

INVITATIONAL EDUCATION

FORUM

The International Alliance For Invitational Education
Department of Counseling and Educational Development
CIO School of Education, P0 Box 26171
The University of North Carolina at Greensboro
Greensboro, NC 27402-6171

Volume Nineteen, Number One

March 1998

Table of Contents

	<u>Page</u>
A serving of Opportunities and a Feast of Events	2
AERA (American Educational Research Association) SIG	2
AERA-SIG Program Listing for 1998 San Diego Conference	3
ASCD4nvtational Education Network	4
Invitational Counseling Professional Interest Network	5
IAIE Web Page Update	5
The Second Southwest Regional Conference for Invitational Education	6
1998 IAIE Conference in Lexington, Kentucky	7
Judith S.Engel Fellowship Awards	8
Inviting School Award Program	9
"Kids are Different"	9
Ideas to Consider	
10	
Calcium Primary School" An Inviting School"	10
Lake Placid Leadership Retreat	12
Inspiring Through Invitational Education-J. Kok	12
Life Skills: A List for Survival in an Age of Information Overload or, What I've Realized Upon Reaching Fifty-Sally Hare	13
The Golden Years-Richard Warters	14
Why Wiley Coyote Never Catches the Roadrunner or How to Deal With Difficult Situation Paula Stanley	16
Stories From Our Internet Listserve	19
A Story of Motivation	19
A Story of Two Boys and a Teacher	19
Research/Demonstration Activities	20
Commemoration of the Founding of IAIE	21
Membership Matters	22
Alliance Membership News	22
Lost Members	24
Special Member Feature: Harvey & Lynn Smith	24
Introducing Visiting Educator from Hong Kong: Peter Wong	26
Correction to Last Edition	26
Change of Address for IAIE	27
Publications	27

Editorial Note:

This FORUM features some exciting upcoming events Opportunities for member involvement include joining special interest groups and writing for ~ and The Journal of Invitational Theory and Practice. We summon you most cordially to participate in these activities.

Paula Helen Stanley, Ph.D., LPC, Editor
Counselor Education Department
Radford University
PO Box 6994, Radford, VA 24142
Tele: (540) 831-5835; FAX: (540) 831-6755

A Serving of Opportunities and A Feast of Events

The Alliance offers opportunities for you to participate in interest groups and conferences throughout the upcoming year. These opportunities are listed below.

AERA (American Educational Research Association).

Members are needed to join the AERA-SIG for Invitational Education. The primary goals of the SIG are:

1. To research all aspects of the invitational process in which one person, such as a teacher, counselor, or administrator, effectively encourages another to relate, assert, invest, and cope better in the world
- ~ To provide opportunities for those researchers interested in Invitational Education to exchange ideas and research findings.
- ~ To invite all professionals to integrate the concepts and methods of the inviting process into their understanding of teaching and learning.

To join the Invitational Education SIG, send \$10.00 dues to: Dr. Tommie Radd, Department of Counseling, Kayser Hall #421, University of Nebraska at Omaha, Omaha, NE 68182. For more information, contact:

Dr. Melvin Lang, C. Chair
University of Hawaii at Manoa
College of Education
1776 University Avenue
Honolulu, HI 96822

Dr. Phi Riner, Chair
University of Nevada-Las Vegas
4504 Maryland Parkway
Las Vegas, Nv 89152

The American Educational Research Association Conference
San Diego, CA
April 13-17, 1998

You are cordially invited to attend Invitational Education Special Interest Group sessions at AERA. The following programs, sponsored by the American Educational Research Association (AERA) Invitational Education Special Interest Group, provide important invitational educational research information for the educational community.

Tuesday, April 14- (8:15 - 10:15) Invited Address

Number: 9.37

Location: Hyatt - Regency D, Fourth Floor

Title: Student Abuse of Other Students: Peer Harassment in Schools

Chair: Philip Riner, Western Washington University

Invited Speakers: They Call Me Cow: Peer Harassment in Schools" Charol Shakeshaft.Hofstra University

It's Not Just Kids Kissing Kids: Bullying and Sexual harassment in Schools" Nan Stein.Wellesley College

*Complimentary refreshments provided at the Invited Address.

Wednesday, April 15- (8:45 - 9:25) Invitational Education Roundtables

Number: 21.56

Location: Marriott - Marina #E, South Tower, Level 3

Title: Invitational Education: Research and Praxis

Table: Riding Piggyback on the Sharp Teachers Who Know Their School from the Inside: An Evaluation of a Teacher-Leader' Med Program." Melvin Lange, University of Hawaii Manoa

Table: Inviting Student School-to-Career Success. "Tommie Radd, University of Nebraska, Cinaha.

Table: Procrastination: Gender Differences in a Stable Model." Patricia Leong, University of California, Santa Barbara; Ronald Heck, University of Hawaii, Manoa.

Table: Learning form Peers Preservice Teachers Provide Peer Responses to Lesson Plans." Marie Iding, F. Barbar~IKlenari, ChanfisFukanaga, Jolinige, University of HawaiiManoa.

Table: ~W]'at Do We Bring to the Experience?Preservice Teachers' Beliefs and Professors' Invitations." Jan Zulich, Connie Maple, Marcia Miller, University of Hawaii. Hilo.

Table: ~eacher's Professional Development: Creating Links Among Preservice Teachers, Mentor Teachers, and University Faculty." Pauline Chin, Mariding, Laura Dufty, University of Hawaii Marioa.

Table: Starting Blocks or Stumbling Blocks to Higher Education? Case Studies of Native Hawaiian Women." Margaret Manka, Kathryn Au, Coriin~uria, University of HawaiiManoa; PauahiBogac, Yvonne Lefcourt, Lar'rilynuHolu, CorrinaLuna, Collee~kaole,Piilanilia~Ka Lania OKe Kaiaulu, Hawaii.

The Programs are:

Please consider becoming a member of our important research group for Invitational Education.

Annual dues are \$10.00, and you may invite a colleague to join you as a member for the same \$10.00 fee.

Send inquiries to: Tommie R. Radd, Ph.D.
University of Nebraska-Omaha
Kayser Hall 421
60th & Dodge Streets
Omaha, NE 68182-0167

ASCD--Invitational Education Network -

We have established a special curriculum network for Invitational Education with the Association for Supervision and Curriculum Development (ASCD). We need your help to keep our Network growing.

We summon you most cordially to join our Network.

The fee is only \$10.00 annually and will entitle you to participate in our ASCD Conference sessions, receive our newsletter, and participate in other activities that we plan. To join, just give me a call or send an e-mail to me. Better yet, you can send a check. My address and phone number are listed below.

We are encouraging dialogue through our web site. If you have an idea or concern or a resource that you want to share that is related to schools, you can share your ideas with others on the web. The address is: <http://www.uncg.edu/ced/iaie>. We are truly eager to have your involvement in our Network.

If you have any thoughts on the services we could provide or issues we should address, please let us know. ASCD is being very gracious in offering a forum for furthering the well-being of educators, children, and youth in schools. We need your help to capitalize on this opportunity.

Sincerely,

John Van Hoose,
Professor,
UNCGreensboro
P0 Box 26171
Greensboro, NC 27402
PH: 336-334-3452
E-mail: vanhoose@dewey.uncg.edu

Invitational Counseling Professional Interest Network
of the American School Counseling association
Attention Counselors:

Please let us know if you are interested in the Invitational Counseling Professional Interest Network of the American School Counselors Association. We are planning a newsletter for the upcoming year and will have two articles in the ASCA School Counselor. If you have ideas about how we can use the professional interest network to advance the concepts of invitational counseling, please let us know. Write: Dr. Paula Helen Stanley, Invitational Counseling PIN Coordinator, P0 Box 6994, Counselor Education Department, Radford University, Radford, VA 24142.

IAIE Web Page Has New Address:

<http://www.uncg.edu/ced/iaie>

Dan Shaw reports that he is continually making improvements in our Web site. Please visit our web site if you haven't for the latest in IAIE news and upcoming events.

The latest information on Invitational Education

Get current and past issues of the FORUM and the Journal of Invitational Theory and Practice

Register for conferences

Subscribe to our Listserve:

InvitEd"

Send e-mail to: majordomo@nye.nscee.edu

Leave subject area blank

Type the following message as your message:

subscribe invited youname@ouraddress

For more information contact: Dan Shaw, 3200 S University Dr., Ft. Lauderdale, FL 33328, who is coordinator of our web site.

ADVANCING INVITATIONAL THINKING--PUTTING THEORY INTO PRACTITIONERS
The Second Southwest Regional Conference for Invitational Education #2
April 16-18, 1998
Carlsbad, New Mexico
Pecos River Village Conference Center

The philosophy of Invitational Education is based on the book, Inviting School Success by William Purkey and John Novak. This conference will provide an abundance of ideas to help introduce this theory to practitioners. Educators from throughout New Mexico and the Southwest will gather to share and synergize. You are personally invited to be a part of this exciting educational experience. Dr. John Novak, co-author of Inviting School Success, and editor of Advancing Invitational Thinking, will be a keynote speaker for the event. Dr. Harvey Smith, Dr. Charlotte Reed, Dr. Kate Asbill, and other Invitational Education advocates will also be speaking. Numerous workshops related to the practical application of Invitational Theory will be offered.

Two hours of graduate credit will be available through Western New Mexico University. Cost will be \$144.00 for the college credit. Sixteen contact hours will be given for New Mexico administrators attending.

The conference fee is \$125.00. The conference will begin at 6:00 p~m. on Thursday, April 16 and conclude at noon on Saturday, April 18. Rooms are available for \$49.00 per night at the Quality Inn. 505-887-2861.

For more information about this exciting conference, please contact Dr. Kate Asbill, Box 785, Carlsbad NM 88221. Phone: 505-887-1844. E-mail: kasbill@carlsbadnm.com

We're Entering the Starting Gate for Our 1998 World Conference on Invitational Education

"Inspiring Education: Racing to Success for Everyone"

What is an invitation? Does it come wrapped in pretty paper? Is it listed in a catalogue? Is it discounted after Christmas? Can it be borrowed, like a cup of sugar? Or can it only be given? If so this invitation is given to you. You are most cordially invited to attend the Alliance Celebration in Lexington, Kentucky, October 14-18, 1998

Join a group of professionals who care about the development of young people and fellow professionals and creating a better society.

Our 1998 World Conference on Invitational Education will be held at the Lexington Hyatt Hotel, Lexington, Kentucky, on October 14-18, 1998. The beautiful blue grass country of Kentucky is a wonderful place for the International Alliance for Invitational Education to meet for the purpose of renewing our spirit, reviving our vigor and racing to success for everyone. Invitational educators believe that Invitational Education is the vital force that is the foundation of educational transformation.

Woodford County Schools, Fayette County Schools, and Jessamine County Schools of Kentucky will be among those school systems and universities that will host this exciting conference. Leaves in Kentucky will be at their peak in color, the fall horse races will be in session at the Keeneland Racetrack, and a magnificent horse farm tour will be available for participants.

Among the many internationally-acclaimed speakers who have accepted our invitation to speak are Harry Wong, Sandi Redenback, Betty Siegel, William Purkey, Judy Lehr, John Novak, Charlotte Reed, Eddie Collins, and Harvey Smith. In addition, three dozen workshops will be conducted by innovators in Invitational Education.

Plan now to participate in this inspiring event. It will be great fun to join with a dynamic group of Invitational Educators, to learn the latest in creating more caring educators, gentle teaching, inviting and exciting schools, and to enjoy the internationally famous hospitality of Kentucky Bluegrass Country. To learn more, please contact:

1998 Invitational Education Conference
 Clo Sue Bowen
 Woodford County Board of Education
 330 Pisgah Pike, Versailles, KY 40383
 Telephone: (606) 873-4701
 FAX: (606) 873-1614

Announcing the
Judith S. Engel Fellowship Awards
To Help Students and Staff Attend
the 1998 World Conference on
Invitational Education
Lexington, KY October 15-18, 1998

The Alliance is pleased to announce that Judith S Engel, long standing member of the Alliance, has graciously provided six one-hundred dollar fellowships to be awarded to selected students and school staff members to assist them in attending our 1998 World Conference in Lexington, Kentucky, October 15-18, 1998~ To apply, please send an application letter and brief vita to

Alice Spivey, Chair
Judith S. Engel Fellowship Awards
C/o IAIE, School of Education
The University of North Carolina at Greensboro, Greensboro, NC 27412

Judy Engel is a recently retired teacher of mathematics at the Bronx High School of Science, New York, New York and well-known for her "SQS" (Students Questioning Students) approach to teaching.

WANTED... Interesting and Creative Ideas for the Inviting School Award Program

I have already received many requests concerning information on die Inviting School Award program. All Inviting School Award nominations will be due to me by April 15, 1998. Beginning in 1998, school or districts who have received die Award will be invited to share "Best Practices" on an annual basis to renew their ongoing commitment to invitational practices and assist us while maintaining an accurate data base.

I'm looking forward to hearing from you. Your input is extremely important Please send your suggestions and nominations to (NE WADDRESS):

Diana Brown
Alliance Inviting School Award Chair
1732 Disston Avenue
Clermont, FL 3471 1

"KIDS ARE DIFFERENT"¹

From: 'Kids on the Block', Lyrics: Barbarello, Music: Bud Forrest

Kids are different Blind kids read, deaf kids talk
We don't even look the same Except in a different way.
Some kids speak different languages Able kids, disabled kids
We all have a different name There's nothing that we can't do
Kids are different Just take a look inside yourself
But if you look inside you'll see You'll be proud of you
That tall kid, that small kid Because
Is just like you and me. Kids are diffrent
Some folks are surprised that We don't even look the same
Kids in wheelchairs play Some kids speak different languages

We all have a different name.
Kids are different
But if you look inside you'll see
That tall kid, small kid
That deaf kid, blind kid
Is just like you and me.

Ideas To Consider

This edition of the FORUM presents some ideas for your consideration. In this section of the FORUM you will find innovative school programs and thoughts to consider.

Calcium Primary School: "An Inviting School"

Calcium Primary School, 25440 Indian River Drive, Calcium, NY 13616, has developed a document describing the qualities that make it an inviting school. Lana Taylor Brown is principal of the school. What follows are some thoughts from the Calcium Primary School that demonstrate its inviting nature:

1. An inviting environment. At Calcium Primary, the children's work and creations are proudly displayed throughout the halls. Our atrium is always filled with colorful displays and photos of special memories, events, and activities. These photos and displays tell the visitor about our school and about us. Our environment reflects our pride, energy, and sense of purpose within our school community.
2. We're connected. Calcium Primary School students and staff are discovering that all people belong to the human family and that we all share commonalities. Our children and staff understand that each is precious and has a special gift to share with others. As a fine tapestry where every thread is unique and different, the blending of each of our own uniqueness has created a beautiful, solid school.
3. It takes a whole village to educate our children. Guests are always welcome at Calcium. Our guests come from all sectors of our community.
4. Every one of our students is special. Even when terminally ill students are unable to join us in our regular school day, special arrangements are made to continue their education and bring them to school after hours. A first grader was diagnosed with Leukemia during the school year. Monica and her teacher kept in constant contact with almost daily tutoring and phone calls. When Monica's military family received orders to move, a going away party (complete with lobster dinner) was prepared for her and her family.
5. Parent Teacher Organization and Volunteer Program. We endorse storytellers, author visits, Mr. Wizard and more. Our focus is on enriching our academic programs in an interesting way. We have purchased a binder machine and each year we train volunteers to type and bind student books in our CLAW Program (Calcium Learns About Writing). We sponsor the ribbons for our Field Days and The Fourth Grade Academic Achievement Pins. The children's favorite program is the birthday cupcake program recognizing all the birthdays in each month. Teachers

and volunteers work together to provide extra programs in the room and tutorial services.

6. Celebrating Success. At Calcium, we openly celebrate the successes and accomplishments of our students and faculty.

7. Teamwork. Our flexible scheduling practices afford us the opportunity to collaborate with colleagues on a regular basis. We have team meetings and cross-grade level meetings, which also include special area teachers. This cooperative planning time helps us improve the implementation of our curriculum.

8. Sharing the wealth. Our teachers share their experiences and materials with student teachers, novice teachers, veteran teachers, as well as parents. Teachers and administrators from other school districts visit our school to observe in our classrooms. Several staff members conduct workshops for student teachers, fellow teachers, and parents throughout the school year.

9. We teach life-long learning skills. As we teach our students skills and lessons needed for academic SUCCESS, we as educators must also teach the necessary life-long skills to respect and get along with one another in this world. We teach strategies for students to mediate their conflicts and compassion for one another while working cooperatively.

10. Multicultural. Calcium Primary is a wonderful slice of this small planet, full of unique individuals from various racial and cultural backgrounds. During the month of February, students collectively work on the theme, "Making a Difference Through Brotherhood" with an emphasis on peace-making and conflict resolution. The school also holds an annual "Multicultural Celebration Day" where the school, parents, and community bring items, clothing and books from other countries to display them in the atrium

11. Physical Education and Wellness. We practice what we teach in our Health and Physical Education classes, where emphasis is placed on good nutrition, physical fitness, and emotional wellness

12. Consultant Program. The consultant teacher service at Calcium is designed to assist the mildly handicapped students who remain in regular education classes full-time to best benefit from the general education curriculum.

Editor's note: All Calcium Primary faculty and staff rented a bus and traveled all night from Calcium, New York to the 1996 JAJE Conference in Virginia Beach. what a committed faculty and staff

Lake Placid Leadership Retreat

Sixty-plus professionals gathered together at Lake Placid, New York on October 25-27, 1997 for an Invitational Education Leadership Retreat. Many workshops were held concerning the nature and meaning of leadership. Multi-cultural aspects of leadership included age, ethnic origin and gender. Betty Siegel discussed the attributes of leaders which included: lifelong learning, passion for change, being a futurist, optimist, pluralist, ethicist, essentialist, humanist, spiritualist, and intentionalist. John Piper brought in the importance of soul and spirit. Kate Asbill offered 4 "L's" of leadership: live, learn, legacy, and laugh. She noted that "you can't put theory into practice but you can put theory into practitioners." Diana Brown stressed the importance of taking a systemic view in schools and Harvey Smith discussed the importance of teamwork. John Novak offered that leaders have a vision and listen to different voices. There are three languages we need to speak: enthusiastic renewal, systematic application, and democratic deliberation. A wonderful German meal was a highlight of the leadership retreat. Stay tuned for our 1999 Leadership Retreat.

Inspintin~ Through Invitational Education

Professor Jacobus Kok, Rand Afrikaans University, Johannesburg, recently sent notes of a presentation given at the 36th annual conference of the Education Association of South Africa. The conference was held in Broederstroom, South Africa, January 21-23, 1998. Here is an abstract of Dr. Kok's remarks about invitational education:

- No person can give another person the ability, the power, the self reliance, the potential to do or to achieve anything.
- All educators can do is to provide the means, the conditions, the know how.
- Teachers can make a worlds' difference to what happens to every student.
- The limits of the potential anyone is born with is unknown.
- The most important factor concerning human potential is what one believes or is lead to believe about one's own potential. It is said that good teachers care about what they invite their students to believe about themselves.
- So speak: Human beings can be the victims of their own mindsets about themselves. We are what we tell ourselves what we are.
- Many learners experience themselves as disempowered due to their own beliefs about what they are and what they can become.

- Remember: we can only be, and only do, and only become, what we believe is possible in our case.
- No child is born with a set of beliefs about him or herself Childrens' beliefs about themselves are acquired.
- What children believe about themselves is fundamentally and comprehensively formed by the kind of world they live in, by their life experiences, by the people who care for and educate them, by their fellow human beings they share life with.
- The belief systems, value systems and traditions of many communities around the world lock up the potential of many.
- Invitational education is a theory of practice: the practice of how to educate learners to release their human potential.
- The wish is expressed that the education authorities in South Africa would give serious consideration to invitational education as a philosophy of and as a model for education for our country. Some schools in the country have already done so with great results and some are in the process of doing so. Many of our present problems in education may disappear if invitational education is adopted.
- The theory is relatively easy to follow; to put into practice is more difficult and will require leadership, dedication and commitment from everyone involved in the education venture of our country. The majority of administrators and teachers will have to undergo a serious and even a radical change of mind about themselves, the profession and their students. This can be stated categorically because too many of our teachers, schools, and departments of education operate on a disinviting level. It will take time, but it can be done. To practice invitational education is not a once off event--it is a daily and lifelong exercise. It can be done!
- There is, at least psychologically speaking, no other known option available to education at this point in time, and it is unlikely that a better option will be discovered in the foreseeable future.

Dr Kok is a long-time Alliance member who teaches at RandAfrikaans University ,n Johannesburg South Africa

- _____ ½½;i1

Life Skills: A List for Survival in an Age of Information Overload or, what I've Realized Upon Reaching Fifty by Sally Hare

1. Breathe.
2. Learn to reframe (for example, see a weed as a wildflower growing in the wrong place).
3. A thing not worth doing is not worth doing well.
4. A thing worth doing is worth doing even if you can't do it well.

5. Laugh often.
6. Eat chocolate.
7. Breathe.
8. Allow 30 extra minutes for EVERYTHING.
9. Love yourself
10. Love others--but you don't have to like them--or feed them--or return their phone calls--or sleep with them.
11. Breathe.
12. Only wear comfortable shoes.
13. Each day has 24 more hours in which you can try again.
14. Nap.
15. Eat a really good chocolate cookie for breakfast on occasion.
16. Listen to a child.
17. Listen to yourself
18. Be good to your body.
19. Let the beauty you love be what you do (Rumi).
20. Celebrate more.
21. Breathe.
22. Be mindful.
23. Be gentle.
24. Get more skilled at emptying.
25. Don't lose heart.

Dr. Sally Hare, an IAE Advisory Council member is a professor at Coastal Carolina University, Po Box 261954, in Conway, SC 2952&

"The Golden Years" by Richard Warters, Pinehurst, NC

The time has come and you have made the decision to retire. I hope one of your thoughts isn't "now I can just do nothing." Having been an organized go-getter all of your adult years, just doing nothing is not a likely prescription for satisfaction and success. May I suggest that you strongly consider focusing on being personally and professionally inviting. Let's take a look at a few things that you can think about:

Personally Inviting

1. Keep some flex time to allow for spur of the moment decisions. Unexpected

invitations can spice your life.

2. Plan ahead for specific activities on a continuing basis. Take up a hobby that you've never had time for.
3. The first year keep an itemized budget so that you can determine your monthly needs. Then start enjoying some of your hard earned money. Creating a financial empire probably won't give you much satisfaction but travel and new experiences will make you a more interesting person. It is time to start collecting memories.
4. Give time to your family. Remember all of the times that you said you wanted to do things with, or for them but work got in the way? Shower family, friends, and yourself with the gift of time.

Professionally Inviting

1. Now is the time to give something back to your chosen profession. You have the luxury of time to think and be creative.
2. Write articles for professional journals. Think about solutions to sticky problems that hampered your job performance and incorporate them into your writings.
3. Teach a class or a seminar sharing the wisdom gained from your professional experiences.
4. Maintain membership in the organization or alliance that supported you during your career.
5. Consider finding a fellowship, scholarship, fellowship, activity or chair.
6. Support your college or university with your time and or money.
7. Be an active supporter for your profession both formally and informally.
8. Join a speakers bureau.
9. Serve on committees for professional conferences. Offer to run the area of registration or another facet that interests you.
10. Tutor an apprentice in your area of expertise.
11. Stay current with the literature.

You will find that being active during your retirement years will bring fulfillment to your life. Retirement is an opportunity to "Escape to Freedom" as Erich Fromm once put it. Going to rather than running from, puts a positive spin on your outlook. So treat retirement as an opportunity for extending and receiving invitations. This really can be the time of your life. You have the choice of creating the view of your future. As William Watson Purkey once asked "will it be from a Castle Window or of a coffin lid?"

Richard E. Warters is retired from Horseheads; New York public schools where he served as Assistant Superintendent Now living in at 28 Thunderbird Circle, Pinehurs4 NC 28374 He is 21 year-long marcher of the Alliance.

"Why Wiley Coyote Never Catches the Roadrunner" or How to Deal With Difficult Situations
by Paula Helen Stanley, Radford University

Let's face it. Life can be stressful. But stress itself may be helpful or disturbing. Stress is the body's reaction to any demand made upon it according to Hans Selye, a noted researcher in the area of stress. We can feel stressed when very positive things happen, such as winning the lottery or graduating from college. We can feel stressed when we've just survived an automobile accident. Distress can occur when our adaptive mechanisms for dealing with stress seem inadequate or depleted.

Sometimes we experience stress as part of our workday. Some research indicates that it is not just major confrontations at work which can be stressful to us but rather smaller disagreeable incidents, called daily hassles. There are many books and articles written concerning how to deal with stress in the workplace.

Sometimes we need to be creative to successfully manage difficult situations. It helps to keep things in perspective. What is the real problem? What are hidden opportunities? What are the real and imagined dangers we fear? There are many ways to find or recover a healthy perspective concerning a situation. Personally, I find the beach a great place to see things more clearly. Everyone has his or her own special places that help one create distance from a difficult situation long enough to examine it more objectively.

In examining a troublesome situation it may be helpful to consider three truths: physical truth, cognitive truth, and emotional truth. There may be more truths to consider, but these three are ones that can be used to gain perspective about a troubling situation. Physical truth refers to laws of nature that occur with certainty. We can count on these truths. The ocean tides will ebb and flow and there is no doubt about it. They may vary with weather conditions but continue with regularity. If we jump into the air without the aid of a flying machine or harness of some sort, we will fall to the ground. The longer we live the older we get. Very few difficult situations are primarily concerned with physical truth. The other two truths are much more subjective and idiosyncratic.

Cognitive truth refers to the ethical systems by which we live. It is our conception of what is fair, honest, professional, and most supporting of human beings. It refers to the principles we use in making decisions and making choices. When faced with a difficult situation we can remind ourselves of our own cognitive truth. What do we stand for? What are the principles involved? Are we being treated fairly and are we treating others fairly? What is at stake in this situation?

Emotional truth is based on how we feel. When we are mistreated we usually feel humiliated or put down. Sad and/or angry feelings may be triggered. Our feelings are usually good guides for interpreting the world around us. We need to be careful, however, that we do not singularly

rely on our feelings. Sometimes feelings are not based on reality but on a distortion of reality. Some individuals who feel put-down for example, may have misread the intentions of others. Also, in some cases a person may have stronger feelings than warranted because of having experienced a similar difficult situation in the past. In this case, the person has residual feelings that get triggered by a current situation. If you have doubts, it is helpful to talk with others you trust who can take a more objective view to check out the appropriateness of your interpretation of the environment. It is helpful to use both emotional and cognitive truths when trying to see a situation more clearly.

There are many strategies for managing conflict, working with difficult people, or dealing with difficult situations. What follows are some ideas that can be used to deal with difficult situations.

1. Physical Health-- Although it is written about a great deal, many individuals do not heed the suggestion that when stressed it is important to take care of one's physical self. Exercise can reduce the effect stress has upon one. Walking, running, and aerobic exercises, for example, result in relaxation of muscles and a mental distancing from the difficult situation. We may concentrate and become absorbed with the physical activity and escape thoughts of the stressful situation. Rather than escape thoughts of the situation, walking might help one think more clearly about things.

2. Create a Distance-- Although we may be in the middle of a difficult situation we can create a distance from it and as a result reduce our stress level. There are many ways to create a distance. Some examples include:

--Practice being Columbo, the police detective, in your communications with others. Rather than get defensive at something someone has said, ask for clarification and more explanation of content and feeling.

--If you will be in a meeting where you think others may try to trigger your emotions or say or do hurtful things, remember to "put up your force field" as they do on Star Trek. Nothing can get through this field if it is strong enough.

--Say "Beam me up Scotty" to yourself during a particular difficult moment.

3. Use Humor--Humor can help create a distance and sometimes diffuse situations. It helps if we can laugh at ourselves even if others can't laugh at themselves. Reading the comic strip "Dilbert," or finding other comic strips that communicate problems in the workplace might help. You could keep a file of these comic strips or paste them in your office. Also watching a cartoon like "The Roadrunner" can reinforce the idea that others often sabotage themselves when they try to hurt others; and therefore, we can try to be as kind as possible to them as they engage in self-defeating behaviors.

4. Use a reframe. Sometimes it helps to see what good might exist or might be the outcome of a difficult situation. Although the situation seems mostly bad there may be something positive that could result from it. Examples could include:

--you learn you have more friends than you thought.

--you learn to be a stronger person in the face of adversity.

--you learn that you have skills and abilities that have been hidden from you and others (for example, you are much more persistent than you thought you were)

--you become more aware of your principles and values.

--you learn to let difficult situations bother you less.

5. Choose An Approach-We can choose how we will respond to a situation. We can choose to worry about a difficult situation excessively which may affect our work. We can also choose to not let ourselves get overly distracted by the difficult situation and continue to

enjoy life as a worker and in our leisure.

6. Monitor Self-Talk-What we say to ourselves can increase or help decrease anxiety, depression, or anger we feel in any situation. It is helpful to identify our self-talk and then change it if it contributes to our feelings of being upset. For example one could change self-talk as described below:

"This is awful" changed to	"This is unpleasant but bearable."
"I can't do this" changed to	"It will be hard, but I will do it."
"I can't stand it" changed to	"I don't like this but I can persevere."
"I am afraid" changed to	"This is scary, but I can do it."

7. Realize the potential of "Logic" -When faced with difficult situations it is helpful to find the logic that exists within the situation and use it. The logic of the situation may be defined as predictability. if we accept the logic of the situation, we can sometimes be less affected by troublesome behavior of others. Some examples of finding logic, include:

--if some people you work with have always behaved in a certain manner it is logical to assume that they will continue in that behavior and your efforts to change them are futile. We can continue to work to achieve our own goals and live by our own principles without being distracted by the disturbing behavior. Ocean waves constantly wash ashore with the sound of water crashing into the sand. We can let the sound of the ocean keep us from concentrating or we can focus on our own work and filter out the sound of the ocean.

--we will not like everything about our job and or everyone we work with.

--in a healthy organization, hard work and professionalism are rewarded

8. Focus on the positive aspects of your work place Find more time to interact with the people you enjoy working with. Consider what aspects of your job you really like rather than focus on what is not going well. Focus on meeting your own professional goals and finding satisfaction in your work for its own sake.

We all deal with difficult situations and will continue to all of our lives. It is helpful to clarify as much as possible what we perceive to be the difficult situation. What are the elements that comprise it? Who is involved? What is it about? What do we have at stake? How does it affect who we are as people and as employees? Discussing the situation with others you can trust can be extremely helpful. If the situation becomes very distressful, it may helpful to discuss it with a counselor. Regardless of the situation, we are not helpless and we don't have to be victims. If we cannot change the situation immediately for the better, we can change how we perceive it and even how we let it affect us. We do not have to let others control how we feel and what we think.

STORIES FROM OUR INTERNET LISTSERVE

A STORY OF MOTIVATION-Melvin Lang, Professor of Education, University of

Hawaii, Honolulu, HI 96822, recently offered the following story:

I'm reminded of a true story of applicants to a Midwest medical school. The admissions committee was going to apply new criteria which they believed would predict the best physicians upon graduation. After making their selections they gave the list to the department secretary with the instructions to rank them according to their scores. When the admitted group graduated several years later, the admission committee was extremely pleased with their predictions. As one committee was reviewing the data he was astonished to discover that the department secretary had ranked the students from poorest to best instead of best to poorest! So what the medical school ended up with was the poorest group who applied. As the committee sought to explain this negative correlation one hypothesis was that the poorer students (in a total population of bright applicants to begin with) were unexpectedly delighted and surprised that they were selected and thus were determined to work and study hard to justify the confidence of the faculty who admitted them. The faculty began to understand the work of McClelland and his research on the role of motivation in achievement.

A STORY OF TWO BOYS AND A TEACHER

Another internet story was sent by Iwoca2@aol.com. The following story was taken from the IAIE internet listserv. If you have a story you would like to share please send it to our listserv or the FORUM.

Jaime Escalante, the high school teacher on whom the movie, "Stand and Deliver," was based, tells this story about a fellow teacher. The teacher had 2 students named Johnny. One was a happy child, an excellent student, a fine citizen. The other Johnny spent much of his time goofing off and making a nuisance of himself. When the PTA held its first meeting of the year, a mother came up to this teacher and asked, "How's my son Johnny getting along?" ~e assumed she was the mom of the better student and replied, "I can't tell you how much I enjoy him. I'm so glad he's in my class."

The next day the problem child came to the teacher and said, "My mom told me what you said about me last night. I haven't had a teacher who wanted me in his class." That day he completed his assignments and brought in his completed homework the next morning. A few weeks later, the "problem" Johnny had become one of the teacher's hardest-working students--and one of his best friends. This misbehaving child's life was turned around all because he was mistakenly identified as a good student.

Not every lazy or underachieving boy or girl could be motivated by a simple compliment from a teacher, of course, but there is a principle here that applies to all kids. It's better to make a child stretch to reach your high opinion than to stoop to match your disrespect.

Research/Demonstration Activities

Cleveland Ohio: The Cuyahoga Special Education Service Center, Cleveland, Ohio, has launched a two-year program to incorporate the Invitational Model into nine Cleveland Public

Schools. Each school (1) identified a leadership team of five professionals, (2) sent the team to a one-day workshop with William W. Purkey, (3) developed a concrete action plan for implementation, and (4) scheduled a series of follow-up team meetings. The concluding meeting is scheduled for April 22, 1998. For names and addresses of project schools please contact the Project Director, Cathy Shelby, Cuyahoga Special Education Center, 5983 W. 54th St., Cleveland, OH 44129 or the Alliance office at UNC-Greensboro.

Fayetteville North Carolina: Westover High School, Cumberland County, North Carolina, is involved in a two-year Invitational Education Project to culminate with an application for an

Inviting School Award for 1998. A series of inservice workshops have been conducted featuring a number of leaders in the Alliance including Judy Lehr, Charlotte Reed, Kent Mann, and Eddie Collins. Many exciting activities have taken place at Westover High School. For details, please contact Dr. Bill Shipp, Principal, Westover High School, 277 Bonanza Dr., Fayetteville, NC 28303.

Greenville. South Carolina: Dr. Judy Lehr is heading a research project to develop and

implement a process for measuring how safe students, faculty and staff feel in school. The initial instrument "The Inviting School Safety Survey" has been given to over 1,000 high school students and 100 faculty members. For information on this on-going research, please contact either Dr.

Marie Shoffler, Department of Counseling and Educational Development, School of Education, The University of North Carolina at Greensboro, PO Box 26171 or Dr. Judy Lehr, Department of Education, Furman Education, Greenville, SC 29613.

Commemoration of the Founding of IME

On October 18, 1997 a commemoration of the founding of the International Alliance for Invitational Education was held at Lehigh University. A large plaque was hung to recognize the founding of IAIE. The plaque is about three feet wide and two feet tall with a brushed silver finish. It has the Lehigh seal in the upper corners. William Stafford, who retired from Lehigh University several years ago, and who is our current journal editor, was present for the unveiling of the plaque. The plaque will hang in the College of Education at Lehigh University.

The following words are written on the plaque:

*This plaque commemorates the meeting
held on July 17, 1982,
When educators and allied professionals
Throughout the United States and Canada met at
Lehigh University
And founded the
International Alliance for Invitational Education,
An organization dedicated to
Making schools a more inviting place
For teaching, learning, and living*



William W. Purkey and Bill Stafford shake hands at Lehigh University

Membership Matters

Alliance Member News

Clayton Arceneaux, Southwestern Louisiana State University, Lafayette, LA, announces the birth of a granddaughter, Destiny. Congratulations Clayton and Gladys!

Diana Brown, Inviting School Awards Chair, has been named Florida Education United's Professional Development Coordinator. She served 24 years with the Lake County School System as teacher, Community Relations Officer, and Coordinator of Lake County's Effective Teaching Center which serves as a national model for the American Federation of Teachers Educational Research and Dissemination Program. Her new address is 1732 Disston Avenue, Clermont, FL 34711. Congratulations Diana!

Cris Cannon, senior pastor of Crieviewood Baptist Church, Nashville and a graduate of the Counselor Education Program at East Carolina University wrote a review of the book Invitational Counseling by William Purkey and Jack Schmidt published in the North Carolina Counseling Association Newsletter.

Gurney Chambers, Dean of the College of Education and Allied Professions, Western Carolina University, Cullowhee, NC 28723, will retire at the end of the 1997-1998 academic year. A program entitled, "A Celebration of Teachers and Teaching" was held April 3, 1998 to recognize his retirement. Betty Siegel will be a speaker for the event. Gurney has been a teacher/teacher-educator for 37 years.

Brian Chatland has a new position as Assistant Principal of Dr. Norman Bethuen Collegiate Institute, 200 Fundy Bay Blvd., Scarboro, Ontario, Canada M1W 3G1.

Ray Fulton, Quality Leadership Training, 1485 Linkside Dr., Atlantic Beach, FL 32233, provides seminars for educators which focus on effective instruction, effective supervision, quality leadership training, and an invitational attitude.

David Kergaard, 215 Washington Avenue, Chestertown, MD 21620, has been promoted to Assistant Superintendent for Curriculum and Instruction. Congratulations David. David also gave the opening day keynote address for the Kent County Public School System at the beginning of this academic year.

Carol Lamphere, Gardner Middle School, Lansing School District, Lansing MI, is the school's PeaceMaker Coordinator. She is involved in volunteer projects that involve conflict resolution and sexual harassment education.

John H. Lounsbury, Dean Emeritus, School of Education, Georgia College and State University, was honored this year by the University. The School of Education at the university has been named the "John H. Lounsbury School of Education." Congratulations John! John began his career in education 49 years ago and has continued to be professionally active since his

retirement. He was editor of the Middle School Journal from 1976-1990 and currently is Publications Editor for the National Middle School Association.

Cheryl Malia-McCall, 155 Norris Ct., Billings, MT 59105, is principal of Newman Elementary School. Newman Elementary School was recognized as one of the 100 Title 1 Sites in the Nation at the IRA conference in Atlanta. One of the major components in the Title 1 Schoolwide Plan is the Invitational Philosophy and practice.

John Piper, 1144 Lyn Rd., Bowling Green, OH 43402, is extensively involved as a consultant and evaluator of effective teaching and learning in three urban K-8 Catholic schools in Toledo, Lima, and Cincinnati, OH. Piper also presented a three-hour session at the annual National Staff Development Council Conference in Nashville, TN December 8th on "Soul and Spirit in Organizations: New Leadership Lyrics."

William W. Purkey, School of Education, The University of North Carolina at Greensboro, Greensboro, NC, received the Distinguished Mentor Award from the Association of Counselor Education and Supervision at the American Counseling Association on March 30 in Indianapolis, Indiana. The award recognizes a counselor educator who has distinguished him or herself as a mentor for students in the counseling profession.

Jack Schmidt, Professor of Counselor Education, East Carolina University, Greenville, NC, has written a new book entitled, Making and Keeping Friends. The book is published by Center for Applied Research in Education, 110 Brookhill Dr. West Nyack, NY 10995 and costs \$30.00. Congratulations Jack.

Betty Siegel, President, Kennesaw State University, Kennesaw, GA was the keynote presenter for the National Staff Development Council in Nashville during December. Her topic was "Inviting Success."

Robert Small, Dean of the College of Education and Human Development, Radford University, Radford, VA 24142, co-editor of the ALAN Review, made presentations on censorship and non-fiction reading at the National Council of Teachers of English Annual Fall Convention.

Paula Stanley, Counselor Education Department, Radford University, Radford, VA, presented a program entitled, "Using Task-Focused Groups to Change School Climate: A *5-P* Approach," at the National Association for Specialists in Group Work Conference, in Tucson, Arizona, in January 1998. She also presented a paper at the American Counseling Association in Indianapolis on "Understanding Intergenerational Conflict from a Moral Development Perspective."

Cheryl Stehle, Hilton Head Plantation, Hilton Head Island, SC, was selected as one of the best teachers in America by students. Students from Who's Who Among American High School Students "were asked to nominate those educators who made a difference in their lives by helping to shape their values, inspiring interest in a particular subject and/or challenging them to strive for excellence" (University of South Carolina publication). Cheryl was selected as one of those teachers. Congratulations Cheryl!

Lynette Trent and her mother from Sidney, Australia, visited David Kergaard and the Kent **County Public Schools this year. She spent a** week in Kent County observing in middle schools.

Bruce Voelkel has accepted a new position as principal of Danyan Elementary School, 8800 N. W. 50th St., Sunrise, FL 33351. Bruce was named as one of the **five outstanding Florida**

Principals for 1997. Congratulations Bruce! He also received a leadership award for his outstanding work as principal from the Florida Commissioner of Education.

Dawn Walker, 1149 Mulberry Lane, Apt 40D, Greenville, NC 27858, has accepted a new position as assistant professor in the Department of Elementary and Middle Grades Education at East Carolina University, Greenville, North Carolina. Congratulations Dawn!

Lost Members

We have received return mail for the following individual. If you know of her new address, please let us know:

Robyn Richbourg
 P0 Box 255--ASU-SWA
 PSC 451
 FPOAE 09834

SPECIAL MEMBER FEATURE:

HARVEY AND MARY LYNN SMITH

Harvey and Mary Lynn Smith live in Colton, NY on Arbuckle Pond which they have characterized as their "On Golden Pond." They are relatively "newlyweds"--having only been married six~years. When they were asked to coordinate the IAIE Leadership Institute Conference held in Lake Placid, NY (which is about 11/2 hours from their cottage), they eagerly accepted the challenge and "flourished" in its success.

Harvey has been in the Education Department at SUNY Potsdam for 30 years, and has been an active member of the International Alliance for Invitational Education since 1985. He has degrees from Oswego, NY, Indiana State, and Syracuse University. In his 30 years, he has had a wide range of experience in teacher education which includes both elementary and secondary school teaching, and administrative experience as a public school principal and college dean. Last year he was busy chairing a search committee for the Dean of Education, and the search ended with a successtul candidate. He presently supervises student teachers and incorporates the "invitational education model" in his seminars. He also teaches three courses on "Developing a Positive Self-Concept" in the summer. One of the one-week summer courses he teachers is taught with Kate and Vern Asbill of New Mexico. He is also busy consulting--taking the

"invitational education model" to public school systems and teacher centers throughout the United States and Canada. He has especially enjoyed working with the award-winning school, Calcium Primary, located near Watertown, NY. Harvey will be on sabbatical in the fall to do some research, writing, and consulting.

Mary Lynn works as a staff assistant in the Office of the Provost at SUNY-Potsdam. She's been in this office for the past six years and has been employed at SUNY-Potsdam for 19 years. One of the assignments of her position is coordinating the Star Lake Retreat for new faculty every fall. It is a valuable social/learning experience that helps new faculty and their families become full members of the SUNY-Potsdam community in an "inviting" atmosphere. The Retreat is held at our Star Lake Campus in the beautiful Adirondacks. When she was asked to assist Harvey in planning the Leadership Institute in Lake Placid, she enthusiastically accepted. They work very well together as a team~~complementing each other. Mary Lynn became interested in the Alliance after she and Harvey were married.



Harvey and Mary Lynn Smith, Co-Hosts for the Alliance Leadership Retreat at Lake Placid, New York, October 1997

THANKS FOR A WONDERFUL LEADERSHIP INSTITUTE IN LAKE PLACID!!

Introducing Visiting Educator From Hong Kong: Peter Wong

Mr. Peter Wong Kai-hung, Administrator and Team Leader, Professional Support and Training Division, Education Department, Hong Kong, China, visited UNCGreensboro during February and March, 1998 to study Invitational Theory with Dr. William Watson Purkey.

Mr. Wong visited schools throughout the United States that have received awards from the International Alliance for Invitational Education. His visits took him to Omaha, Nebraska where he met with Kent Mann and Tommie Radd; Syracuse, New York where he visited with Harvey and Mary Lynn Smith and Lana Brown, and Greenville Spartanburg, South Carolina where he worked with Judy Lehr Guarino. He also visited schools in North Carolina that have been recognized for their work with Invitational Education, including Westover High School in Fayetteville and two exemplary elementary schools in Guilford County.

Mr. Wong was educated in Hong Kong and England, and presently serves as a trainer for school personnel in Hong Kong. The Education Department of Hong Kong has sent Mr. Wong to the United States to learn ways to develop the Invitational Education Model in Hong Kong, China.

CORRECTION:

In the last edition of the FORUM we attributed the article, "How to Get the Most From Conference Attendance" to "unknown". We have found the authors. Alliance member, Allen Queen, University of North Carolina at Charlotte and Wray Nolting from the Tuskegee Institute in Alabama, wrote this article several years ago. Sorry about that!

ADDRESS CHANGE FOR IAIE

The International Alliance for Invitational Education now has a new address and area code. The new address and area code are listed below:

International Alliance for Invitational Education
do School of Education
UNC-Greensboro
PO Box 26171
Greensboro, NC 27402-6171
Telephone: (336)334-3431 FAX: (336)334-3433

Publications

The Alliance features many books and the Journal for Invitational Theory and Practice. And new for this year is the "IAIE Desk Calendar." We have a very active IAIE bookstore from which you can order the books described in this section of the FORUM. An IAIE book order form is provided in this edition of the FORUM as well, which lists the wide variety of books and materials we offer. Orders may be mailed to the Alliance office, faxed to us, and we also take telephone orders.

The Journal of Invitational Theory and Practice

Dr. William Stafford, editor of The Journal of Invitational Theory and Practice (JITP) would like for you to submit manuscripts for JJTP. Stafford's address is: 168 Lindfield Circle, Macungie, PA 18062. Send your manuscripts for others to read.

Advancing Invitational Thinking

The sales of Advancing Invitational Thinking, which can be purchased from the Alliance Bookstore, earned royalties during the second half of 1997. John Novak, editor, asked that royalties be donated to the International Alliance for Invitational Education. Thanks John. This book may be obtained from the Alliance at a discount price of \$7.00. To obtain this insightful book, write the Alliance: IAIF, School of Education, UNCGreensboro, P0 Box 26171, Greensboro, NC 27402.

The Inviting School Treasury

The Inviting School Treasury: 1001 Ways to Invite School Success, co-authored by William W. Purkey and Paula H. Stanley, has been revised and published by Brookcliff Publishing. The book presents over 1000 ideas for every aspect of the school environment and for every person who works in the school. The book is presented in a format that is easy to read and use. To obtain the book, write IAIE, School of Education, UNCGreensboro, P0 Box 26171, Greensboro, NC 27402. The cost of the book is \$28.00.

Making and Keeping Friends: Ready-To-Use Lessons Stories and Activities for Building Relationships

Making and Keeping Friends: Ready-To-Use Lessons Stories and Activities for Building Relationships is a new book by Jack Schmidt, published by the Center for Applied Research in Education. The book describes a friendship program for grades 4-8 using invitational education and includes tested lessons with reproducible activities, role-plays, and stories to teach young people how invitations and "disinvitations" influence the friendships they make throughout life. To order the book write IAIE School of Education, P0 Box 26171, UNCGreensboro, Greensboro NC 27402 Cost of the book is \$30 00

1998-1999 Desk Calendar

The Alliance is developing the 1998-99 desk calendar which will be sent to all members this spring. The calendar will feature daily flip-off ideas for making school the most inviting place in town.

It is a great gift to start the school year. It is loaded with ideas for teachers, counselors, educators, and administrators. Its daily sheets have ample writing area for planning or notes. The calendar begins with the month of August, 1998 and goes through June 30, 1999. Alliance members will receive one calendar free of charge. To order additional calendars, write IAIE, School of Education, UNCGreensboro, P0 Box 26171, Greensboro, NC 27402-6171.

Prices:

1 calendar	\$8.00
2 to 5	\$7.00 each
6 to 9	\$6.50 each
10 or more	\$6.00 each

If payment accompanies order IAIE will pay the shipping and handling. NC residents add 6% Sales Tax.

What is Invitational Education?

Invitational Education is a theory of practice that addresses the total educational environment. It is a process for communicating caring and appropriate messages intended to summon forth the realization of human potential as well for identifying and changing those forces that defeat and destroy potential. The four qualities of Invitational Education are optimism, trust, respect, and intentionality: Invitational Education asserts that every person and everything in and around schools adds to, or subtracts from, the process of being a beneficial presence in the lives of students. Ideally, the factors of people, places, pollicies programs and processes should be so intentionally inviting as to create an environment in which every person is cordially summoned to develop intellectually, socially, physically, psychologically, and spiritually.

TO JOIN THE ALLIANCE, please send dues of \$35.00 and your name and address to: International Alliance for Invitational Education, School of Education, P0 Box 26171, The University of North Carolina at Greensboro, Greensboro, NC 27412.