

***INVITATIONAL***

***EDUCATION***

***FORUM***

*The International Alliance For Invitational Education*

*Department of Counseling and*

*Educational Development*

*do School of Education, P0 Box 26171*

*The University of North Carolina at Greensboro*

*Greensboro, NC 27402-6171*

*Volume Twenty, Number 1*

## *March 1999*

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## Editor's Comments

Welcome to our first edition of the FORUM for 1999. Spring is just ahead and we get to enjoy the wonderful display of new growth that emerges as the hand of cold winter releases its grip from living things. As I witness the new growth in nature, it reminds of me that life is not meant to be a stagnant existence, but rather eternally evolving, through periods of dormancy and then growth. Although each living thing in nature belongs to a species, each is unique. It seems to me that the goal of life is for every living thing is to fulfill itself--to develop potentialities into realities as much as one can.

I think about a cat. A cat acts mostly on instinct, behaving to survive, and asks for what it wants without reservation. Humans, on the other hand, often lose a sense of who they are, out of fear of being rejected. We sometimes are blinded by the lure of societal values that mesmerise us into thinking that money, power, appearance, and status are what counts and what makes us worthy people. It is easy to be lured when those around us frantically act to acquire "what counts."

I wonder how we can teach our children that the values that really matter are those which focus on the kind of person one becomes. How do we teach children to become self-aware, relate to others with respect and dignity, develop goals for life based on their unique talents and interests, and be strong and persevere when challenged in life? How do we renew ourselves as adults and experience new growth as we meet the challenges of life?

In this edition of the FORUM we present many opportunities for new learning and personal involvement. We offer a leadership conference in Ottawa this fall 1999 and a World Conference in 2000 in Greensboro. In addition to these national conferences, there will be 3 workshops in Kentucky this summer.

Please write an article for our Journal of Invitational Theory and Practice and for the FORUM. We hope you will take advantage of the many opportunities provided by IAIE. Let's help create a more inviting world for our children and for ourselves.

***Books starve from lack  
of reading.  
Pianos starve from lack  
Of playing.  
Houses starve from lack  
of living.  
Children starve from  
lack of loving.  
Schools starve from  
lack of inviting.***

**William Purkey**

**EARLY  
B  
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D  
ANNOUNCEMENT**

**WE'RE COUNTING DOWN THE DAYS UNTIL OUR  
YEAR 2000 WORLD CONFERENCE  
ON INVITATIONAL EDUCATION**

**October 12-15, 2000**

Our Year 2000 World Conference on Invitational Education will be held at the Greensboro Marriott Hotel in Greensboro, NC on October 12-15, 2000. Greensboro is a beautiful city for a conference, especially during October when the autumn leaves are at their peak and the weather is very pleasant.

Many local attractions are available for participants, including Historical Blandwood Mansion, several golf courses, and the magnificent North Carolina Zoo, which is a 30 minute drive from Greensboro. Greensboro features many excellent restaurants and shopping malls.

The Year 2000 World Conference is co-sponsored by the International Alliance for Invitational Education and Guilford County Schools. The conference will feature presenters from throughout the United States and beyond. For details, contact Janette Gann, Guilford County Schools, 712 North Eugene St., PO Box 880, Greensboro, NC 27402-0880. Phone: (336) 370-2321.

More details about the conference will be announced within the next few months. Plan now to participate in this exciting event. It will be fun to be part of a dynamic group of Invitational Educators, to learn the latest about how to create inviting schools, families, and communities. For more information, contact:

Janette Gann  
Guilford County Schools  
712 N. Eugene St., PG Box 880  
Greensboro, NC 27402-0880  
(336) 370-2321

**2nd ANNUAL 1999  
INVITATIONAL EDUCATION  
LEADERSHIP INSTITUTE**

**October 8-10, 1999  
Ottawa, Canada**

The International Alliance for  
Invitational Education will present the 2nd  
Annual Leadership Institute on October 8-10, 1999 and is designed to provide in-depth training in  
Invitational Leadership for those who are already, or who desire to be, leaders and consultants in Invitational  
Education.

The Institute will begin Noon on Friday, October 8, 1999 and end on Noon, Sunday, October  
10, 1999. The meeting will take place in beautiful Ottawa, Ontario, Canada at the Citadel Ottawa  
Hotel and Convention Center. The hotel is located close to shopping centers, the Parliament  
Building, the Rideau Canal, and many other attractions.

Trainers for the institute will include the co-founders of Invitational Education, Betty Siegel and William  
Purkey, who will be assisted by some of the most experienced leaders in Invitational Leadership.

The institute is limited to 60 people. The registration fee is \$195.00 (U.S. Funds) and a special rate of  
\$95.00 (US Funds) for students. Please make checks payable to: IAIE/Leadership Institute and send to:

Dr. Harvey Smith, Director  
IAIE Leadership Institute  
198 Cottage Rd.  
Colton, NY 13625

The cost for lodging (2-night package) will be \$132.50 for single occupancy and \$165.00 for double  
(Canadian Funds). It will be convenient making travel arrangements as there is an airport and train station just  
minutes from the hotel.

If you need further information, please contact:

Harvey Smith at (315) 262-2348. Email: smithmi@potdam.edu or FAX: (315) 267-2115. *We look forward to  
seeing you in 1999 at the 2nd Annual Leadership Institute.*

***Leadership is the ability to dream great  
dreams, then to invite others to  
share in them.***

# **Kentucky Invitational Education:**

## **A Series of three “Drive-In” Conferences**

Sue Bowen, 206 Breckingridge Lane, Versailles, KY 40383, announces that there will be three “drive-in” conferences sponsored by IAJE and Kentucky Invitational Education.

Each workshop will be from 9:30 a.m. to 3:30 p.m. Lunch is included in registration. (Leadership hours requested). Workshops are:

### **“In Search of Strategies That Invite Success”**

**Wednesday, June 9, 1999 with Betty Siegel**

co-founder of TATE, President of Kennesaw University, GA

### **“Invitational Teaching and Brain Compatible Learning” Wednesday, July 7,**

**1999**

with John Piper

Consultant, Brain Compatible Learning/Teaching

### **“Inspiring Education: Strategies That Work” Wednesday, July 28, 1999**

with Jim Mahoney

Superintendent, Zanesville, OH

*COST FOR THE ENTIRE SERIES:*

*\$158.00 (by May 15th)*

*INDIVIDUAL WORKSHOPS:*

*\$65.00 EACH (by May 15th)*

**LOCATION OF WORKSHOPS: SHERA TON SUITES LEXINGTON 2601 Richmond Road, Lexington, KY**

**For more information contact:**

**Sue Bowen**

**206 Breckinridge Lane, Versailles, KY 40383**

**(606) 873-0985**

**email: csbowen@aol.com**

## **Spring Into Action With IAIE Opportunities**

*The Alliance offers many opportunities for you to participate in interest groups and other activities throughout the upcoming year. These opportunities are listed below. We hope you will be interested in any of these organizations, we have listed a person for you to contact for more information.*

### **Go the Distance With 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 explore 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*
- 2. To provide opportunities for those interested in Invitational Education to exchange ideas and research findings.*
- 3. 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 AERA--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. Phil Riner, Co-Chair  
Department of Elementary Education  
Woodring College of Education  
Miller Hall  
Western Washington University  
Bellingham, WA 98225-9090

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

### **AERA-SIG Invitational Education Programs for 1999 AERA Conference**

#### **Session 8.32--Human Resources in Invitational Education (Business Meeting).**

Monday 6:15 - 7:45 Marriott Maisonneuve B. 36th Floor Session

Chair: Phillip Riner, Western Washington University, Tommie Radd, University of Nebraska, Kate Asbill, New Mexico

Program Co-Chairs: Margaret Maaka & David Sherrill, University of Hawaii, Manoa

#### **Session I 1.05--Research on Bullying and Harassment: International Perspectives (Invited Address)**

Tuesday 8:15 - 10:15 Hilton LaSalle Banquet Floor

Chair: Nan Stein, Wellesley College

Speakers: The nature and prevalence of bullying among middle school children in the southeastern United States.

Sue Limber, University of South Carolina.

The view of bullvine from elementary to high school. Debra Pepler, York University.

Bullying vs harassment: Imlications for institutions. Tim McCaskell, Toronto Board of Education.

Session 53.26 (Roundtable)

Friday 2:15 -2:55 Hilton Fontaine B Level F

Invitational education: What native Hawaiian students tell us about a culturally relevant teacher education program. Kern-Ann Hewett, University of Hawaii, Manoa.

Guidelines for preservice teachers peer response to writine and teaching. Marie Icing, E. Barbara Claim, University of Hawaii, Manao.

The student-centered approach: An alternative to the mediocre and mundane tradition of university teaching. Margaret Maaka, University of Hawaii, Manoa.

Lnvitinu self and others: Construct validation and relation to motivation and achievement. Gavin Valiance and Frank Paj ares, Emory University.

Inviting academic achievement through comprehensive developmental guidance systems. Tommie Radd, University of Nebraska.

Access and ownership: The politics of Maori inclusion in education. Arohia Dune, Massey University, New Zealand.

Extending the invitation metaphor to a web-based course for classroom teachers. Frederick T. Bail, University of Hawaii, Manoa.

New cenres in the Hawaiian literacy curriculum: Accessing Kula Kaiapuni students' experiences through Hawaii Creole Enulish. Sam L. Warner, University of Hawaii, Manoa.

### Make Your Move To Join ASCD--Invitational Education Network.

The Invitational Network of the Association for Supervision and Curriculum Development has been accepted for continued sponsorship by

The Networks Review Committee of ASCD. John Van Hoose, School of Education,, The University of North Carolina at Greensboro, Greensboro, NC 27402-6171, is coordinator of the Invitational Education Network.

There is a \$10.00 membership fee. Should you be a member of ASCD, please join this new ASCD network on invitational education. We need your support.

### Keep Up With The Invitational Counseling Professional Interest Network of the American School Counseling Association

The Invitational Counseling Professional Interest Network met at the Lexington World Conference and discussed ideas of interest to counselors.

The counselors who met in Lexington suggested that we do a survey of IAIE members to determine how many counselors are members of IAIE. This idea was broadened and a survey of members was conducted in January to determine other organizations members belong to. The PIN members also suggested that more presentations related to counseling be held at IAIE Conference meetings. (If you would like to determine if you can receive NBCC credits for attending the IAJE Conference in Lexington, please contact Lane Anderson, P0 Box 28, Summerfield, NC 27358.)

Please let us know of your interest in the Invitational Counseling Professional Interest Network of the American School Counselors Association. We are planning a newsletter for the upcoming year. Two articles on invitational counseling appear in the ASCA Counselor each year.

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.

### Put Your Sites On Our New **IAIE Web Page**

Dan Shaw, our Webmaster, 3200 S. University Dr., Ft. Lauderdale, FL 33328, reports that have a new web address which is:

**www.Invitational Education.net**

Dan gave the web site a face lift and a technical makeover that will include some “spiffy web stuff” as he puts it. Additionally, we have use of our own mail server. That means that we can issue up to 20 email addresses. The new web site should be available for use by.

Please visit our web site if you haven’t for the latest in IAIE news and upcoming events:

The latest information on Invitational Education

Read the current and past issues of the FORUM and the JOURNAL OF INVITATIONAL THEORY AND PRACTICE

Obtain conference information

One can also subscribe to membership and register for conferences over the internet. 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

yourname@youraddress

For more information contact: Dan Shaw, 3200 5. University Drive, Ft. Lauderdale, FL 33328. [danshaw@hpd.nova.edu](mailto:danshaw@hpd.nova.edu)

# “Inviting School Award”

## Program

Farewell to Diana Brown: Thank You!

Diana Brown, FEA United, 1732 Disston Avenue, Clermont, FL 34711, served as the IAIE “Inviting School Award” Chairperson for two years. During those two years, Diana devoted much energy and commitment to her position. She further developed the awards application process, so that schools now create a portfolio as part of their application. Her ideas and energy greatly enhanced the inviting awards program.

Diana Brown’s efforts resulted in a fabulous display of the 1998 inviting schools at our 1998 IAJE World Conference in Lexington, KY. She also established a process in which schools who received the “inviting school award” in earlier years reported on their progress in continuing to be inviting schools. Diana’s energy, enthusiasm, and commitment are greatly appreciated. She worked very hard as a volunteer for the Alliance and her work has helped our organization grow. Diana, as the result of her hard work and commitment, has taken on a new position which makes it necessary for her to resign as the IAJE “Inviting School Awards” chair. Diana now works for Florida Education Association/United as its Professional Development Coordinator. In her new position, Diana will be responsible for developing, coordinating, and implementing professional development programs, services, and support systems for FEA/United members. She is excited about accepting this professional invitation which provides new challenges and direction. She states, “I look forward to inviting teachers, school-related personnel, administration, school boards, superintendents, legislators and community members to further their own personal and professional growth. Life-long learning is the key to impacting student learning in a positive way enabling each and every student to reach his/her human potential.”

Diana remains an active Alliance member. Our new “Inviting School Awards” Chairperson is Lane Anderson, III.

*Your dearest friend in all the world  
was once a total stranger, and it all  
began with an invitation.*

Dr. Lane Anderson, III is New Awards Chair

Welcome to Lane Anderson who is IAIE’s new “Inviting School Awards” Chair. Lane has been an educator for over 25 years with eleven years of teaching and coaching experience at Page High School Greensboro Day School and Western Guilford High School (all in the Greensboro, NC area). He has also been a successful principal of five summer school programs for inner city high-risk

students. Before entering the field of education, Lane served four years on active duty as a surface warfare officer in the United States Navy aboard destroyers and guided missile cruisers, primarily in the Caribbean and Mediterranean Seas. He served 20 years in Naval Reserve Intelligence in support of the Defense Intelligence Agency, CIA, and Navy SEALs (special forces). He is currently a Blue/Gold recruiting officer for the US Naval Academy.

Lane received two degrees from the University of North Carolina at Chapel Hill and a doctorate in educational administration from the University of North Carolina at Greensboro. He has completed four years of post doctoral work in the field of human development and family studies with a concentration in early childhood. Anderson's chief interest in education is at the elementary level where children are in their most formative years thereby making affective (personal) and cognitive (intellectual) development the most critical in the K-S grades.

Anderson has also been an educational consultant and provided teaching/leadership seminars at area colleges/universities as well as the Center for Creative Leadership. His doctoral dissertation on an inferential analysis of leadership effectiveness is on the reading list for Leadership and Law at the US Naval Academy and has also been used by area businesses in training seminars. Anderson has served on numerous boards in the community and is past president of the Friends of Animals Foundation, Inc. and the Greensboro Civitan Club.

Anderson was selected as Guilford County's 1998 Administrator of the Year. He feels very fortunate in serving the Sedalia community as principal of Sedalia School which is blessed with outstanding students (440), supportive parents, a caring and dedicated staff and twelve local business partnerships. If you would like information about the Inviting School Award program or about how to nominate a school contact, Lane Anderson, III., P0 Box 28, Summerfield, NC 27358.

*“There is no greater insight into the future  
than recognizing that when we save our  
children.., we save ourselves.”*

Margaret Mead

#### Inviting Strategies of “Inviting Schools.”

Diana Brown, former Chairperson for the “Inviting School Award” Program, created a paper that describes inviting strategies of schools which have received the award. Some of these ideas are presented below.

Arrowhead Elementary School, 5549 Susquehana Dr., Virginia Beach, VA 23462. Carolyn Garrett, Principal.

“Adults and children alike have a very special family-like relationship. Every adult focuses on the welfare of the children, serving as mentors, guides, caring adults and role models. All staff is involved, recognized, and valued as well as the students.”

Baker School, 1369 14th St., Baker, FL 32531. Dr. Thomas Grandstaff, Principal.

“Our policies are monitored and evaluated by the School Advisory Council consisting of faculty, students, parents, and community members. Policies are kept current as dictated by needs. Ad Hoc committees are formed to consider development of new or review of existing policies.”

Beech Springs Intermediate, 200 South Danzler Rd., Duncan, SC. Dr. Kathy Good, Principal.

“...The use of Thinking Maps are student-centered and promote cooperative learning, concept development, reflective thinking, creativity, clarity of communication, and continuous cognitive development. C.L.U.E. (Careers, Learning, Understanding, and Exploring) is a workbook approach to career development. The Guidance department provides small group counseling for students dealing with divorce, grief, and anger, the POPs program is to assist faculty, staff, parents, and students in acquiring/developing positive attitudes and life skills, resulting in feelings of self-worth.”

Cooleemee Elementary, 136 Marginal St., PO Box 128, Cooleemee, NC 27014. Jeff Albarty, Principal.

“Our grounds are well groomed and in bloom throughout the school year. Classrooms are colorful and inviting, and the beauty and warmth of the Media Center (with live animals) is unmatched. Student work samples and murals are displayed throughout. The lunchroom is adorned with displays and banners that celebrate student accomplishments. There is a perfect attendance bulletin board in the cafeteria.”

Dauphin Regional Comprehensive Secondary School, 330 Mountain Rd., Dauphin, Manitoba, Canada R7N 2V6. Donna Jeremy, Principal.

“A new timetabling system and clear discipline and behavior expectations were integrated. Computer programs were updated. Newspaper, radio, and television interviews, as well as videos produced by students have been used to promote the school, giving students a sense of pride. Suspensions are down, enrollment is up, and grades are improving. The vocational programs are well attended, academic and vocational staff support each other.”

Hermosa Elementary, 601 Hermosa Dr., Artesia, NM 882 iCrit Caton, Principal.

“Everyone is important. Everyone is involved. Teachers and administrators have learned students’ trust and welcome questions and openness. Students are encouraged to reach for higher goals, to respect others, to believe in themselves, and to keep a good sense of humor, and to be proud to be SUPER KIDS. (Our principal even plays football with the students during recess).”

Hillsboronah Elementary School, Academy St., Hillsborough, New Brunswick, Canada EOA IXO.

“Principal writes an uplifting note to each staff member (including custodial and clerical, etc) attached Nancy Jonah, Principal.

to a candy bar on the Friday of opening week, Valentine's Day, and end of the year. Student and staff birthdays are announced daily--Birthday cakes are made for all staff and shared at recess. School parent advisory board members were sent letters of appreciation along with a date book reminder and pen with our school name and logo."

Hillside Elementary, 4500 Clifton Aye, El Paso, TX 79903. Linda Holman, Principal.

"Varied programs are offered to meet student needs, including multi-age, dual language, and schoolwide gifted instruction. Additional assistance is provided by the school's tutoring, Swat Team, Homework Club, and Extended Year Programs. Through a series of counselor-led programs and ESL claslses, the parents' needs are addressed as well."

Huntertown Elementary. 785 Huntertown Rd., Versailles, KY 40383. Patricia Putty, Principal.

"The public is invited for 4-H clubs, classroom enrichment projects, D.A.R.E. and special activities. Businesses are involved in the School-to-Work, Economics America, and Spring Into Reading programs and in Care Day activities. Teachers and students organized support for one of our primary students battling cancer (to maintain his education, find medical, financial, and emotional support). We have incorporated Arts and Humanities and work in partnership with the University of Kentucky students and professionals. The Guidance Counselor heads up the Peer Mediation Group."

Louise Luxford Elementary, 4808 Haygood Rd., Virginia Beach, VA 23455. Lee Capwell, Principal.

"Parent involvement is strongly promoted. Programs and workshops are designed to respond to needs. A wide range of activities are provided and students are encouraged to do their best. Students are given the opportunity to receive leadership training and participate in community service and educational projects. We are proud of our BUG CLUB (Bringing Up Grades Club) where students are awarded a sepcial privilege ticket upon bringing up their grades."

More ideas from inviting schools will be presented in future FORUMs.

*A major reason for the apparent failure of many innovative programs designed to quickly "build," "shape," "enhance," or "develop "positive self-concepts in individuals is the tendency to overlook the tremendously*

*complex, multifaceted, and conservative nature of a person's self-concept.*

William Purkey

## **1998 IAIE WORLD CONFERENCE in Lexington, KY**

*Our IAIE 1998 World Conference was a great success. We had over 393 people in attendance. Thanks to Sue Bowen and her crew the organization of the conference was superb. Conference workshops and presentations were informative and varied. In this section of the FORUM we feature highlights from our conference in the words of those who attended and in the scenes we captured in pictures.*

### “I Saw Two Living Things”

by David Aspy

*This article is about Dr. Aspy~ experiences during the 1998 World Conference of the International Alliance for Invitational Education held in Lexington, KY in October, 1998.*

Kentucky is lovely during the fall, especially near Lexington where picturesque horse farms stand in regal defense of a vanishing piece of society that testifies to the notion that horse racing is the sport of kings. It is mind-boggling to drive along two-laned roads overhung by a cathedral of tree limbs that actualize Joyce Kilmer’s metaphor “leafy arms that pray.”

So, it was uplifting to return to the Bluegrass to visit two living things that inspired my soul. First, I stood in the yard of a small Baptist church where my father was a minister about a third of a century ago. More than 60 years earlier I played on that property and learned to worship God. It is a sort of Mecca for me and for a decreasing number of my playmates of several decades past. I make periodic pilgrimages so that I can maintain touch with my spiritual wellspring.

The place is different now. A new sanctuary stands about 75 feet from the old school building where we met in my youth. The old structure is gone and I had to imagine what it was like in its heyday.

I’m glad the old school house is gone and there is a new building in its place. My joy tells me that my dad and mother’s work was not in vain. In fact, as I perused the church property my mind recalled my parents singing the hymn “I serve a risen Savior He’s in the world today.” Here it was, thirty four years later and the church was alive! People were learning to worship God. What a miracle!

With an uplifted heart I cruised up Interstate 64 to Lexington where I took a few moments to jockey around the streets I had traveled during grad school when I had the blessed opportunity to study with my beloved professor Carl Tatum. There on Limestone I revisited Memorial Hall and once again I heard Huston Smith close his 1962 address with the words “Man what a thing thou art.” Three and a half decades I wanted to jump and shout and I had the same urge in 1998.

Finally, I ventured toward Spindletop Hall where IAIE (International Alliance for Invitational

Education) would meet to plan its coming activities. We took the backroads to Spindletop so that we could drink in more of the rare vintage beauty of the Bluegrass. Along the way the horses in the rolling fields seemed to present their finest ballet---sprinting, nuzzling, grazing and rolling. What a show!

At Spindletop the Invitational group arrived steadily by a caravan of cars. As they drifted in you could feel the museum-like mansion vibrate with the symphony of life---hugging, laughing, joking and gurgling. Even my effervescent friend William Purkey was nearly indistinguishable in the gathering mass of optimism. When he hugged me he hardly had time to linger for conversation because his other colleagues wanted to say hello. While we ascended a spiral staircase I was reminded of a myriad of biblical references referring to ascensions. It literally was an elevating walk to some exalted place.

In the room at the top of the stairs people gave gifts to each other--some in packages, others in well crafted words. It was a living celebration. To me, it was the second miraculous thing I had seen that day. Both lifted my soul.

*Dr. David Aspy is an educational consultant in Oklahoma, 1208 Rockwood Dr., Edmond, OK 73013,*

Some Interesting Facts About the 1998 IAIB Conference

394 people registered for the conference  
 246 of those who registered were from Kentucky  
 140 were from other states  
 4 were from Hong Kong  
 3 were from Canada  
 I was from Japan

Of the participants:  
 21 were from Ohio  
 21 were from North Carolina  
 15 were from Florida  
 8 were from New York  
 7 were from South Carolina  
 7 from Nebraska  
 6 from Texas

Participants represented 27 different states

Keynote Presenters: from California, North Carolina, Georgia, and New York

Workshops: There were 63 workshop presenters who represented 17 states and Canada. 24 presenters were from Kentucky.

## **Ideas To Consider**

*The ideas presented below are from “Inviting School Award” schools which continue to implement strategies that improve the nature of their schools. You will note the emphasis on community as well as academic measures. From an invitational education point of view, a healthy school community is essential for personal and social development and academic achievement.*

### Inspiring Strategy: Ideas From Kentucky Schools

by Sue Bowen, Conference Director, IAIE 1998 World Conference, “Inspiring Education,” Lexington, KY and Elaine Devers, Southern Elementary School, Georgetown, KY.

After working together for two years, to plan the 1998 IAJE Conference in Lexington, KY, the steering committee was reluctant to let go of the connections that were made among four central Kentucky school districts. The sixteen members of the steering committee felt there were a variety of benefits to be derived personally and professionally by keeping these connections active.

Not only did the group believe that this support would be energizing, they also felt that much could be learned from visiting schools in other districts. A schedule of four meetings/school visits has been scheduled for second semester of the 1998-99 school year. Each of these meetings will take place in either an IAJE “Inviting School Award” winning school or a school that has earned the Kentucky “Welcoming School Award.

### Southern Elementary--Scott County, KY. Inviting School Award received in October, 1998.

The first of this series of scheduled meetings was held at Southern Elementary in Scott County, KY, on January 22, 1999. The principal, Gary Pruitt, greeted the guests from his district and the other three districts and the group enjoyed lunch together. After lunch, Gary and staff members told the group how the school got involved in learning about invitational education. They shared that the students’ had improved their test scores and had earned Rewards 2 on the last cycle of Kentucky testing. They talked about improved morale of staff members and the involvement of parents with the school.

The staff at Southern Elementary in Scott County, KY, had attended a training session with Dr. William Purkey. After this training session, they decided to completely revise their committee structure in the school. They now have four standing committees and everyone of the staff serves on one of these committees. All of the school’s planning and development comes through these four committees.

### The Four Committees Joined Together to Support Blue Leader Recognition

They discussed the importance of making sure everyone understands that the students are the

reason we have school and they need to be the center of every decision. Students need to be recognized for the outstanding work they do. Southern Elementary's Five P Committees devised "Blue Leader Recognition." Every student has his/her picture taken with the principal. Each week, each teacher chooses their Blue Leaders. A student earns the distinction of being a Blue Leader by meeting six standards...(1) Respectful to self and others, (2) Follows school rules, (3) Returns homework in a timely manner, (4) Arrives at school prior to class starting time, (5) Demonstrates appropriate behavior, (6) Good attendance. A parent volunteer posts the pictures of the Blue Leaders in the hallways. If a student earns Blue Leader recognition six of nine weeks, they have milk and donuts with the principal. If they earn this status nine of the nine weeks, they have a formal luncheon with the principal. A set of china has been purchased for this special occasion. The cafeteria workers prepare a special meal for this recognition celebration every nine weeks.

The People Committee has initiated training for new secretaries on how to greet visitors on the phone and in person. They also have trained the parent volunteers who greet visitors to the school. They organize special events such as the annual Holiday breakfast for staff. Parents are invited to supervise the classes while the faculty enjoys "Secret Santa."

The Place Committee has worked hard to make the school radiate that it is student centered. The entrance way has colorful posters and banners that convey positive messages. Student Blue Leader pictures are prominently displayed. Student work is displayed on the walls and the halls.

The major project of the Place Committee for this year is focused on the cafeteria. It has been named Blue Sky Cafe...and is in the process of being decorated as viewed from an airplane window. Other projects include landscaping between wings of the school, keeping banners with teachers' names posted at each classroom door, and adding a table with magazines in the entrance hall. In keeping with the school's safe school mission, a table in the entrance way is staffed by a parent volunteer who greets each guest to the school. The guest is greeted, invited to sign in and given a visitor's badge to wear.

The Polices and Processes Committees reworked the homework policy this year to be sure it is in keeping with the school's mission of being invitational. The school handbook has been reviewed and any negative language in the handbook has been restated. Some policies were re-written.

The Program Committee has designed an end of school project that will involve all students. The project is entitled, "Travel a Million Miles," and students have an opportunity to earn miles by extra reading and through participating in classroom projects designed by the teachers. There will be a special celebration for all students who travel a "million miles" before the end of May.

After hearing about the staffs commitment to Invitational Education, the cadre of invitational educators toured the school and observed classroom instruction. The representatives of the four school districts affirmed that it was beneficial to visit a school and observe firsthand the reason a school had earned the Invitational School Award.

The other school visits scheduled will be:

- Northside Elementary, Woodford County (Inviting School Award, 1998)
- Johnson Elementary, Fayette County (Kentucky Welcoming School Award, 1998)
- Wilmore Elementary School, Jessamine County (Inviting School Award, 1998)

*A school is best judged by the ways  
it invites people to realize their potential*

Wilmore Elementary Emphasizes Cooperation

Wilmore Elementary, a 1998 recipient of IAIE's "Inviting School Award," was featured in the Lexington Herald-Leader, in Lexington, Kentucky. Joan Vice, principal of the school and an Alliance member, was quoted in the article: "It's a whole way of thinking and it's a way of organizing your school from the bottom up." Vice gives all teachers materials and training in invitational education.

Wilmore Elementary has a strong fine arts focus and is very student-centered. When others describe the school, they use words such as warmth and comfort. The school staff believe that invitational principles increase the likelihood of student success in school. Wilmore has a large international population because Asbury Theological Seminary is located in their town and draws students from all over the world. The school has been recognized for its efforts to help international students make the transition to a new culture by encouraging them to share their culture with others in the school. Students are given opportunities to share their "native dress and cooking techniques" (Lexington Herald-Leader, December 9, 1998, p. 9). Wilmore received a grant which is used for tutors who work with children in the areas of reading and math. Tutors are 60 Asbury College students who work one-to-one with students for three hours weekly.

Jackson Elementary Embraces Wellness

Maria Elena Beltran, Alliance member and a school counselor at Jackson Elementary School, 500 Highland, McAllen, TX 78501, has initiated a Wellness Program for the school to create a more inviting school environment. The program is called WOW or Working on Wellness. The following description is from the WOW program booklet:

With our focus on invitational education at Jackson, we continue to search for ways of creating opportunities for students to bloom and grow in healthy ways academically, physically, emotionally and mentally.

**Our W.O.W. goals are as follows:**

1. To promote wellness throughout our school through a variety of activities.
2. To provide educational information on wellness to parents, students, and staff.
3. To provide activities and events that will reflect wellness and health in general.
4. To invite parents to learn and practice a healthy lifestyle.
5. To promote a sense of well-being among parents, students, and staff.

**W.O.W. Objectives**

1. Students, parents and staff will become aware of physical and mental health.
2. Students, parents, and staff will take responsibility for a healthy lifestyle.
3. Students, parents, and staff will learn ways of achieving their highest potential for well-being.

### **Student Component**

1. Walk with the Principal/Counselor. “Students of the Month” will walk with the principal or counselor, receive a certificate, pencil and a healthy treat bag.
2. K-WOW Groups. The counselor will hold “Kids Working On Wellness” guidance groups with the emphasis on wellness.
3. P.E. Activities. Wellness activities for all grade levels.
4. W.O.W. Week. A week long emphasis on wellness for the entire student body.

### **Staff Component**

1. WOW Table-Wellness literature is provided in the teacher’s lounge.
2. Monthly Activities--Seasonal wellness activities will be provided and shared with the staff.
3. Recipe of the Month. Members of W.O.W. committee will provide a healthy treat for staff and the recipe.
4. Monthly Speaker. Once a month during faculty meetings we will have a speaker on health issues.
5. Stress Relief Activities. During W.O.W. week, staff will be treated to “Satin Hands” provided by a Mary Kay consultant and a 1/2 hour wellness break. Parents take over classes.

### **Parent Component**

1. Parent Weekly Meeting. Parent meetings on health issues will be held throughout the year.
2. Healthy Pastries for Parents. Once a month parents will be invited to join their children in the cafeteria for healthy pastries.
3. Family and Health Fitness. Get fit for a “walk for wellness.” We will join the Texas Department of Health in the 1998 Family Fitness Days USA.
4. Healthy Treats for Students. To be provided by volunteer parents or all students of the month.
5. Parent/Student Healthy Picnics. Parents are encouraged to bring a healthy lunch to be shared with their child during our semi-annual picnics.

Beltran also shares the following healthy “Recipe of the Month”:

#### **W.O.W. Chicken Tacos**

Boneless and Skinless Chicken, Cut in Strips

Onions

Tomatoes

Cilantro

Small Corn Tortillas

Lite Salt, Garlic and other seasoning to taste

*Steam chicken in a covered skillet for approximately 20 minutes or until well done.*

*Add diced onion and seasonings to taste. Cover and steam 5 minutes.*

*Add diced tomatoes and cover.*

*Heat tortillas in microwave or on griddle.*

*Place chicken in tortillas and garnish with cilantro*

***Inviting attitudes toward self  
encourage inviting attitudes towards others.***

Newman Elementary Creates Book

Cheryl Malia-McCall, Principal, Newman Elementary School, 605 5. Billings Blvd., Billings, MT 59101, sent the Alliance a copy of a book created by Regina Johnson, staff, students and their PTA. The book is called, "Celebrations of Invitational Education." The book, given to each child in the school, was created in recognition of the school's receiving the "Inviting School Award."

Through words and illustrations drawn by students, the "inviting nature" of the school was documented. Below are some of the words of students in the school.

"Inviting People at Newman School. We like them because:

--"She makes me like to go to school."

--"She tells me where the lost and found is."

--"She helped bring the Jungle Book puppet show to our school."

--"She is nice and she helps kids."

--"She gives me books."

--"They help me."

--"She helps keep our room clean."

--Mrs. Powell is the school secretary. She does important things and she is a good teacher."

--"Volunteers help us with art and they help us if we mess up."

--"counselor....helps by teaching kids how to be nice to other kids." Processes

--"Thankful week is when your parents come in and read with you. After your parents read with you we all go to lunch. After we eat our parents may join us at recess."

--"A teacher helps a first grader one-on-one how to read. So when they go into 2nd grade they will know how to read a book."

--One of Newman School's project is to help design Almond Park. We were chosen by teachers. WE go to the library every Monday at 1:00 p.m to 2:00 p.m. We draw a scale of how we want the park to be. Then we showed the group and see what they think of the scale. Next we see what they don't think is safe. Finally, we go back to class and start on our school work." Places

--"Falecia and Dancy think the Family Center is inviting because there are lots of games, books, puzzles and movies for people to borrow. There is a T.V. and VCR for people to use and a couch and chairs for people to sit in. Posters, poems and a pictures that our class made are hanging on the walls."

--"Nathan and Sam think the library is a very inviting place because it has lots of books for second graders to read. There are also animal magazines to read and computers for looking at pictures and words. You can also play games on the computers in the library. The library is decorated with a

rocking chair, cartoon character rugs, posters and other fun things.”

--“Mike likes the many, varied and unusual reading places at Newman school. We enjoy reading every day. Sometimes we read to our Buddy class. We read to our teddy bears on Bear Day.”

--“We find Russell at the computer in Room 5 using Mario Teaches typing or Kids Pix.”

#### Programs

--“Buddies Program. .we count on the buddies and the buddies count on use because we help each other with art, reading, math, science, and interviews.”

--“Talents Unlimited Program.. .Talents are six ways to be smart and they are academics, productive thinking, forecasting, communication, planning, decision-making.”

--“Weekly Manners Program.. .remind us to use kind words, greet other people walking in the halls, and show spirit to other people.”

--“Family Fun Night...is entertaining because you get to have members of your family come and play games and do fun things.”

--“When people are kind we write it on a slip of paper and make a paper chain and hang it around the school. Then guests can come and see how many random acts of kindness were done.”

--“Pastries for Parents.. .is when the kids spend time with their parents eating doughnuts with their dads and muffins with their moms in the lunch room.”

--“The Academic Fair.. .is where your family can see what the kids have done in school throughout the year.”

--“A math tutor is a person who comes into your class and helps you with math. A math tutor is good because they help kids with the problem of the day.”

#### Policies

--Noti~ parents of important events in a newsletter.

--Explain grading scale to parents and students.

--Policies ensure that all rules, regulations, and requirements are inclusive, positive, encouraging, and involving.

--Have welcome banners and signs.

*There is a growing awareness that education is not about “normal” distributions, standardized test scores, labeling and grouping of students, relentless and ruthless competition, and certainly not about “being number one.”*

*The revolution is underway because growing numbers of people realize that education is about inviting every single person who enters school to realize his or her relatively boundless potential in all areas of worthwhile human endeavor. It is concerned with more than grades, attendance, and academic achievement  
it is concerned with the process of becoming a decent and productive human being.*

## Survey Measures Feelings of Community

Barbara McCauley, Horizons Unlimited, 854 Elm Ave., Salt Lake City, UT 84106, is the lead teacher for the lower/middle school at her institution. She asked teachers to complete a survey with the intent of learning how to create a greater feeling of community in the school.

Some questions included the following:

1. How important is it to you to have a feeling of community with the staff at Realms (school)?
2. Please put a number on a scale from 1-5 on the following items as to how they have contributed to a feeling of community.

Staff meetings  
Lower/Middle School Staff  
In-service meeting  
Going to workshops together  
Visiting each other's classrooms  
Birthday remembrances  
Friendship plate  
Friendship basket

Playing basketball against students  
Retreat at the beginning of the year  
Serving on committees together  
Fairs---Science, history  
Congratulations for accomplishments  
Newsletter  
Friendship basket

3. Which of the following ideas on a scale from 1-5 do you like to increase the feelings of community:

Have a yearly theme  
Bulletin board for staff  
Parties  
Games with students  
Going to lunch, dinner, etc.  
Picture with just staff  
Special day such as "Crazy Tie Day"  
Fitness program  
Bowling team

Book Club  
Adopting a child "Save the Children"  
Service project for teachers  
Drama production  
Talent show for teachers  
Work on a common goal  
Season tickets to something

Thanks for sharing these ideas Barbara!

## Invitational Education Cited in National Publication

J. Merrel Hansen, Professor of Education at Brigham Young University and John Childs, Principal of Orem High School in Orem, UT, wrote an article entitled, "Creating A School Where People Like to Be," in Educational Leadership, Volume 56, pp. 14-17. The article describes how to improve school climate. They describe the "5 P's" (people, places, programs, policies, and processes) of a school and give examples.

Orem High School was examined in light of the "5 P's." The authors of the article note that "Orem High School consciously tries to establish policies that encourage and permit rather than

restrict or direct” (p. 16). Orem also provides a variety of programs. “For example, an interdisciplinary program called Unified Studies includes credits in social studies, science, language arts, and recreation. A skiing trip, a bird-watching expedition, and a community service project supplement a curriculum that includes writing, reading, and decision-making. The program encourages students to integrate and use the information they receive” (16). In terms of processes, Orem High uses a collaborative approach to decision making. Students are encouraged to express their opinions and take responsibility for their own behavior. Orem “fosters a sense of belonging by stressing group and collaborative effort” (16).

*Students are often more  
disinvited than they  
are disabled, disadvantaged or  
undisciplined~*

## Research in the Schools

*Two research studies are presented below. Linda France describes her school system ‘s attempt to learn about the perceptions of students, faculty, and staff concerning school climate and school safety. Purkey describes how invitational education was implemented in a Fayetteville, NC school.*

### Students Speak Out About School Climate and School Safety

by Linda France, Superintendent  
Jessamine County Schools, Kentucky

The Jessamine County School System is co-sponsoring research to discover student attitudes about school climate and school safety. The study is being done with the Partnership for Kentucky Schools as a pilot effort for the Partnership’s new Expect More/Achieve More program. Roberts & Kay, Inc. (RKJ) of Lexington, KY, served as advisers for the research and completed this analysis.

A Design Team was established that included Jessamine County students, educators, parents, and members of school councils. The Design Team provided guidance on research focus, research and interview questions, sample size and construction, and facilitator recruitment. The Design Team focused the research on these four important questions regarding school climate and school safety:

1. What are Jessamine County School students’ perceptions about school?
2. Do students think of themselves as valued members of the school community?
3. How safe do Jessamine County School students feel at school?

#### 4. How would the presence of uniformed safety officers affect students' views of their school?

The following focus group sessions took place in October and November:

Five elementary school groups: One focus group of randomly selected fourth and fifth graders took place in each elementary school (total of 45 students); counselors served as facilitators.

Four middle school groups: One focus group of males and one group of females took place at each middle school (total 29 students); trained teams of high school students from East Jessamine High School and West Jessamine High School facilitated.

Four high school groups: One group of males and one group of females took place at each high school (total of 37 students); a college student and an RKJ researcher facilitated.

Facilitators asked a carefully crafted set of interview questions that aimed at making it easy for students to talk about school climate and school safety using their own language and ideas. Based on participants' responses to the interview questions, the following finds most accurately reflect the views of students.

**Most elementary school participants:**

- have positive views toward school
- find the adults at their schools welcoming and nurturing
- feel quite safe in classrooms
- feel least safe on buses
- feel moderately positive about a uniformed safety officer being in their school every day
- have mixed feelings about the officer wearing a gun
- view abundant adult presence as their greatest source of safety.

**Most middle school participants:**

- have mixed views toward school
- feel less like valued members of the school community than elementary participants do
- feel quite safe in classrooms
- feel less safe on buses, in restrooms, in hallways, and at some school-sponsored events in the afternoons and evenings where adults are few or lots of unfamiliar people are around
- have mixed views about having a uniformed safety officer in school, with female participants expressing more positive views
- have mostly negative views about the officer wearing a gun
- value adult presence as a source of safety

- more often (though not universally) have negative views toward school

**Most high school participants:**

- feel less connected than they prefer to the adults at their schools
- emphasize respect and fair treatment as necessary conditions for their enjoyment of and performance in school
- feel quite safe in classrooms and throughout their schools
- feel less safe or less comfortable in restrooms and in places where they do not know other people
- have mostly negative views about having a uniformed safety officer in school and question the necessity of such a measure
- have mostly negative views about the officer wearing a gun
- value familiarity with adults, with their peers, and with their surroundings as a source of safety.

These findings are not intended to represent the views of all Jessamine County School students. However, because of the randomly selected, carefully conducted nature of the groups, these findings do offer a reasonably accurate snapshot of how students view school climate and safety in Jessamine County. These findings should be useful in conducting more inquiries with students and adults about how to improve the Jessamine County Schools.

*Opportunities are everywhere,  
but nothing happens  
until invitations are sent*

#### Westover Invitational Education Project

by William Purkey, principle investigator of the project

On August 29, 1997, Cumberland County school officials contracted with the University of North Carolina at Greensboro to provide assistance to Westover High School in introducing the "Inviting School Success" model to the school. The project was scheduled from September 1997 through December 1998.

#### Services Provided

During the period of the project, eight nationally recognized consultants in Invitational Education provided workshops and related services for Westover students, faculty, and staff: Consultants were; Dr. Eddie Collins, University of North Florida; Dr. Melvin Lang, University of Hawaii; Dr. Judy Lehr, Furman University; Dr. Harvey Smith, Potsdam College, NY; Dr. Charlotte Reed, University of Indiana; Dr. John Novak, Brock University, Canada; Dr. William W. Purkey, The University of North Carolina at Greensboro; and Dr. Kent Mann, Grand Island High School, NE.

All together, there were fourteen visits to Westover by the above consultants. In addition, various workshops were attended by Ms. Diane Wheatly, Chair, Cumberland County School Board, and Mr. Kenneth Edge and Mr. Larry Lancaster, Board members. Other visitors included professors from the

Republic of South Africa and Hong Kong.

### Materials Provided

All faculty and staff received the following materials.

- Purkey, W. W., & Stanley, P. H. (1996). The inviting school treasury. New York: Scholastic.
- Purkey, W. W., & Novak, J. (1994). Education: By invitation only. PDK Fastback. Bloomington, IN.
- Westover "Starfish" pin.
- The Video Journal Of Education videotapes.
- Canvass carrying bags with logo

### Interventions

In addition to the dozen's workshops provided by consultants, the following special activities took place:

The Five-P Relay. Involved 150 Westover students in a three-hour exercise designed to develop innovative ideas for making Westover a more inviting school.

Conflict Management. Approximately 100 Westover students participated in a conflict management workshop conducted by Dr. Purkey.

Conference Participation. Ten Westover faculty accompanied Principal Shipp to two training programs on Invitational Education. The meetings took place at Lake Placid, New York, and Lexington, Ky.

Visits to UNCG. Shipp and colleagues visited UNCG on two occasions to meet with Dr. Purkey and to plan activities.

### Achievements

In addition to demographic information being assembled by Dr. Shipp and his staff, the following took place during the 18 month project:

- \*Westover was ranked as an Exemplary High School by the North Carolina State Department of Education
- \* Student attendance at Westover during the 1997-98 school year was the second highest in Cumberland County
- \*There were no major incidents of vandalism during the 1997-98 school year
- \* Changes to Westover physical environment included replacing doors on the main entrance, placing full-length mirrors in the hallways, upgrading all bulletin boards, landscaping school grounds, painting the gymnasium and hallways with school colors, and introducing a telephone decorum process.

### Research Component

Drs. Nicholas Vacc and Marie Shoffner, evaluation experts at The University of North Carolina at Greensboro, were sub-contracted by the project to conduct continuing research regarding the efficacy of the Inviting School Model. Three survey instruments were administered to faculty,

students, and staff at intervals during the 18-month project.

### Summary of Research Findings

- \* According to teachers, administrators and staff, there was an increase in all aspects of an “inviting” school from Fall 1997 to Spring 1998 and from Fall 1997 to Fall 1998.
- \* According to teachers, administrators, and staff, there was a decrease in all “disinviting” aspects of a school from Fall 1997 to Spring 1998 and from Fall 1997 to Fall 1998.
- \* From Fall 1997 to Spring 1998, for students, the “inviting” aspects of teachers and staff slightly decreased (People component).
- \* From Fall 1997 to Spring 1998, for students, the attitudes toward school environment and community (processes) slightly decreased.
- \* From Fall 1997 to Spring 1998, for students, feelings of safety increased.
- \* Overall, from Fall 1997 to Fall 1998, for students, teachers, administrators, and staff, school climate became more positive. Fear and lack of safety decreased, stressors and daily discomforts decreased, and positive attitudes toward the school and school environment increased.

## Membership Matters

### Alliance Member News

**Sylvia Almond, Principal, Valley Elementary, 310** Opportunity Drive, Pelham, AL 35124, reports that she uses Invitational Education theory to lead her school.

Lane Anderson, **III. P0 Box 28**, Summerfield, NC 27358, Principal of Sedalia Elementary School was named by the Guilford County Association of Educational Office Professionals the “Administrator of the Year.” Anderson was cited for his leadership skills and for implementing programs at Sedalia that resulted in higher student achievement. Anderson is our new “Inviting School Award” program Chair and is Associate Director of our IAJE Year 2000 Conference.

Sue Bowen, 206 Breckinridge, Versailles, KY 40383 and Director of the 1998 IAIE Lexington Conference, has retired as Assistant Superintendent of Woodford Schools. She is currently working on special projects for the Alliance, including planning a series of invitational workshops in Kentucky this year.

**Kenneth Brinson, Jr.**, 1428 Black Ridge Dr., El Paso, TX 79912, was honored this year as a “Teaching Fellow” for the Center for Effective Teaching and Learning at the University of Texas at El Paso. He was one of 12 from the entire university honored and the only junior faculty member.

Jo Ann Buxton, Confero Inc., 120 Edinburgh Dr. Cary, NC 27511, writes that her daughter, Elaine Buxton Barry, published an article entitled, “Are Quality and Timeliness Competing Priorities?” in the Quirk’s Marketing Research Review, January, 1999 edition.

**Carolyn Crippen, Superintendent of the Dauphin-Ochre School Area #1**, Dauphin, Manitoba, has decided to retire. She and her husband, Al, have moved to the city of Winnipeg, Manitoba,

where Carolyn is pursuing a doctorate. Their new address is 310-3275 Pembina Highway South, Winnipeg, Manitoba, Canada R3V 1T7.

Dean S. Desoto, c/o C.A.T.S. has a new address: 7719 Pipers Lane, San Antonio, TX 78251. He has written an article about using the invitational model in adult offender programs.

Judy Engel, reports that SQS (Students Questioning Students) Worldwide has a new address: P0 Box 242, Bronx, NY 10466. Judy is the Director of SQS Worldwide.

Linda France, and active leader in organizing our October World Conference in Lexington, KY, is the newly appointed Superintendent of the Jessamine County School System in Kentucky. Congratulations Linda!

**David Friedli, P0 Box 31**, Lyons, NE 68038, is still the project director of "Toward A Drug Free Nebraska. He was recently elected Vice-President of the Lyons-Decatur Northeast (Nebraska) School Board. He reports that they are implementing invitational principles throughout his district.

**David Kergaard**, Rehobeth, DE, and his wife Barbara, retired from Kent County Schools last year and have begun new li~~es at Rehobeth, DE. David, 51, was featured in a newspaper article for his work as a professional trainer for a blind executive. David was high school physical education teacher, coach of many sports, assistant principal, principal, and assistant superintendent for K-12 in charge of instructional curriculum.

**Cheryl Malia-McCall**, 155 Norris Ct., Billings, MT 59105, Principal of Newman Elementary School in Billings, MT, reports that her school has been recognized as one of the 100 Title Sites in the Nation. One of the major components in the Title I Schoolwide Plan is invitational philosophy and practice.

Stephanie Palladino, 257, Shutesbury Rd., Amherst, MA 01002, has written an article on the subject of "invitation" for the Finding Your Way section of Counseling Today, an ACA publication.

John Piper, 1144 Lyn Rd., Bowling Green, OH 43402, and his wife, Sylvia, facilitated a book discussion session at the National Staff Development Council Conference in December 1998 on The Courage to Teach by Parker Palmer.

William Purkey, co-director of IAIE, UNC Greensboro, Greensboro, NC 27402, was quoted in a recent Time magazine article concerning strategies for improving schools. He also is working on a new book concerning the "seW" to be published by Corwin Press.

**Charlotte Reed's mother passed away in October. Charlotte, 19725 Orchard Ct., Lynwood, IL 60411** is a long-time leader in our Alliance and served beautifully as Mistress-Of-Ceremonies at our Lexington Conference. We're sorry to hear about your mother, Charlotte.

Betty Siegel, Co-Director of IAIE and President, Kennesaw State University, 1000 Chastain Rd., Kennesaw, GA 30144, was honored in 1998 by the Turner Broadcasting System (TBS) with a "Super 17" community service award for education. The award recognizes Siegel's inspirational leadership and her work to improve education in Georgia. The award celebrates individuals who have contributed distinguished service, promoted volunteerism or exhibited extraordinary humanitarian efforts to their communities.

**Jack Schmidt, P0 Box 2428**, Greenville, NC, 27836, has revised his book, Counseling in the Schools. The Third Edition of the book was released in Fall 1998 by Allyn & Bacon Publishers. This new edition features a section on invitational counseling.

Alice Spivey, Our former Alliance Administrative Aide, is now happily married. She and her new her new husband, Glen, are now living at 2820 Irby Dr., Charlotte, NC 28209. Alice is employed

by Carolina Healthcare System and does individual and group counseling, and daily lectures. She loves her job. PS: The last four graduate student administrative aids for the Alliance were married during their work for the Alliance. There must be something special in the invitational approach.

Paula Stanley, Associate Professor, Counselor Education Department, Radford University, Radford, VA 24142, has been appointed a Team Leader to provide support for one of six strands of faculty development at Radford University for 1998-99. Stanley is the team leader for the Scholarly and Creative Activity strand which supports scholarship and creative activity among faculty.

*We can all be VIP's (very inviting people)*

## **ALLIANCE SENDS OUT SURVEY**

The Alliance sent a survey to members in January. We wanted to know what organizations you are a member of so that we can better meet your needs and create connections between IAIE and other organizations.

We also asked for your comments concerning the quality of services the Alliance provides members. Thanks for responding. Please return your survey card, if you haven't, so we can better know our members. Thanks.

### **MEMBER COMMENTS From Survey:**

*"The Alliance is doing an excellent job in serving educators with its products and services."*

Professor Howard Hill, Orangeburg, SC.

*"The Fall Conference in Lexington was my 1st experience and it was terrific."* Mary Lovell, Paris, KY.

*"Great Job of producing materials and sending the message that educators are in the "inviting business."*

Charles Patterson, Superintendent, Kileen, TX.

*"Expand networking opportunities."* Linda France, Superintendent, Nicholasville, KY.

*"JAJE does a really good job of keeping up with its members. Thank you."* David Sherrill, University of Hawaii at Manoa, Honolulu, HI.

*"The journal is very helpful and interesting."* Joyce Lemke, Canton, OH.

*"We are making important connections with other theories. Continue to expand or examine our view."*

Charlotte Reed, Lynwood, IL.

*"I would appreciate more communication. Everything else is great!"* Ron Drzewicki, Coldwater, MI.

*"The general public and PTAs know very little about the organization. Could use some publicity."* Joseph Soury, Principal, Rye, NY.

*"I enjoy the information."* James McLean, McCalla, AL.

***“A few people who have worked in education over the years need to hear your message. They would be receptive to your philosophy.”*** John Hug, Grove City, OH.

***“Super job.”*** Vicki Rosebrook, Findlay, OH.

***“You’re terrific.”*** Jane Van Poperin, Northville, MI.

***“All is great! Keep up the good work. thanks for all you do.”*** T. C. Dickerson, III, Bedford, VA. ***“Good calendar, note pad, newsletter...more college guidance for all!”*** Irvin Faust, NY, NY.

***“The FORUM is tops... maybe send us a list of those who are members in our state so we could ‘network’ or get ideas, etc.”*** Harvey Smith, Colton, NY.

***“The more info that can be shared on ‘How To... ‘the better! Keep up the good work Inviting schools make a difference.”*** Kent Mann, Grand Island, NE.

***“The award program is wonderful (Inviting Schools). The journal has great info and ideas.”***

Ed Donovan, Duncan, SC.

***“More articles in Education News or other journals widely read.”*** Barbara Hansen, New Concord, OH.

***“The journal and newsletter are very helpful. Do better? Hard to say. So much is very good. I would like to read just short items from all members on “what works”~.. “they have found”. might be less intimidating than writing a journal article Please keep up the good work”***

Betty Payne, Mt. Airy, MD.

***“Publish some of your articles in the journals of ASCD or NSDC.”*** Barb Leeper, Zanesville, OH. ***“I am satisfied. Keep up the good work”*** Floyd Hail, Greenville, SC.

***“Growing awareness through membership and organizations is beneficial to our success.”*** Dave Chapman, W. Terre Haute, IN.

***“Continue to focus on process which leads to high test scores.”*** Sylvia Almond, Birmingham, AL. ***“I fear your “revolution” will get nowhere in today’s repressive educational climate.”*** Gordon Vars, Kent, OH.

***“I am pleased with the information about other schools shared at conferences.”*** Chris Chambers, Saginaw, MI.

***“Love the magazine.”*** Robert Nardella, Pearl River, NY.

***“Cooperation of associations is a great idea, as is the nature and format of this card! Mike McElrath, Greensboro, NC.***

***“Publications are excellent Consider—Introductory to as many schools as possible...elementary, middle and high school Be invited to ‘NC People with Bill Friday’.”*** Kay Stockdale, Swannoa, NC.

***“A pull-out sheet/poster with a quote of the month would be nice.”*** Bruce Stanbaugh, Mt. Hope, OH.

***“I think your organization is great (love the purpose/philosophy).”*** Barbara Smith, Radford, VA. ***“Consistently emitting a positive, hopeful image & The FORUM is especially valuable--always has good, quick-read items.”*** John Lounsbury, Milledgeville, GA.

***“This card does not allow me enough room to list what IAIE is doing well. However, having administrators and college supervisors emphasize that education is the world’s most important profession ~Jim Beaty, Warwick, NY.***

***“Monthly newsletter?”*** Gay Welker, Bolivar, OH.

***“All good--please send membership renewal info.”*** Karri Boyer, Hinesville, GA.

***“Are we doing anything in regard to school-community partnerships?”*** David Weiskotten, Nazareth, PA  
***“I would like you to have more to say for those wanting to use the invitational approach in organizations not only in school settings.”*** Marjorie Mabry, Waxhaw, NC.

***“I enjoy reading newsletter.”*** Bruce Voelkel, Pompano, FL.

***“Satisfied.”*** Joe Manual, Orchard Park, NY.

***“I have not been able to stay as connected with you this year...keep inviting me.”*** Diane Joslin, Charlotte, MT.

***“Keeping a positive message out there. Provide sessions at National Conference.”*** Linda Poole, New Castle, DE.

***“Doing very well. Would like regional workshops.”*** Dick Steppling, Naples, FL.

***“Great conventions in New Mexico, wonderful philosophy.”*** Tern Hardeman, Ruidoso, NM. ***“The Alliance has the most important message in education--being intentionally inviting. The best way to spread the good word is the link with national associations, increase your membership and continue spreading the message by word of mouth.”*** Rosemary Baron, Salt Lake City, UT. ***“Fully support the goal and mission of the Alliance.”*** Jay Monson, UT.

***“The conferences are great—positive and motivating.”*** Loneta Clement, Virginia Beach, VA. ***“The Alliance can serve members by sponsoring regional conferences in ‘99 and ‘01 (such as Michigan, Ohio, Indiana).”*** John Piper, Bowling Green, OH.

***“I would like to see in-service presentations that can be used for individual school staff development.”*** Jeff Albarty, Mocksville, NC.

***“You are doing a great job.”*** David Smith, Farmville, VA.

***“Journal, books, calendars.”*** Jill Helm, Sioux City, IA.

***“Great organization.”*** Jo Ann Belk, Meridian, MS.

***“I don’t know how you could improve. I do wish there were more members in Illinois and Missouri so that small or local chapters could be formed. I would like to see CEU’s for counselors be available also.”*** Linda Andres, Columbia, IL.

***“I think that anything William Purkey is involved in has to be wonderful.”*** Toody Byrd, Austin, TX

***“I appreciate your work.”*** Tommie Radd, Omaha, NE.

***“Needs to broaden focus from teaching only.”*** Cris Cannon, Nashville, TN.

***“Where can I get videos of Purkey ‘in action’? My grad students would love to access this type of production.”*** (More for counselors). Salene Cowher, Edinboro, PA.

***“Best—promoting the value of worth of individual student.”*** Mary Burks, Buena Vista, VA. ***Journal, Newsletter, Conferences, Workshops. Doing well*** Elizabeth Posey, Hobbs, NM. ***“I love getting the newsletter and journal and look forward to attending a conference in the future.”*** Christina Mathai, Blacksburg, VA.

## Publications

*The Alliance features many books and the Journal for Invitational Theory and Practice. A new book presenting the contributions of Sidney Jourard to the fields of education, counseling, and*

*psychotherapy will be co-sponsored by the Alliance. Jourard was a pioneer in the human potential movement.*

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 JITP. Stafford's address is: 168 Lindfield Circle, Macungie, PA 18062. Send your manuscripts, your ideas for others to read.

Alliance Co-sponsors Book on Sidney Jourard

The Alliance for Invitational Education proudly announces that it will co-sponsor a new book presenting the contributions of Sidney Jourard to the fields of education, counseling, and psychotherapy.

The book will be published in November 1999 by Kendall/Hunt on the 20th anniversary of Jourard's untimely death. In addition to sponsorship by the Alliance, co-sponsors include The Somatics Society and the Jourard family.

For those unfamiliar with Jourard's pioneering books, including The Transparent Self and Disclosing Man to Himself, Jourard's work with self-disclosure set the stage for many aspects of Invitational Education.

This new book is edited by Ann C. Richards and Tiparat Shumrum, West Georgia University, and contains chapters by such well-known researchers and writers as Eleanor Criswell-Hanna, Tom Greening, Clark Moustakas, Elizabeth Simpson, William W. Purkey, John Vasconcellos, and Davis Suchman, among others.

The new book is divided into five sections:

1. Invitations to the soul and spirit.
2. Explorations, extensions and applications of the concept of self-disclosure.
3. Mind/body perspectives
4. Therapeutic dialogue
5. Comprehensive bibliography of Jourard's publications.

Copies of this exciting book may be purchased from the Alliance as soon as they become available in November, 1999. There will be a limited first edition. To insure your copy, please inform the Alliance of your interest.

### Advancing Invitational Thinking

The sales of Advancing Invitational Thinking, which can be purchased from the Alliance Bookstore, earned royalties during 1998. 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 \$8.00. To obtain this insightful book, write the Alliance: IAJE, School of Education, UNC Greensboro, PO 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, UNC Greensboro, PO 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 IATE, School of Education, PG Box 26171, UNC Greensboro, Greensboro, NC 27402. Cost of the book is \$30.00.

New address

**MOVING? PLEASE WRITE US WHEN YOU MOVE.**

### 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 as 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, policies, 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.

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