



# Invitational Education FORUM

Newsletter of the International Alliance  
for Invitational Education



## Special points of interest:

- **Local Initiatives**
- **New Member**

## Resources

- **Present a Regional Conference**

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**32nd Annual  
World Conference**

Oct. 29 - Nov. 1, 2014  
Sheraton Music City  
Hotel  
Nashville, TN

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## IAIE Grassroots Take Spring Growth Spurt

"Think globally, but act locally" declare many schools, businesses and governments. Members of the International Alliance of Invitational Education (IAIE) wholeheartedly embody this message.



*Tim Cusack's Hong Kong Training; page 5.*

Local groups are sowing the seeds of Invitational Theory and Practice (ITP) in home soil and reaping a harvest with a global impact.

In schools from China to the United States and from Canada to South Africa, local educators explore Invitational Education (IE) to expand human potential. Although their methods vary, these schools worldwide intentionally apply trust, respect, optimism and care locally so their stakeholders will thrive in a global society.

A stellar example of local IAIE growth is found in Hong Kong, China. From a small seed planted by Dr. Peter Wong in a few schools, local HK educators developed the Hong Kong IAIE International Center. The Center's programs now reach across Asia to mainland China, Singapore and Thailand. The International Center has hosted two World Conferences for IAIE. Their guidelines proclaim, "The major duty of the educator is to construct an environment which promotes the learner's basic tendency to grow beyond his or her present understanding of the world."

Twelve time zones to the east, a core group of educators in Ohio created the first local chapter of IAIE in the United States. Dr. Barb Hansen and former IAIE Executive Director Sue Bowen grew local interest in IE to form the Ohio Chapter. The Ohio Chapter supports schools on their journey to implement IE. They, too, have hosted a World Conference for IAIE. This spring Ohio is cultivating the growth of two new US chapters in their neighboring states of Kentucky and West Virginia.

Cabell County West Virginia Superintendent and IAIE member William Smith writes, "There is power in an effective professional learning community who understands that we are all in this together. We are not passengers along for the ride. We are the crew." IAIE members in Cabell County sponsor IAIE student exchange programs with Hong Kong schools and will present an IE teacher institute in July.

"The world is waiting for inviting climates to become the norm instead of the exception," said current IAIE Executive Director Joan Fretz. "All it takes is a small group of optimistic people working together in every town, to create a tomorrow in which we will all realize our potential."

## A Greeting from Joan R. Fretz, Executive Director



Dear Members,

It gives me great pleasure to greet you as IAIE's new Executive Director. Please join me in welcoming Vickie Linville as our new IAIE FORUM editor. You will receive four FORUM issues each year. Please send Vickie news and articles to include in a future issue.

2014 will be an exciting year of growth for IAIE as we implement many new initiatives. Our new motto is **"Promoting Positive Climates for Learning, Leading and Living."**

This issue of the Forum provides information about some of the local Invitational Education initiatives that are happening all over the world. Sharing information about IE through local workshops and regional events is the best way for us to share the benefits of Invitational Education and gain new members. Feel free to contact the IAIE members who are featured in this issue to find out how you can help IE grow in your region.

The IAIE website is being redesigned and expanded so that we can add an online bookstore, simplified membership renewal and conference registration, an online discussion forum, a membership directory, and a special IE Member Resources section. I will update you by email as these features are added.

Our new Member Resources now include Invitational Education activities and other resources to use with adults and students. I hope you enjoy the sample resources that are included in this issue of the FORUM and invite you to submit some of your favorites to be included in our online catalogue.

Please do not hesitate to call or email me with any questions or ideas that you may have. Together we will help organizations around the globe to use Invitational Education to create, sustain and enhance a positive climate so that the organization and all of its stakeholders will realize their full potential.

Best Wishes,

Joan Fretz

重要信息 Important Information:

### [2014 IAIE World Conference Update](#)

***Transforming Schools With Invitational Education:***

**Optimal Climate—Optimal Results: Oct. 29—Nov. 1, 2014**

**Call for Proposals for Presentations and Papers!**

**Submit your session proposal by April 30, 2014!**

[Proposal Application Form](#)



## Where in the World Will the 2015 and 2016 IAIE World Conferences Be Held?

For guidance on growing IE in your town or state, contact Barbara Hansen, State Coordinator Chair at:  
[bhansen@muskingum.edu](mailto:bhansen@muskingum.edu)



## Recruiting Mania!!!! Have You Caught It?

### Invitational Education in Cabell County West Virginia USA

By: Allyson Schoenlein

IAIE initiatives are blooming this spring in Cabell County Schools, located in Huntington, West Virginia. IAIE membership has reached an all time high of 37 staff members. Based on recent growth, Cabell is applying to IAIE for chapter status.

Two schools in Cabell will host exchange visits from Hong Kong schools this year. Huntington High School will again host a group from the Ling Liang Church M H Lau Secondary School. Last year a group of students and staff from HHS completed the circle of friendship by visiting LLCMHLSS in Hong Kong.

Davis Creek Elementary will soon also host its first group of guests from Tai Po Old Market Primary School in Plover Cove. TPOMPSPC has visited other Cabell schools in recent years, including Southside Elementary. Bonds between these schools continue to thrive and enrich Cabell's students, families and classrooms.

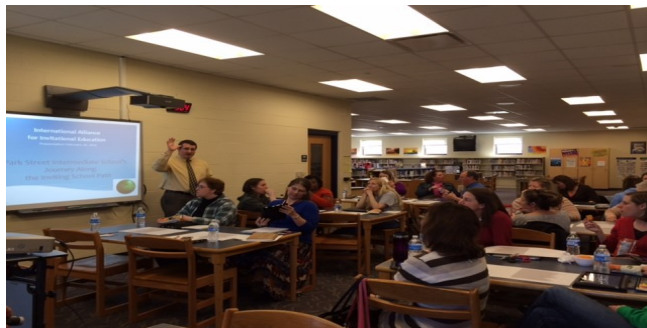
In addition to the school exchanges, Cabell promotes professional development based on Invitational Theory and Practices. For example, future administrators are studying *The Fundamentals of Invitational Education* to develop their thinking about positive school culture. Also, ITP will be one of 3 main strands in the district's Summer Institute for teachers. The Institute will be held July 28, 29 and 30. Teachers from neighboring states may also attend by paying a modest registration fee.

For more information on the Institute or other Cabell programs and projects, contact Allyson Schoenlein at [aschoenl@access.k12.wv.us](mailto:aschoenl@access.k12.wv.us)

***"It's time for school leaders to put a priority on awareness of their schools' emotional climates."***

Feb. 19th Education Week article,

["Why Recognizing Emotions Is a School Leadership Necessity."](#)



Above: Park Street Intermediate Principal, Clint Rardon, works with staff members in Grove City, OH, where the Ohio Chapter had gone to present the results of IE research conducted at this school.

### Ohio Chapter's Initiatives

By: Barbara Hansen

Ohio led the way in 2007, organizing the first Pilot Chapter for IAIE in the U.S. The Board of Trustees granted two years of pilot status to a small group of Ohio IE advocates, sponsored by Muskingum University, New Concord, Ohio. The group was asked to make annual progress reports to the Board for two years, after which time the Trustees acknowledged their success and removed the pilot status. As a sponsor of the Ohio Chapter, Muskingum University has earned the Inviting School Award as well as the Paula Helen Stanley Fidelity Award and the Stafford Leadership Award. The Chapter has been very active in advancing the mission of IAIE through its work with the Inviting School Award, hosting the 2010 IAIE Conference in Columbus, winning a research award from the Alliance, and working with local Ohio Schools to complete the Inviting School Award process.

The chapter's most recent work with a school was a 2014 presentation to the Park Street Intermediate staff to present the results of the research conducted at their school last year. The study investigated the steps in their IE journey.

#### Noteworthy:

"Traditional efforts to improve schools tend to tinker with current practices and introduce narrow-band new initiatives and practices. This is well illustrated by the **What Works Clearinghouse.**" — **Center for Mental Health in Schools, 2014** Howard Aelman and Linda Taylor

## An Invitation to Learn, Teach and Lead

By: Angela Miller



Invitational Education has been an integral part of my learning, teaching and leading for over a decade. I was first introduced to IAIE in 2000 when I was serving as a leadership team member at the Jessamine Early Learning Village (JELV) in Wilmore, KY. At that point I was intrigued and quickly hooked. I began reading everything I could get my hands on about IAIE and sharing what I learned with colleagues, friends and family!

I was among a team of 3 that was invited to Anchors Kindergarten in Hong Kong in 2008 and again in 2012. The trips provided me, with opportunities to mentor teach, provide professional developments for staff and parent workshops. It also allowed us to make new friends who also embraced the philosophy of Invitational Education. We learned so much from this teacher exchange opportunity.

In November 2013, I was contacted by Ken Wright about an opportunity to host 12 students and 2 teachers from Hong Kong.



I did not hesitate to share this prospect with my principal, Mrs. McNeal. She enthusiastically said our brand new school and staff would open our doors, homes and hearts to this group of students. It took no time for 6 willing families to offer their homes to the students. My husband, Adam, and I were also very excited to welcome the 2 teachers into our home. Along with the administrative team, teaching staff and families, I fervently planned for their arrival, activities during their stay and events that would occur during the school day.



On Monday, January 20, armed with welcome signs, myself, 6 families and other staff members eagerly awaited the arrival of our visitors from Hong Kong. The plane was delayed due to inclement weather, but the excitement could not be contained! As the students and teachers descended the steps, they were greeted with cheers, hugs, hellos, and camera flashes. The weather did not cooperate the week of visitors stay. However, the week was full of firsts for our visitors. The students and teachers from Hong Kong experienced their 1<sup>st</sup> snowfall, 1<sup>st</sup> snowball fights, 1<sup>st</sup> snow sledding, 1<sup>st</sup> snow cream and 1<sup>st</sup> time to build a snowman. It also provided our students opportunities to build friendships. We bonded and made connections despite not attending school. Even with sub-zero temperatures, snow and ice, we attended “pre-tend” school complete with lessons in music, art, literacy and social studies. The day prior to their departure, the weather cooperated and schools were open! The exchange students were able to share about their school, families, homes and Hong Kong with our students.



Prior to their departure, the exchange students, teachers, host families and myself were able to meet, greet and share with the Jessamine County Board of Education about our incredible week-long experience. This also provided an opportunity for our superintendent to reiterate her interest in becoming a charter chapter and her desire to host more students at all levels.

The morning of our visitor’s departure reminded me that the heart of Invitational Education is the intentionality of people. The idea that everyone and everything around the school adds to the educative process was displayed beautifully by our students, staff and host families! The stay may have been short in length, but the friendships and memories created will last a lifetime!



As I reflect on the past decade, I have realized that Invitational Education begins and ends with people. It is the Invitational Learning model, developed by William Purkey and Betty Siegel more than thirty years ago, that I embrace daily, bringing enthusiasm to my learning, teaching and leading.

## Spotlight on IAIE Hong Kong: Tim Cusack Inspires Hong Kong Students and Teachers to Create Positive Learning and Work Environments



IAIE Hong Kong became an international center of IAIE in 2004 and has grown exponentially by inviting schools to create positive climates through IE workshops and conferences, school visits, cultural exchange programs and other services. In the 2012-13 school year, the IAIE HK Center had 73 active member schools, including 4 kindergartens, 14 primary, 18 secondary and 7 special schools in Hong Kong as well as 30 schools in other districts of Mainland China.

In January of 2014, motivational speaker Tim Cusack toured numerous schools in Hong Kong to challenge large groups of students and educators to work together and create an optimal learning environment for both staff and students. In his trademark style of using humor and stories to relay important ideas, Tim told students, *"You are your school culture. You are what you want your school to be. So, you don't need an adult to tell you how to treat each other."*

Tim was very impressed with all the students he met. *"They were receptive, respectful, very bright and astute."* One international school had students from all over the world, speaking 15 different languages.

One of Tim's important messages to teachers was to realize that *"Who we are is what we bring to what we do."* He encouraged them to ask themselves, *"Who is showing up to teach everyday?"* He explained, *"Whether you are feeling positive, tired, excited or frustrated, that is who is teaching."* The teachers learned about the importance of self-care so they can bring their best to school everyday. *"You can try to fake it,"* Tim noted, *"but kids can always see right through it. They can pinpoint exactly what you do and say when you are feeling frustrated or excited."*

IAIE is proud to announce that Tim Cusack will be a keynote speaker at the IAIE World Conference in Nashville, Tennessee on October 29<sup>th</sup> through November 1<sup>st</sup>. Don't miss this exciting opportunity to learn from Tim and other school climate experts. Conference details will be available shortly.

Please enjoy this recent post to Tim Cusack's website, *"The Ripple Effect of Spontaneous Generosity"* <http://bit.ly/1bPiXrg>. To view photos from this workshop, visit: [Peter Kai Hung Wong's Highlights](#).

**IAIE**



### US Host Schools Needed for USA/Hong Kong Student Exchange Visit Program 2014-15

If you are interested in the IAIE HK Exchange Program, download and complete the [Interest Form](#), or contact Ken Wright, Coordinator IAIE HK Project Exchange Program at [kenwright2@bellsouth.net](mailto:kenwright2@bellsouth.net). Remember that this program is dedicated to 'Developing Friendships and Global Citizens for a More Inviting World.'

### Nominations for William Stafford Leadership Award

The William Stafford Leadership Award will be presented at the 2014 IAIE World Conference in Nashville, TN. To nominate someone, please email your nominee (must have a minimum of three years distinguished service and leadership to IAIE) to [clio.chan@creativeprisich.edu.hk](mailto:clio.chan@creativeprisich.edu.hk) or send a letter to Creative Primary School, 2A Oxford Road, Kowloon Tong, Kowloon, Hong Kong, China. Attn: Clio Chan, with highlights of the nominee's service and leadership to the alliance. The due date for nominations is May 15, 2014.



## **Announcing a new IAIE Member Benefit: IAIE's New Member Resources Online Invitational Education Activities and Materials**

A brand new benefit for IAIE members is access to free online activities, to be used with adults in professional development workshops and students in your classroom. Each month, new activities, materials and videos will be added to the member resources. Members will be able to access these resources on the IAIE website with a special user name and password. All IAIE members are invited to contribute activities to share.

Here are some member resources that are currently on the IAIE website homepage, as a preview. Just click on the link below each title, print and try out these great activities. Our thanks go to IAIE member Judy Lehr Guarino who generously shared these resources from her book, *Schools Without Fear*, which is currently out of print. Visit the IAIE website at [www.invitationaleducation.net](http://www.invitationaleducation.net) for new member resources each month!

### **Levels of Functioning**

[http://invitationaleducation.net/members/activities/levels\\_functioning.pdf](http://invitationaleducation.net/members/activities/levels_functioning.pdf)

IAIE identifies four levels of personal and professional functioning. Our actions are either inviting or disinviting and they are either intentional or unintentional. This exercise begins with time for reflection on personal experiences at each level. It is followed by guided discussion of the four levels based on those personal experiences.



IAIE



### **The Human Graph**

<http://invitationaleducation.net/members/activities/humangraph.pdf>

Linked closely to Levels of Functioning, this exercise examines 5 scenarios. Participants determine whether they depict intentional or unintentional actions and whether they depict inviting or disinviting behaviors. Signs listing the four levels are posted on a wall as a continuum. After each scenario is read aloud, participants move to stand next to the sign they believe best matches the scenario. Participants discuss the theoretical perspective for their selections.

### **Process for Submitting an IAIE Member Resource:**

IAIE members are invited to share their favorite Invitational Education activities, resources, quotes, charts, etc. with our colleagues worldwide. Each item submitted should have a direct connection to Invitational Education. The purpose of the activities is to help adults and/or students experience and practice Invitational Education concepts, encourage use, and deepen understanding. You may submit original activities or resources that you have permission to share. Submissions may be sent by email or regular mail. Please visit the home page of the IAIE website at [www.invitationaleducation.net](http://www.invitationaleducation.net) for instructions on how to submit your activity/resource to our online collection. Thank you for your contribution to the IAIE Member Resources! Your activity/resource will be traveling all over the world!

## State Coordinators

By Barbara Hansen



Work has begun with the state coordinators whose role it is to welcome new IAIE members in their respective states and to encourage the growth of IE in their state. State Coordinator Chair, Barb Hansen, has contacted current state coordinators and is seeking coordinators in states that do not yet have a person named as their coordinator. As a strategy to encourage growth of IE within the states, the trustees have asked Hansen to draft guidelines for the establishment of chapters. Once the guidelines are approved, state coordinators will be asked to assist in identifying possible clusters of members who might be interested in more formally organizing themselves.



## George Commission on Women and the Georgia Women's Institute Honor Dr. Betty L. Siegel

On Saturday, February 15, 2014 Dr. Betty L. Siegel was honored as the inaugural recipient of the Emily B. Grigsby Award "For a Lifetime of Inspiration and Achievement." In December, Dr. Siegel was recognized by the American Clergy Leadership Conference with the True Family Values Award for her "exemplary standard of living for the sake of others" and for inspiring others to fulfill their God-given potential. The awards ceremony was held in Chicago at their national conference. Dr. Siegel continues her academic activities with recent publications, and in April she travels to South Africa to present a paper at the 14<sup>th</sup> International Winelands Conference held in Stellenbosch: *Innovation for the Urban Age*. Her paper deals with the role of the university in addressing the increasing complex problems attending rapid urbanization.

Dr. Siegel was president of Kennesaw State University for 25 years, and at her retirement in 2006, was the longest serving woman president of a public university or college in the country. Among her many honors, she was the first recipient of the University of Florida's Distinguished Teacher Award, the Florida State University's Louis Bender Award for Outstanding Scholarship in Higher Education, the University of North Carolina's Peabody Award for Distinguished Service to the Field of Education, and the Chattahoochee Legacy Award for Distinguished Service to the State of Georgia. Recipient of seven honorary doctorates, she currently holds the Endowed Chair for Leadership, Ethics and Character in the Siegel Institute at Kennesaw State University and is co-founder of the International Alliance for Invitational Education, a movement focused on enhancing the learning environment of schools and colleges. Dr. Siegel is a frequent presenter at national and international conferences on global ethical leadership in service of the common good.

### Speaking of Inviting . . .

"It is not unusual that one person would become passionate about a new concept, and that is what often happens with Invitational Education. However, when 3-4 passionate people get together, forming a critical mass, that is when we see growth and determination to move the story of Invitational Education forward." (Barb Hansen)

The 32nd Annual International Alliance for Invitational Education 2014 World Conference will be held Wednesday, Oct. 29th-Friday, Nov. 1st, 2014 at the Sheraton Music City Hotel in Nashville, Tennessee. Please submit your [session proposal](#) by April 30th.

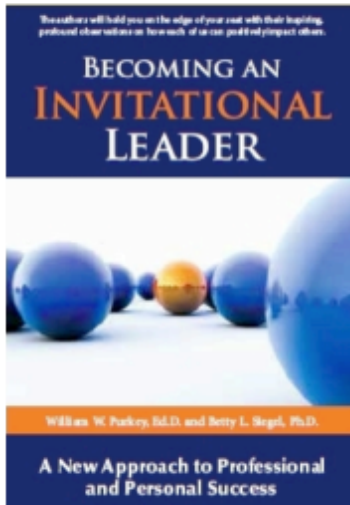


Please send conference photos and stories, as well as Letters to the Editor for future issues to: Vickie Linville, Editor [iaieforumnews@gmail.com](mailto:iaieforumnews@gmail.com)

- \* Limit letters to approximately 300 words or less.
- \* Please include your contact information.

# BECOMING AN INVITATIONAL LEADER

A NEW EDITION BY WILLIAM PURKEY AND BETTY SIEGEL \* HUMANIX BOOKS



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## About the New Edition:

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The new edition references numerous recent research studies that support the validity and reliability of Invitational Education when applied to leadership. A new chapter on "The Invitational Guidance System" presents a framework for creating, sustaining, and enhancing caring and effective leadership.

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