1.86         1.87         2.47         2.51         2.41         2.00         1.98         2.50         2.53           Median         7.00         7.00         7.00         7.00         3.00         7.00         2.00         7.00         6.00         7.00		Cohen's-d	-0.05	-0.10	-0.04	0.01	-0.05	0.29	-0.04	-0.04	-0.04	-0.10	-0.18			
Whole College         S.D.         2.01         2.15         1.96         1.86         1.87         2.47         2.51         2.41         2.00         1.98         2.50         2.53           Median         7.00         7.00         7.00         7.00         3.00         7.00         2.00         7.00         7.00         6.00         7.00	Data Point (7) May 2018	Maar		0.00	0.00	7.40	7.07	2.74		0.75	0.05	0.00	F 00	7.07	IN 400	
Whole College         Median         7.00         7.00         7.00         7.00         7.00         3.00         7.00         2.00         7.00         7.00         6.00         7.00															IN=106	6.6
	Whole College														1	
															1	

#### **Degrees of practical significance**

#### **0.2** = small practical significance

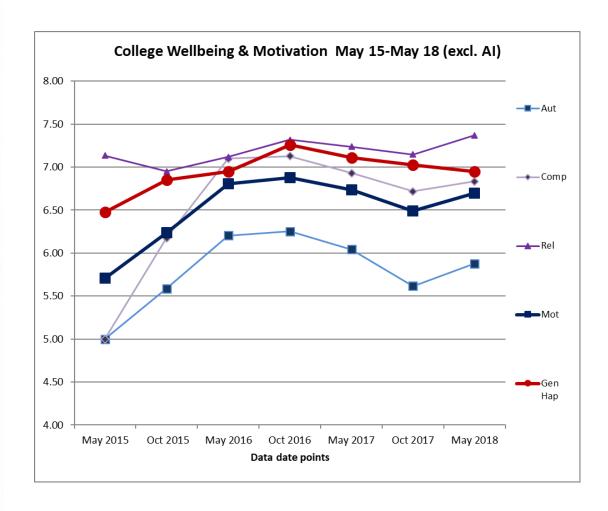
A real effect but which you can only see through careful study (such as this survey).

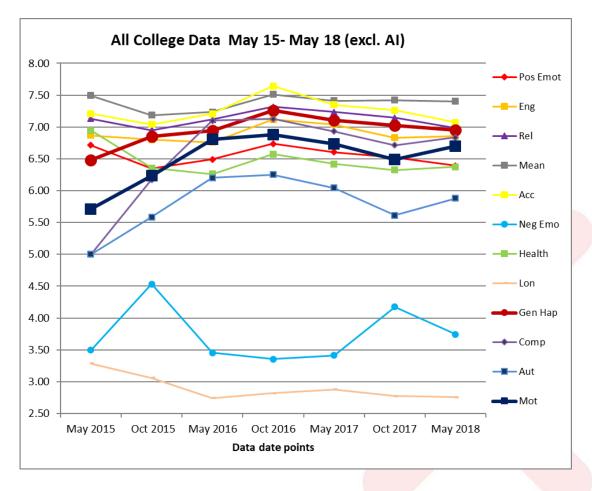
#### 0.5= medium practical significance

#### 0.8 = large practical significance

A 'large' effect size is an effect which is big or consistent enough, that you may be able to see it 'with the naked eye'. A large effect size is one which is very substantial.









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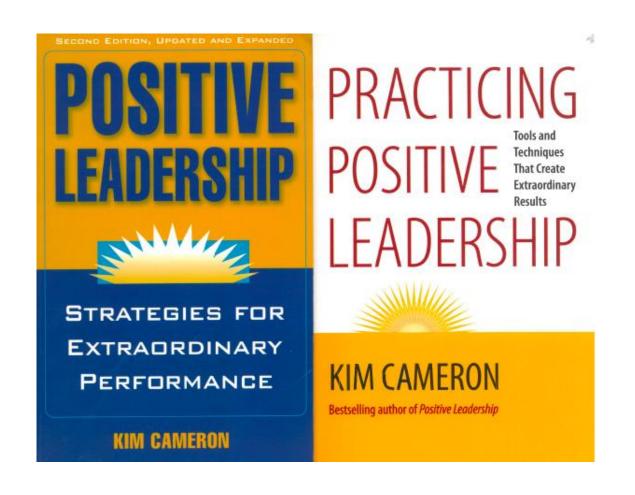


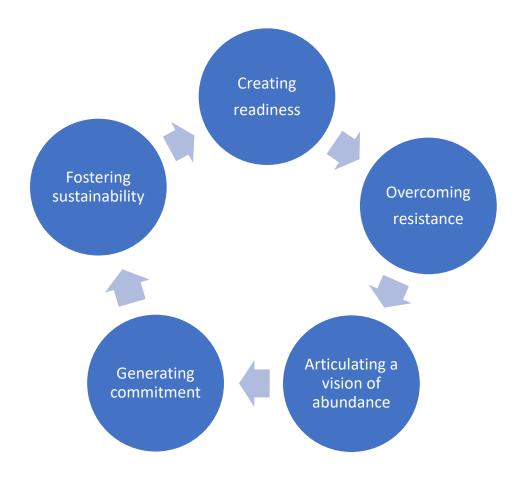
Towards Flourishing: Beginning with Positive Leadership

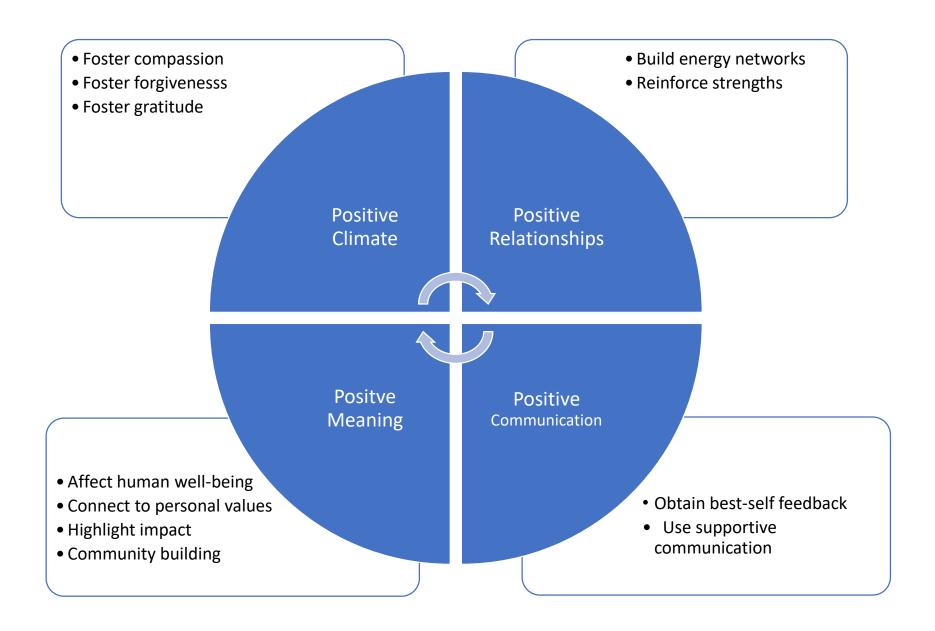
Kathryn Netherwood Lance Holt School Fremantle, WA

kathryn@lanceholtschool.wa.edu.au

## Positive Leadership is key to building Positive Education in a school context (Seligman, 2011)







## Takeaways

Positive Climate	Positive Relationships
Compassion: collective noticing, collective feeling & collective responding Forgiveness: actively replace negative with positive feelings Gratitude: Gratitude Visits, Gratitude Cards, Gratitude Letter & Gratitude Journals	Positive Leadership with Strengths Supporting others to use their strengths Strengths spotting Using strengths in the workplace Positive energisers
Positive Meaning	Positive Communication
Staff Collegiality Staff Professional Learning Staff Wellbeing Personal Management Interview (Cameron, 2012)	<ul> <li>Using affirmative and supportive language</li> <li>Review Artifacts (Policies, Documentation)</li> <li>Website, Newsletters, Correspondence</li> <li>Parent Teacher Meetings and Communication</li> <li>Student Reports</li> </ul>



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## BELONG LEARN GROW PESA NATIONAL CONFERENCE 2019

Growing well-being literacy through inquiry-based learning programs



#### MELINDA WILSON

- Master of Applied Positive Psychology
- 10+ years in well-being
- 25+ years teacher (secondary science, Biology)
- Positive education teacher and curriculum developer





• Germination-Edu

How an inquiry-based learning framework aligns with positive education to engage students and improve well-being

<u>This Photo</u> <u>CC BY-SA</u>



New ways to learn

Inquiry-based learning is a constructivist pedagogy

Increased well-being literacy

Improved engagement

Greater well-being

21st Century learners prefer construct not instruct



# Inquiry-based learning positive education programs

- ✓ Engagement and learning
- ✓ Context
- ✓ Critical thinking
- ✓ Academic rigor
- ✓ Differentiation
- ✓ Collaboration
- ✓ Resource friendly

AUTONOMY Share inquiry Research inquir The Basic Cycle project topic WELLBEING **Inquiry Learning** COMPETENCE RELATEDNESS Document presentation method Collate learning nowledge/skil PERMA/ EPOCH engagement achievement perseverance connectedness happiness autonomy

entify a topic of

interest

and generate

nquiry question

Inquiry-based learning encourages students to meet well-being goals in order to flourish



# Inquiry-based positive education:

quick method

- Measure first
- Set goals
- Target group
- Decide on method
  - Provocation: what is my passion
  - Class time: critical thinking, perseverance
  - Exhibition: consolidate learning increase literacy, accomplishment
  - Reflect
- Measure again.



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# HOW TO INSPIRE POSITIVE GROWTH WITH OUR STAFF, STUDENTS & PARENTS

(KEEPING IN MIND OUR EVER- PRESENT NEGATIVE BIAS)?





## BELONG LEARN GROW PESA NATIONAL CONFERENCE 2019

SARAH MANGELSDORF
MGC,GCRM,BED
SARAHMANGELSDORF.COM

#### Positive Growth Anyway

- NEGATIVE BIAS AIMS TO KEEP US SAFE
- JUST NOT VERY USEFUL GIVING NEW THINGS A CRACK & STEPPING OUT OF OUR COMFORT CIRCLE
- WE GAIN CONFIDENCE BY DOING (NOT THINKING WE CAN!)
- OUR CHOICE NOW/FOR THIS DAY/MOMENT, DO WE WANT TO GO INTO

**BIRD MANAGEMENT** 

OR

DOING WHAT MATTERS TO US ANYWAY?



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## How - Practical **TAKEAWAYS**

- HAVE STUDENTS IMAGINE ONE OF THEIR PASSIONS/INTERESTS
- SHARE YOURS AND WHAT YOUR MIND TELLS YOU. CONNECTION IS VITAL
- **ARE YOU WILLING TO ALLOW XYZ** (UNCOMFORTABLE FEELINGS OR THOSE

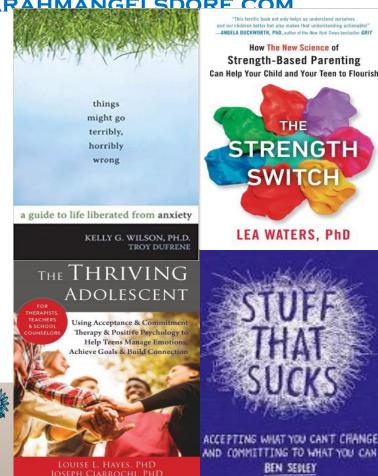
PESKY CORELLAS) IN ORDER TO DO





#### SARAH MANGELSDORF MGC,GCRM,BED

SARAHMANGEI SDORF COM





Alice Peel

Julie Brunckhorst

Darren Boyce

Kathryn Netherwood

Melinda Wilson

Sarah Mangelsdorf

Shelley Martin

Kate Prowd





# Educating Parents in the Science of Wellbeing with the Help of the School's Parents & Friends Association

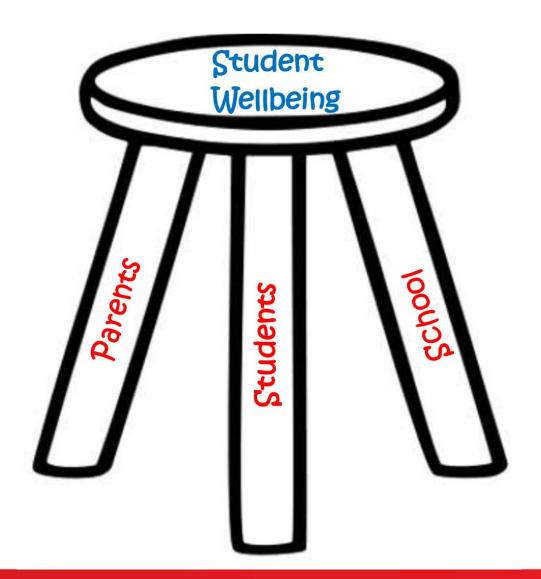


Shelley Martin
All Hallows' School

shelley.martin@ahs.qld.edu.au www.ahs.com.au



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In partnership with the All Hallows'
Parents & Friends Association (P&F)
our school has facilitated parent
education using quality presenters:



- Pr Donna Cross
- Dr Justin Coulson
- Andrew Fuller
- Michele Chevalley-Hedge





Professor Donna Cross

'More Than a Deep Breath'

Venue: Claver Theatre Time: 7:00pm

Tickets: \$10





## Take Away Messages

- 1. Leverage your parent group to access parents
- 2. Link your parent education program to your strategic framework and wellbeing data
- 3. Be prepared to charge parents to assist with cost
- 4. Choose high calibre presenters



Alice Peel

Julie Brunckhorst

Darren Boyce

Kathryn Netherwood

Melinda Wilson

Sarah Mangelsdorf

Shelley Martin

Kate Prowd





## Walk'n'talk coaching

Activating the body and brain for Pos Ed coaching for teens

Kate Prowd
Wellbeing Coordinator
Peninsula Grammar





## Walk'n'talk coaching

Activating the body and brain for Pos Ed coaching for teens







## Take ownership of your life

30 minute Walk 'n' Talk Personalised Coaching

Lunchtime, after school, or study period.

Mon, Tues or Thursday

TJOyce@peninsulagrammar.vic.edu.au





## Key take-aways

- Most teenagers today have too much sedentary time
- Physical activity helps us manage emotions, improve focus, make better decisions, and counter depression & addictions
- Give teens ownership & autonomy for their choices
- Help clarify smallest steps required to move forward
- Celebrate the wins



Alice Peel

Julie Brunckhorst

Darren Boyce

Kathryn Netherwood

Melinda Wilson

Sarah Mangelsdorf

Shelley Martin

Kate Prowd





## BELONG LEARN GROW PESA NATIONAL CONFERENCE 2019



BRENDON FOGARTY - THE OUTDOOR EDUCATION GROUP

DEVELOPING POSITIVE EDUCATION IN OUTDOOR LEARNING



AN INCREASED FOCUS ON STUDENT CENTRED LEARNING HAS ARRIVED AT AN UNDERSTANDING OF THE IMPORTANCE OF THE WELL-BEING, RESILIENCE AND MENTAL HEALTH OF CHILDREN AND YOUNG PEOPLE.

IN 2018, THE OUTDOOR EDUCATION GROUP RAN A PILOT PROJECT TO DEVELOP AND MEASURE EVIDENCE BASED OUTDOOR EDUCATION. WORKING WITH DANIELA FALECKI AND DR SUZY GREEN FROM THE POSITIVITY INSTITUTE, OEG USED THE MTQ48 MEASURE OF MENTAL TOUGHNESS TO DETERMINE WHETHER THE SKILLS LEARNED THROUGH EXPERIENTIAL LEARNING IN THE OUTDOORS CAN PRODUCE DEMONSTRABLE MINDSET CHANGES AND MOST IMPORTANTLY BE TRANSFERRED TO LIFE AFTERWARDS. THE FINDINGS FROM A 30 DAY EXPEDITION FOR YEAR 9 GIRLS INDICATES A SHIFT IN MENTAL TOUGHNESS.

PREPARED BY THE OUTDOOR EDUCATION GROUI

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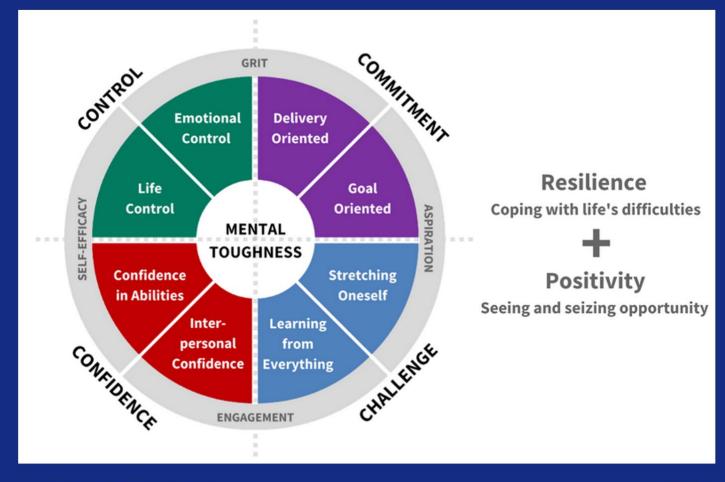
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PostTrek

#### BELONG LEARN GROW PESA NATIONAL CONFERENCE 2019



## THE FINDINGS: POST TREK

Overall Mental Toughness Survey Scores Compared to Normal Distribution

