In times of change, learners inherit the Earth, while the learned find themselves beautifully equipped to deal with a world that no longer exists.” — Eric Hoffer

LEARNERS VS KNOWERS

This comment reminds me of the distinction between a learner and a knower (those Hoffer called “the learned”). A knower KNOWS. He feels smart. When he makes an error, or doesn’t know the answer, or loses the game, it threatens his identity. He thinks he may not be smart after all. He gets anxious, uncomfortable, even angry. To defend his identity he has several options: he can pretend that he knows; he can change the subject; he can avoid the situation altogether; he can blame someone else or some external cause. If something is hard, he may even bail out because, after all, he’s
a KNOWER, and if it is hard, or if he doesn’t know it already, then he must not really be a knower, he must not be smart.

On the other hand, a learner understands that learning is a process. He understands that there is a steep part of the learning curve. He understands that mistakes are a normal part of learning. He does not define himself as smart—as a finished product—but as someone who is always learning, always curious, always in development.

Stanford psychologist Carol Dweck wrote one of my favorite books, *Mindset* (2006), which applies to parenting, business, school, and relationships. She refers to Jim Collins’ data and concludes that good organizations can become great* if they are “growth oriented” (vs. “the smartest guy in the room,” vs. “the mistake-free game.”)

Montessori education aims to develop children who are learners, not knowers. And we professional educators and administrators at Post Oak aspire to create and maintain a growth-oriented culture of learners in each classroom and in the school as a whole.

**PROFESSIONAL GROWTH PLAN**

We do so in many ways. Every year each faculty member develops a Professional Growth Plan in collaboration with his or her division director. This is comprised of two or three “stretchy” goals; not a dutiful list of objectives to be safely checked off by year-end, but rather, a set of heartfelt goals designed to energize professional growth, goals that may extend beyond a single calendar year. This process is at the core of our growth-oriented faculty culture, and these goals are driven by each individual teacher’s personal analysis of her own professional needs and her career trajectory.

**CONSULTATION AND ACCREDITATION**

In addition, the Association Montessori International’s (AMI) accreditation cycle gives us another dimension of ongoing professional growth, one that is unique to AMI. Every three years AMI consultants visit Post Oak to observe each classroom teacher at work, and meet with him individually to identify strengths and to make recommendations for improvement. Many of these consultants are teacher trainers, others are master teachers who have been specially trained as school consultants. No other school accreditation agency makes growth recommendations to individual classroom teachers.

We at Post Oak are so committed to professional growth, that we go beyond this requirement and ask each consultant to conduct an in-service workshop for faculty at the end of their three-day visit. In addition, we usually invite the consultants back to the school in the years between accreditation visits to follow-up with each teacher, and to work with the department as a group on a topic of their choice.

This year we are hosting AMI consultants for their official accreditation visits.

**SITE VISITS**

Today the entire high school faculty is visiting Cleveland (OH) to observe Montessori High School in action and to meet with their faculty. This is the school whose vision inspired the program design for the Post Oak High School and we are eager to use them as a lens as we look toward our future development.

In similar fashion, Middle School faculty are planning to visit Arbor Montessori
Thank you to all
Post Oak Fund
contributors!

We completed the public phase of this year’s Annual Fund with 86% participation. We will work behind the scenes to hear from all families before we close out the campaign. Your contributions are put to good use throughout the school—helping with professional development, financial aid, facility improvements, and the endowment. We thank you for your support!

If you have not yet contributed, please consider showing your support by emailing a pledge to christinacantu@postoakschool.org, or going online to make a donation.

Learners Inherit the Earth

by John Long, continued from page 2

School in Atlanta. Arbor has a well-developed “occupations” program, a curriculum element that Middle School faculty have begun to implement in the past 18 months. We are eager to learn from a school that has a mature “occupations” program and to see it in action.

CAREER-LONG PROFESSIONAL DEVELOPMENT

Career-long professional development is one of the core values at The Post Oak School—it is the living embodiment of “life-long learning” that we promote as an outcome for our students. It begins with Montessori teacher training, the intensive post-graduate study that prepares adults to work in the Montessori classroom. That is just the beginning. This year’s activities are typical of our annual professional growth initiative. Our professional preparation is never done. We are always asking, with the children in mind, “How could we do this better? How can we improve?”

© John Long and The Post Oak School
Grandparents’ & Friends’ Days

The week before Thanksgiving is an exciting time as students share with grandparents and friends a glimpse into their lives at Post Oak. Guests were entertained with song, speech, and dance, and then led to the classrooms where hugs abounded and many a lesson began. Many new visitors joined us this year including those who attended the welcome on the main campus and continued on to the High School.

POPA Chairs Laura Citardi, Jessica Gregg, and Whitney Walsh would like to thank all the parent volunteers for their smiling faces, warm welcome, and hospitality to all our visitors.
Post Oak Students at TEDxYouth@ISAS

by Mirna Andrade-Salgado, Technology Director

The Post Oak School participated in the third annual TEDxYouth@ISAS event in Houston. Other schools that participated were Chinquapin Preparatory School, Duchesne Academy, The Emery/Weiner School, and The Kinkaid School. The event was hosted by The Emery/Weiner School. TEDxYouth events are held worldwide on or around Universal Children’s Day, a day established to promote transnational togetherness and awareness among children worldwide. This year’s TEDxYouth events had over 13,000 viewers worldwide. The TEDxYouth@ISAS Houston event had viewers as far-off as Germany.

We had six eighth grade participants—presenters were [redacted] and [redacted] and reporters were [redacted] [redacted] and [redacted] who “tweeted” the event on the website twitter.com.

The array of topics certainly echoed this year’s theme, “Dream big...then do it!” There were many topics students were passionate about, from food and cooking to true learning is not standardized (sounded a lot like Montessori) to animals and the environment. A complete list of topics can be found on the TEDxYouth@ISAS blog, www.ted.com/tedx/events/6014. Coming soon on the blog you will also find the students’ biographies, the videos of the presentations, a reflective piece, etc., plus you will be able to add your comments.

A big thank you to all the participants (as well as their parents and teachers) for a job well done! See you at TEDxYouth@ISAS 2013.

Comments from the TEDxYouth@ISAS blog by fellow attendee Madison Calicchia:

“So media, do you fulfill the standards that you make us girls try to live up to? [redacted] It seriously doubt it. So stop posting things images of standards we cannot live up to!”

“Asteroids consist of many metals including platinum, nickel, gold, and even water. So why does [redacted] include water in this list? Water is used to make rocket fuel, and could provide a refueling station in space!”

“Each and every animal contributes to a delicately balanced ecosystem. [redacted] points out that if we lose one animal, it could throw off an entire ecosystem[.] Our issues and the animals’ issues are one in the same. Imagine: a world without animals, deserts, wetlands, trees. Not so pretty.”
‘Tis the season to be sharing

The Post Oak School will be collecting donations for two different organizations this holiday season.

As in years past, we will be collecting FOOD AND TOILETRIES for Braes Interfaith Ministries.

Post Oak Kids Care Club will collect GIFTS FOR CHILDREN & WOMEN at the Houston Area Women’s Center.

Donation boxes will be located throughout the school and items will be collected Dec. 3–12. Elementary students will deliver the items to the Braes Interfaith Ministries on Dec. 12. Last year our community filled over 30 boxes for those in need! Kids Care Club volunteers will deliver the toys to the Houston Area Women’s Center.

**Suggested Food and Toiletries for BIM**

- **Toiletries:**
  - Bars of soap
  - Shampoo
  - Toothpaste
  - Toothbrushes
  - Hand lotion
  - Deodorant
  - Talcum powder
  - (They request that these items be individually packaged)

- **Non perishable canned and packaged foods which might include:**
  - Boxes of Cereal
  - Packaged Pasta and Pasta Sauce
  - Canned vegetables/meats etc.
  - Rice and/or lentils and beans
  - Evaporated or condensed milk
  - Tea and/or Coffee/sugar
  - Cookies/crackers
  - Packaged soups/Broth
  - Dried fruit and nuts

- **For Infants:**
  - Diapers
  - (particularly sizes 4 and 5)
  - Enfamil with Iron – formula
  - Baby food
  - (especially fruits and vegetables)

**Suggested Gifts for HAWC**

- **Infant/Toddler:**
  - Developmental Toys
  - Interactive Play Sets
  - Children’s Music CD’s
  - Riding Toys

- **Clothing, especially winter items and pajamas:**
  - Beginner Puzzles

- **Children:**
  - Ethnically Diverse Dolls
  - Board Games
  - Arts and Craft Sets
  - Athletic Gear
  - Building Sets - Lincoln Logs, Legos
  - Remote Control Vehicles
  - Dress Up Clothes

- **Teens & Adults:**
  - Watches, Wallets, & Purses
  - Perfume/Cologne Sets
  - Bath & Body Sets
  - Make-up Sets
  - Manicure/Pedicure Sets
  - Sports Equipment
  - Trendy Radios/Headphones
  - Electric Shavers & Grooming Sets
  - Tool Sets
  - Small Household Appliances
  - Hair Dryers, Curling Irons, Flat Irons, Crimpers
  - Games (board, video, tabletop)

*For more information visit: www.hawc.org/holiday-wishlist2012*

Please help us make this a meaningful experience for the children of Post Oak and a welcome gift for the families in our community who need our support.
Now in his third and final year at the University of North Carolina’s Professional Actor Training Program alum Josh Tobin (’06) is on his way to a Master of Fine Arts degree and membership in Actor’s Equity. He recently played “Irving Luigi” in a new adaptation of Moliere’s Imaginary Invalid (pictured left). Josh tells us he was first bitten by the acting bug in a production of A Comedy of Errors at The Post Oak School.

High School Admission
OPEN HOUSE

Tues., Dec. 11, 7 p.m.
1102 Autrey St.,
Houston 77006

Join us to learn more about what makes Post Oak High School an excellent choice. Bring a friend!
Pictured here, students have been working away on their classroom Gala art projects.
Opportunities begin at $500 per couple. $1000+ underwriting levels are invited to an underwriting COCKTAIL RECEPTION in January.

Download materials on the gala page via a link on our homepage!

HOT STUFF NEEDED
FOR THE SILENT AUCTION
In addition to the classroom art projects in the Live Auction, the gala also holds a very large silent auction offering an impressive selection of items donated primarily by our parent and faculty/staff communities.

TICKETS, TRAVEL, DINING, GIFT CARDS, & MORE
Talk to the store, hotel, or restaurant manager from businesses you patronize. Requests from valued customers are much more likely to result in a donation than cold solicitations.

Tickets: Sporting and theater events are always popular. Texans, Rockets, Astros, Dynamos, Houston Ballet, Houston Symphony, etc.

Gift cards: Ever receive a gift card you won’t use? Donate it! Gift cards from reward points are an easy way to contribute.

Vacation Homes: Many families have donated time at their vacation homes. Restrictions and exclusions by homeowners are common, so don’t let that hold you back! In the past, we’ve had homes in Deer Valley, San Miguel, Round Top, and Taos.

Don’t forget to BOOK YOUR ROOM at The Houstonian for Gala Night! Our block of rooms is reserved at $169/room. Say you’re with The Post Oak School! Call the Houstonian today: 713-680-2626. Room availability is limited.

CATCH THE FEVER!
Let us “ad” you to the Gala program

NOT SURE WHERE TO START?
It’s as easy as sending us your favorite iPhone photo and we’ll do the rest!

Ads appear in the gala program, The Weekly Post, and remain on the Post Oak website during the 2012-2013 school year.


From our families to you...

The Houstonian

For all you have done for the school!
We thank you, the world of you!
From the L and the O Families

REJOICE & RECOGNIZE
Send family greetings, school support, or congratulate someone on a job well done: finished a marathon, provided support to someone in need...
Shrink Rap

LETTERS TO POST OAK COUNSELOR
PHYLIS TOMLINSON

COMING 2013

Attention all parents, send in your parenting questions now for a regular column which will begin appearing in 2013 here in The Weekly Post. Post Oak Counselor Phylis Tomlinson will offer guidance and advice on issues such as discipline, consequences, money and children, peer relationships, and more. Please include the gender and age of your child for an appropriate response—letters will be included anonymously in conjunction with Phylis’ response.

Send questions to: phylistomlinson@postoakschool.org.

Towards More Effective Parenting
Add to your bag of tricks!

Thurs., December 6
9–10 a.m.

Presented by Post Oak Counselor Phylis Tomlinson.

This class is designed for parents of teenagers, however all parents are welcome to attend.

A day of Love and Logic® with Jim Fay

Home and school strategies for creating respectful, responsible kids

- Simple and practical techniques to raise responsible kids
- Time-tested strategies for avoiding power-struggles at home and in the classroom
- Tips for counseling others toward owning and solving their own problems
- How to discipline without losing their love and respect

Phylis looks forward to seeing you there!

Monday, Dec. 10, 2012
8:30 a.m.-2:30 p.m.

Stafford Center
10505 Cash Road, Stafford, TX 77477

$99 (payable to Love and Logic® Institute)

Register at 800-338-4065 or online at loveandlogic.com
Transition from Lower to Upper Elementary
Thursday, Dec. 6, 7–8 p.m.
If your child is moving up to fourth grade, join us to learn more.

Infant Community transition to Primary has moved to
Thursday, Dec. 13, 9–10:30 a.m.
(previously on Dec. 6)
Join us to learn more about your child’s transition to Primary.

POPA Coffee/Work Day
Dec. 5, 2012
8:45 a.m.–noon

Bearkats Basketball
FRI., 11/30 & SAT., 12/1
Tournament
@ Memorial Lutheran
TUES., 12/11
vs. St. Stephens
WED., 12/12
vs. St. Stephens

WED., 1/16
vs. St. Stephens
WED., 1/23
vs. St. Stephens

Home games start at 4:15 p.m.
MORE TO COME!

Alumni Night
SAVE THE DATE!
Thurs., Jan. 10
6:30–8:30 p.m.

Houston Boychoir
50th Annual Winter Concert 2012
Sun., Dec. 16
4:00 p.m. and 7:00 p.m.
First Presbyterian Church of Houston, 5300 Main Street
Admission is free
Bring the whole family!
www.houstonboychoir.org
# Calendar

**December 2–8**

- **Mon–Fri, 12/3–7**: Collection boxes available all week for holiday donations (see page 10)
- **Wed, 12/5**: POPA Coffee/Work Day 8:45 a.m.–noon
- **Thur, 12/6**: Towards More Effective Parenting 9–10 p.m.
  - Transition from Lower to Upper Elementary 7–8 p.m.
- **Sat, 12/8**: Hanukkah begins at sundown

**December 9–15**

- **Tue, 12/11**: High School Admission Open House 7–8:30 p.m.
- **Wed, 12/12**: Collection boxes delivered by Upper EL students
- **Thur, 12/13**: Infant Community transition to Primary meeting 9–10:30 a.m.
- **Fri, 12/14**: High School holiday party 7 p.m.
- **Sat, 12/24**: Eid al-Adha begins at sundown

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# Notice Board

**50th Anniversary Committee**

Looking for Parent Volunteers

Contact Kathryn Murphy at kathrynmurphy@postoakschool.org. (2013–14 is our celebration year)

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# About The Weekly Post

The Weekly Post appears on most Fridays of the regular school year. You can receive a printed copy from your oldest child, or a PDF version online.

Submit letters, articles, or photos in electronic form by 5:00 p.m. on the Tuesday before publication to Communications Coordinator Elaine Schweizer (elaineschweizer@postoakschool.org). If publication is on a Thursday due to school closure on Friday, then the deadline is 5:00 p.m. on the preceding Monday.

All photos in The Weekly Post are by Elaine Schweizer unless otherwise noted.

The Post Oak School was founded in 1963 and accredited by both the Association Montessori Internationale (AMI) and the Independent Schools Association of the Southwest (ISAS).

4600 Bissonnet, Bellaire, Texas 77401 • Telephone: 713-661-6688 • Fax: 713-661-4959 • www.postoakschool.org

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# Welcome Baby Green!

A warm welcome to [Redacted] born Sunday, November 11 at 11:53 p.m., weighing 7.1 pounds. Many of you remember new mom Christine Green who is the former assistant in Miriam Winton's Primary classroom.

Congratulations, Christine and Ted! 👶