

“The Holistic Impact of TOC on All School Stakeholders “

A Case Study: Rosa Perez-Servin, Altor School Principal

It is a great pleasure for me to present at this event our experience at the school that I lead, with the TOCfE tools holistic implementation, sharing with you the wonderful things we are living in our educational community as a result of this model.

I will start by describing the scope of this implementation in a few lines:

In September 2005 we met Kathy Suerken, (our President TOC for Education), who visited our school in León, Gto. Thanks to her presentation, I decided to start an ambitious plan of implementation in the whole school, which includes kindergarten, elementary, secondary, and high school levels. Based on the features of the tools, we decided to implement them in behavior and curricula areas, at all levels, degrees and groups, from Pk to High School.

In order to achieve that target in a consistent way, the main actions carried out in these years were:

- Training courses attended by the whole teachers faculty, based on Kathy Suerken’s materials.
- Implementation of the tools in every group, including those specific in Mathematics developed by Dr. Danilo Sirias.
- We have done the systematic collection of evidences of work in all groups, on a monthly basis, counting up to now with hundreds of written examples.
- Training courses to parents, entrepreneurs, cultural sector officials, teachers and managers of schools in the states of Guanajuato and Queretaro.
- Training workshops conducted by our students to their parents, in several sessions.
- Translation into Spanish of Kathy Suerken’s books.
- Presentations in different national and international conferences.
- Presentation to former National Minister of Education based on the TOCfE tools, on the occasion of the inauguration of the new campus of the school.

These tools are currently an integral part of the learning methodology of the school, and every school year we restart the trainings for new students, teachers and parents.

The impact of this effort has reached more than 600 people every year since 2005 to date. Derived from this work, we have a lot of testimonies from many people involved in the system, and some of my favorites are:

“I’ve been learning and practicing TOC with myself and passing it on to our students, since I was trained by Kathy and Daniel Brown. Day by day I have an opportunity to practice either the branch

or the cloud. It has given me the opportunity to be objective in my decisions, to structure my thoughts, even to make brain exercise!"

Ivabelle Ulloa, English teacher.

"TOC system is giving me the desire and the tools to advance in life. Few months ago I started to use the "AmbitiousTarget" on my personal project and once I finished writing the obstacles and the tactics I found how easy it was to reach my goal. From the big problem it was for me it became a step by step process.

As a teacher I see the impact of the TOC system on the students, because I am teaching in an Elementary school which uses the TOC system and also at the University, where it is a different system, they don't use the tools. I notice the difference between the two types of students I have.

At the elementary school, students think in a critical way, they build their knowledge by they own, they are able to investigate and use the information they have in a specific case. They don't want to learn the facts only, they want to use the facts they are reading. And they are always thinking about how what they are learning will help them in the real life not just to approve the school year.

But at the university, students just want to have facts given by the teacher and learn the facts to approve the exams.

I applied once a cause and effect exercise to the students from the university and the same to the students from elementary school. I came out with the conclusion that the causes and effects given by the student from elementary school were more coherent than those given by the students from the university."

Alain Tchido Kouassi, English Teacher

At the institutional level, the impact has been enormous. Our educational community knows that we promote critical thinking skills, based on these tools, and this fact is a relevant factor in the decision to enroll their children in our school.

Teachers use these instruments as a privileged part of their teaching tools, in order to teach to think, instead of storing meaningless data.

Students have integrated to their learning systems these logical thinking skills, and even our former students now enrolled in different universities in Mexico and the world, ask for trainings for their current professors.

Last seven years our students applied National Standard Exams and College Board Exams, improving their performance each year in a consistent way, placing the school among the top 10 in the region, from the very beginning.

But perhaps the most important impacts are those we can't see now, the way our children and young people have changed the structure of their minds, incorporating critical thinking skills to their learning and their whole life.

Executive Projects.

Our school was recently acquired by HUMANE EDUCATIVE GROUP, an important private schools corporation in León, and Board of Directors decided to implement TOCfE tools in the whole group, integrated by four schools.

To do so, next school year we will train their teachers and students, and there will be trainings also for groups of parents, businessmen, executives as well as housewives. We cannot measure the final impact of these applications.

Beside this, we are preparing the project to carry out the certification of teachers in this subject, with the direction of TOCfE International and the official recognition of the Ministry of Education of Guanajuato.

Our educational group is building a beautiful Training Center for Teachers, where we will develop the Certification trainings.

Our ambitious target is to certify 100% of teachers belonging to our educational group, and offer certification to the teachers and University professors from the whole country.

Finally, we are preparing the Spanish version of Kathy Suerken's book, to put it at the disposal of the teachers of Latin America.

Seven years ago, we started this implementation believing it was going to be an interesting opportunity to do something different to help children in their learning process, but we didn't imagine what was going to happen with the implementation in our community members' lives... The tools have changed our lives, our thoughts, and our relationships.

- We can manage our conflicts in a simple but profound way, finding win-win solutions,
- We can predict the consequences of our decisions,
- We can structure our essays using logical frames,
- We can design ambitious targets and reach them.

Teachers using the tools to learn driving a car, as well as launching an entrepreneurial project, teenagers training their parent to think better, kids understanding the causes of social and environmental problems humankind deals with, make me feel the hope of a luminous tomorrow for all of them.

If we can raise our responsibility level by our acts, based on logical understanding of the causes and effects of our decisions, our lives will be more conscious, free and meaningful.

As Eli Goldratt wrote, every one of us can reach a plenty life in its truly relevant areas: work, family and friends, if we improve the way we think. So, we need to think clearly if we are committed to have a rich and plenty life, and all of us are planting the seeds of better thinking communities by teaching our kids to use the branch, the cloud, and the ambitious target tree.

Last Monday some of a solution my students from first grade, expressed it in a very accurate way, talking about a solution they found to a conflict:

One of them, named Vicky said: "Our solution is very good. It is like when you unstuck the toilet in the bathroom"

And another one, named Emilio said: "I am very happy, because I am creating a new world" And when it is said by a 6 years old kid, you better take him seriously, we are doing so.

Thank you Eli Goldratt...