



**TACTics Journal**  
A Publication for and by TOC for Education  
Practitioners  
July 2011

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**TOC for Education  
13<sup>th</sup> International Conference**

**October 26-29 2011**

**Orlen Training Center  
Plock, Poland**

Please note **the dates have been changed** since our prior announcement. The first 3 days will be devoted to training modules and panel discussions on didactic, pedagogical and leadership applications of TOC and will include Dr. Danilo Sirias's new math workshop. The fourth day will be devoted to sharing insights from the upgrade in TOC knowledge designed and prepared by Eli Goldratt for the June TOCICO Conference.

**Polish Training Project by Agnieszka Szepielow**

Shoshi Reiter, Maciej Winiarek and I facilitated 4 TOCfE workshops between April and June with over 200 teachers having been trained. The project is developed around self regulated learning (SRL) which is the subject of Shoshi's Ph.D. We are using some of Shoshi's materials as well as the THINKING ACROSS THE CURRICULUM workbooks that enable students to learn the TOC tools which allow them to take responsibility for the process of learning. In the program the TOC concepts were also used to prepare and conduct a special math lesson with the help of Eli Schragenheim who wrote the story and a math teacher from Israel who

prepared an excel file. There was also a part about leadership and how to become a change agent based on Linda Trapnell's training. Those 5 days equip the teachers for their further journey. The program is based on European Union funds and a partner of the program is MCDN (Malopolskie Centrum Doskonalenia Nauczycieli In-Service Teacher Training Centre from Malopolska region of Poland.

**Whole School Implementation - Instituto Tepeyac, by Flavio Arias Sanchez, TOCFE Guanajuato, Mexico**



This case begun when we had the opportunity to present for second year at Career Fair organized by the City of Leon. One of the tracks is for Career Counseling where tutors, parents, teachers are invited from several institutions from the region. Our workshop's title "Great Small Projects" was a success. We particularly showed the

use of the Ambitious Target Tree". Students from Middle School "Anexa a la Normal" led by Arturo gave their testimony, and answered questions. Participants were divided into four groups. The principal and several teachers from Instituto Tepeyac were



there in this workshop.



It was the teachers that insisted and requested to the Principal Nun Vicenta (Catholic School managed by a religious group) telling her "this is what we need". They requested training and we accepted with one condition, that it would have to be a POOGI, not just one more training seminar. With almost no budget to spread across one year (actually nine



months) it was worthwhile.

At the school during training sessions we found a committed, highly participative directors, coordinators, tutors and teachers. Their understanding, work and response were extraordinary.

To ensure follow up, we used email so they could send their progress and we reviewed and gave feedback, support and guidance. Common questions were addressed on the following sessions. We suggested they involve others and students with TOCFE Thinking Tools, beginning with ATT late on the school cycle 2009-2010. Their results were amazing.

At the beginning of the new school cycle 2010-2011 this groups had enough experiences and arguments to include the Thinking tools to the whole school activities. With more difficulty we cover the Cloud and Branch.

The middle school principal let the students organize their “cultural week”. Everyone was surprised of the great results. They could not believe the quality and creativity of the events.



witnessed the results of almost a second year of work

We ended our participation February 2010 and when Kathy came to Leon in June 2011 she



At every school level from kindergarten to high school great results had been achieved. There were however some highlights, the following is just one of many such great stories.



Coordinators and tutors allowed each Group to work based on their own needs. An outstanding group was from teacher Lucrecia. She first did herself a Cloud D-Involve Students vs D'- Do not involve Students in the

POOGI and realized that it would be too much work for her own if D´ was the choice. She created a 6 student board for the class; they named themselves “CONAN”. They have been the driving force of many changes. First they addressed behavioral issues, defining rules of harmony and respect among them and their teachers. Later they defined goals for their



academic results. They created a blog so everyone could access homework and help each other and also focused to help those with lower grades. Their ambitious target was to raise their grade to 3.6 GPA (9.0 / 10). Their results and attitude changes are known in and out of the school. Our experiences of working closely with the institution, delivering the training of the TOC Thinking Tools, using them, evaluating progress and results, following up on their use proved to be

a different learning strategy that guarantees results and establishes a real Process of On Going Improvement.

Flavio Arias Sánchez, TOCFE GUANAJUATO

## **A Special Thank You to Eli Goldratt from Colegio Greenwich, Mexico**

Colegio Greenwich, under the leadership of Rosy Perez-Servin, has been using TOC since 2006 especially in application to behavior issues. This past year a team of Greenwich teachers have been translating to Spanish the THINKING ACROSS THE CURRICULUM series of workbooks and in which all faculty have received training. As a result, they have been developing curriculum lessons for **every** grade level and in **every** subject toward the goal of creating TOCfE booklets of curriculum lessons for children. On June 3, each student was asked to choose a written example of a TOC tool from their notebooks to hold up in a school picture taken for Eli Goldratt. Accompanying the picture is a message that reads: “We might be only country, perhaps only one school, but we are 392 TOC hearts learning from you! Thank you Eli.”

The picture is too large a file (7MB) to include in TACTics but may be viewed and downloaded at: [www.tocforeducation.com](http://www.tocforeducation.com) Click on ‘What’s New.’

And Finally ...

I hope you will forgive a little indulgence but I feel the need to express my own sadness at the loss of, not just a great man but also a good friend.

*“You can shed tears that he is gone,  
or you can smile because he has lived.  
You can close your eyes and pray that he'll come back,  
or you can open your eyes and see all he has left.  
Your heart can be empty because you can't see him,  
or you can be full of the love you shared.  
You can turn your back on tomorrow and live yesterday,  
or you can be happy for tomorrow because of yesterday.  
You can remember him only that he is gone,  
or you can cherish his memory and let it live on.  
You can cry and close your mind,  
be empty and turn your back.  
Or you can do what he would want:  
smile, open your eyes, think, love and go on.”*

*With due respect to David Harkins, (British Poet and Painter)*

As always, we would love to hear your own experiences; whether they follow a conference or simply develop from the use of one of the tools. Please send anything that you would like us to consider for publication in Tactics to the following address...[tactics@mct-ltd.com](mailto:tactics@mct-ltd.com)

Alan ...