



NOVEMBER 9-12, 2023
Disney's Coronado Springs Resort
Lake Buena Vista, FL

When Smart Kids Get Stuck!

Supporting Productive Struggle Through Affective Curriculum

Sam Nguyen, M.Ed., Gifted Education Specialist

Chris Ryan CEO & Leslie Kerner COO
Co-founders of Silverquicken Education



NAGC.org/NAGC23
#NAGC23

REMINDER

NAGC is committed to providing a safe, productive, and welcoming environment for all meeting participants and NAGC staff. All attendees, exhibitors, sponsors, and volunteers at NAGC23 are expected to abide by the following Code of Conduct and uphold NAGC's Standards of Conduct. NAGC prohibits discrimination or harassment of any kind.



NAGC.org/NAGC23
#NAGC23

AGENDA

- Quick introduction
- Ideal cycle of team-based productive struggle
- Potential challenges for gifted kids
- Team roles as part of affective curriculum
- Types of team roles
- Ways to incorporate team roles

TEAM-BASED PRODUCTIVE STRUGGLE

FUN

- Intrinsic motivation



CHALLENGE

- Productive struggle



COMMUNITY

- Team achievement

*Great
Puzzle!*

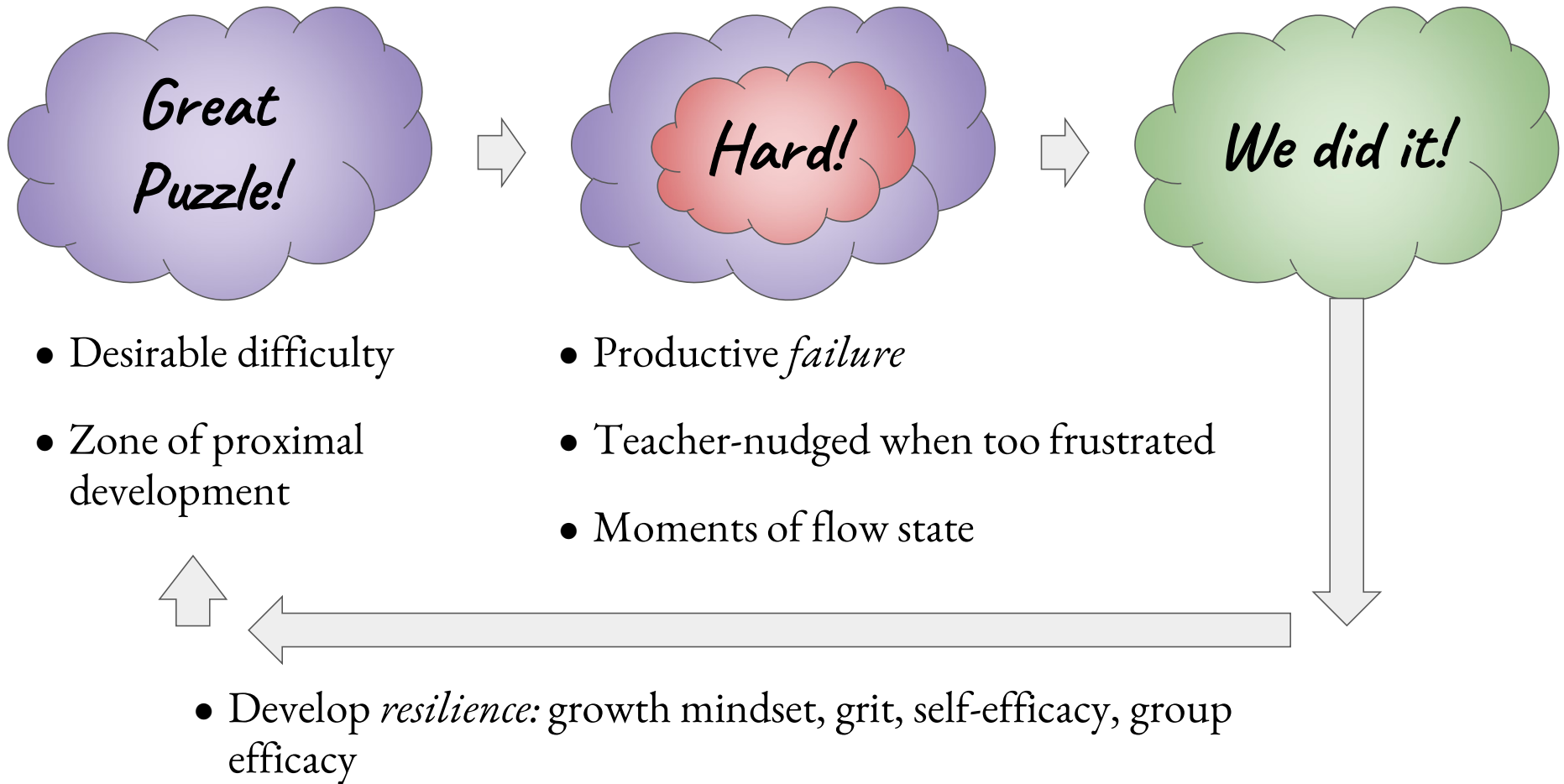


Hard!

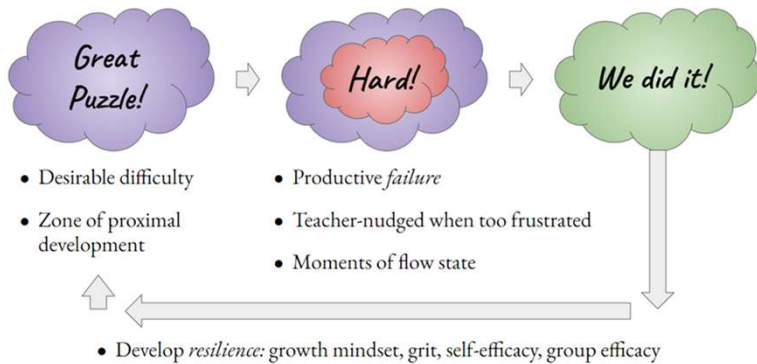


We did it!

GROWTH CYCLE



POTENTIAL CHALLENGES FOR GIFTED KIDS



- How do we foster **resilience** in the face of challenge?

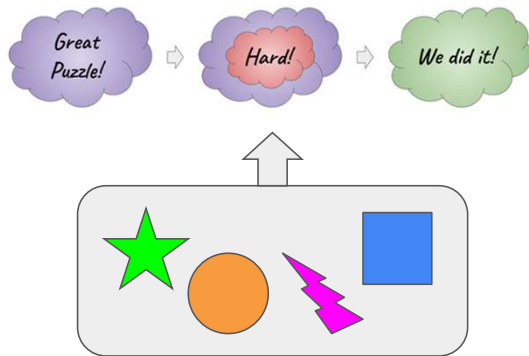
COGNITIVE OVERWHELM

- Unfamiliar with struggle or true team-solving
- Too many ideas, unsure where to begin

EMOTIONAL FRAGILITY

- Impatient with task, self, others
- Quickly frustrated, critical of situation
- Anxious (ego threat)

TEAM ROLES WITHIN AN AFFECTIVE CURRICULUM



COGNITIVE BENEFITS

- Lower overwhelm: what to do, how to relate to others
- *Long-term*: improve self-awareness

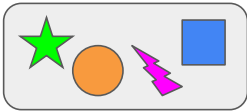
EMOTIONAL BENEFITS

- Manage impatience, frustration
- *Long-term*: improve attitudes toward teamwork, reduce anxiety, increase agency (finding one's place)

TYPES OF TEAM ROLES

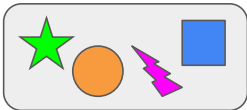
TASK-BASED

What you do here + now as a job



INTERESTS/SKILLS-BASED

Who you are, what you discover inside



Lego challenge:

Person A = **Builder**

Person B = **Messenger**

Person C = **Describer**

- Simple, clear, specific
- Safe + easy to try out, rotate
- Promotes team goals on task

Parker Team-Player:

Contributor

Collaborator

Communicator

Challenger

- Deeper, more meaningful
- Promotes individual growth
- Shouldn't be boxes/limitations

EXAMPLE TEAM-ROLE FRAMEWORKS

- POGIL's 4 roles

Process Oriented
Guided Inquiry
Learning

Manager / Facilitator

Reflector / Strategy Analyst

Recorder

Spokesperson / Presenter

- Belbin's 9 roles

Social

Thinking

Action / Task

Resource Investigator

Plant (idea generator)

Shaper

Teamworker

Monitor Evaluator

Implementer

Co-ordinator

Specialist

Completer Finisher

ANOTHER TEAM-ROLE FRAMEWORK: THREE STRANDS

Based on strengths (no hierarchy, everyone has all Strands)

Designed to appeal to kids



COMMONSKEEPER

Lead

Gather

Team-Build



FINDPATH

Solve

Drive

Answer



WEAVERCHANTER

Create

Wonder

Dream

TUNE THE STRANDS



Keep trying. You never give up on anything!

Imagine we're in an escape room. You've been working on a particular puzzle, but you're stuck. Your instinct now is to...



Take a break. Clearing your head helps you think better.

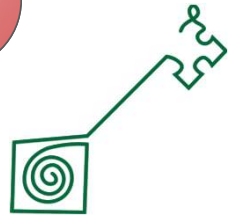


Find a couple of friends and ask for help.

TUNE THE STRANDS 2



Analyze your strategy to have a better chance of winning next time.



Imagine you've just played the game of "Sword versus Swarm" on the Sword side. Unfortunately, your team lost. After the game, you...

Go get pizza with both teams.

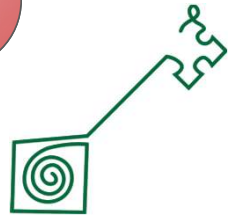


Wait, what's Sword versus Swarm, and is it any fun?

TUNE THE STRANDS 3



You inspect each box carefully, trying to determine which one is the best.



You let your colleagues who need a pick-me-up choose first.

Imagine that later at this conference, you and a group of your colleagues can each choose a “Mystery Box” with various small prizes inside. How do you choose your M-Box?

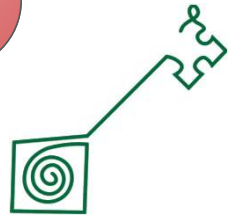


It doesn't matter; what's fun is wondering what's in the boxes.

TUNE THE STRANDS 4



Figure out all the things it can do—how fast it can run, how smart it is, etc.



Bring it to a gathering of friends and play with it together.

It turns out your Mystery Box contains a toy: a small robotic dog powered by AI. What do you do with this robot dog?



Wait, where did this robot dog come from? Who's behind this? Is this safe?

INCORPORATING TEAM ROLES

- Low-stakes “tuning” exercises to start discovery
- Self-directed options based on active Strand



Feeling Findpath? Do another maze.



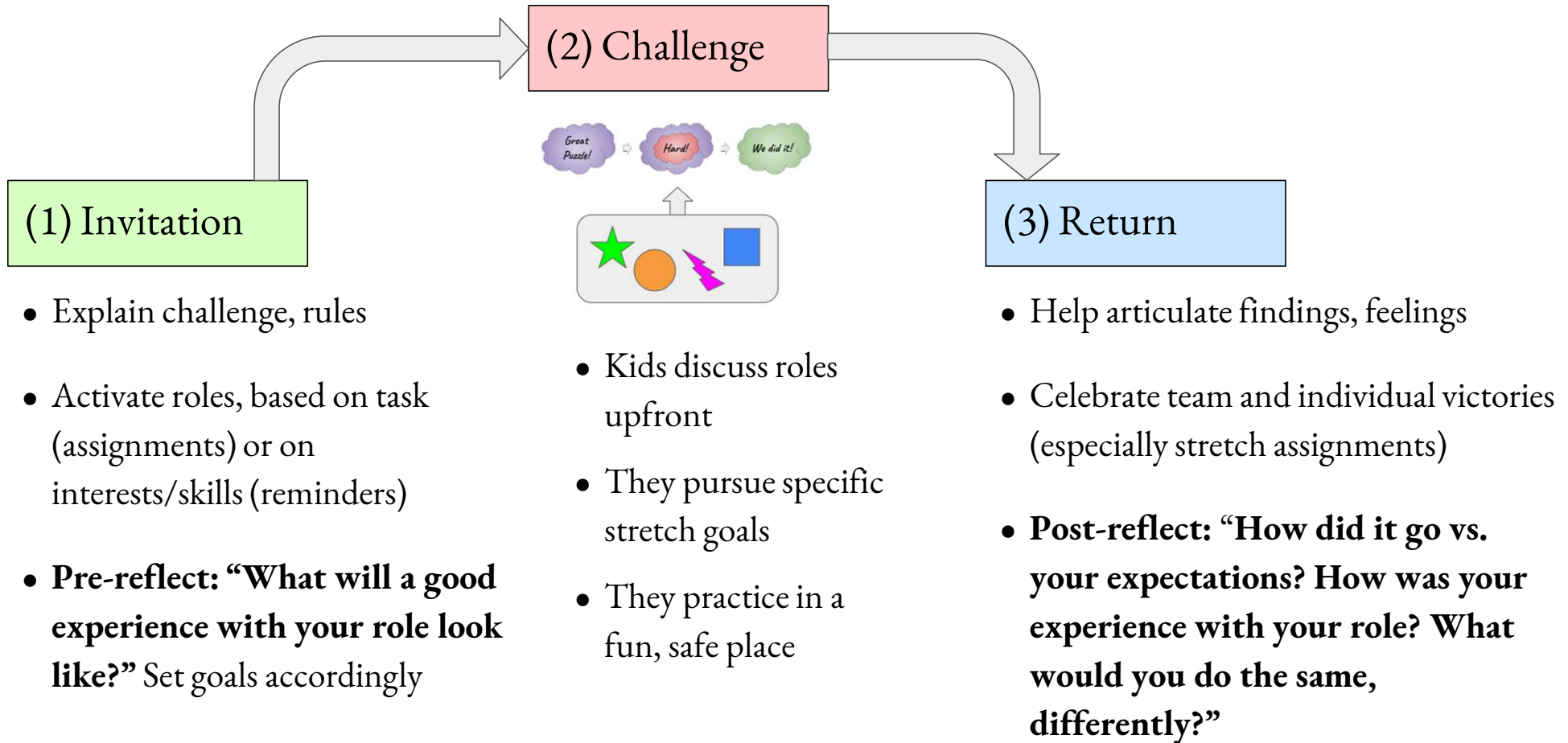
Feeling Weaverchanter? *Draw* another maze!



Feeling Commonskeeper? Play a group maze game.

- Group challenges with **pre- and post-reflections**

TEAM ROLES WITH GROUP CHALLENGES



WHAT WE NEED TO USE TEAM ROLES WELL

- **Increase our self-awareness:** apply to ourselves frameworks we use with kids

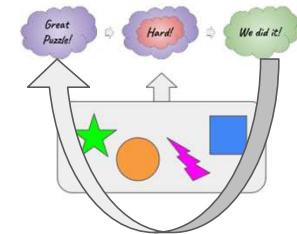
Belbin 9 roles

<i>Social</i>	<i>Thinking</i>	<i>Action / Task</i>
Resource Investigator	Plant (idea generator)	Shaper
Teamworker	Monitor Evaluator	Implementer
Co-ordinator	Specialist	Completer Finisher

Strands



- **Model transparency, flexibility and growth:** it's a cycle

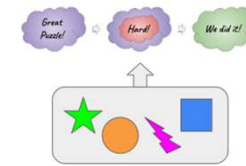



META-CHALLENGE — I. INVITATION

Come up with *practical ideas/plans* for using team roles in specific group activities back in your classrooms.

First, on your own...

- Think of one specific group activity you already do.
- What team roles could you plan to use with this activity?
- How will you introduce/activate the roles? How will you guide reflection afterward?



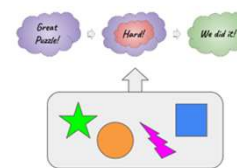
- What Strand(s) are you feeling now?
 Findpath
Convergent  Weaverchanter
Divergent  Commonskeeper
Team/Group
- Leaning into those Strands, what would a good experience look like for you here?

META-CHALLENGE — 2. CHALLENGE

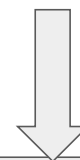
Come up with *practical ideas/plans* for using team roles in specific group activities back in your classrooms.

Now share and discuss with a neighbor or two!

- Think of one specific group activity you already do.
- What team roles could you plan to use with this activity?
- How will you introduce/activate the roles? How will you guide reflection afterward?



*Start with
your Strands!*



- What Strand(s) are you feeling now?



Findpath
Convergent



Weaverchanter
Divergent



Commonskeeper
Team/Group

- Leaning into those Strands, what would a good experience look like for you here?

META-CHALLENGE — 3. RETURN

Come up with *practical ideas/plans* for using team roles in specific group activities back in your classrooms.

For us all to discuss...

- How did it go? How did it feel in general?
- Anything surprising, good or bad?
- How was your experience with the Strands? How useful were they for you in this exercise?



Findpath
Convergent



Weaverchanter
Divergent



Commonskeeper
Team/Group

“WHEN SMART KIDS GET STUCK!” — TAKEAWAYS

1. When gifted kids are confronted with a difficult team-based challenge requiring productive struggle, they can feel cognitively overwhelmed and emotionally fragile.
2. As part of affective curriculum, team roles can lower overwhelm, improve self-awareness, and help kids manage frustration and increase acceptance and agency around teamwork.
3. Task-based and interests/skills-based team-roles frameworks are complementary tools to foster team performance and individual growth.
4. To incorporate team roles into affective curriculum, consider exploratory “tuning” exercises, self-directed activities, and group challenges with pre- and post-reflections.
5. As educators, we should apply to ourselves team-roles frameworks that we use with kids and model transparency, flexibility and personal growth.

RESOURCES: TEAM-ROLES FRAMEWORKS

- **Parker Team-Player framework**

Parker, Glenn M., Team Players and Teamwork. Jossey-Bass, 2nd ed. 2008.

Description of 4 roles and survey tool: www.creativeorgdesign.com/tests/parker-team-player-survey/

- **Belbin Team Roles**

Belbin, R. Meredith, Management Teams: Why they succeed or fail. Taylor & Francis, 3rd ed. 2010

Description of 9 roles: www.belbin.com/about/belbin-team-roles

- **POGIL (Process Oriented Guided Inquiry Learning)**

Description of 4 typical roles: www.pogil.org/educators/implementing-pogil/using-pogil-materials

STAY IN TOUCH!

1. Start an email to Leslie: leslie.kerner@silverquicken.com
2. Put “I’m interested” in the subject.
3. Hit send!

Or... just scan the QR code and hit “Send”!

