

The Subtle Art of Unlearning

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What does the Subtle Art of Unlearning refer to?

Scott H Young ‘The Subtle Art of Unlearning’.

- a) Acquiring knowledge to show it off.**
- b) Looking beneath the things we think we know but often don’t. Looking past the convenient approximations to the stranger, more interesting, more subtle reality.**

e.g The Battle of Clontarf

e.g. My Dad’s Sex Talk



We Bought a School

(based on a true story)

Eaquals
Excellence in Language Education



Perception

Meet all key stakeholders (staff, students, agents, suppliers, statutory)

Review of all in-house QA documentation, staff files

Health & Safety, building issues, training and logs

3 month and 6 month cash flow projections

Rebranding and creation of new marketing assets

Reality

-Staff needed a lot of time to process
-Agents received well
-Statutory?

Much had been done in due diligence re: staff. QA was indicative of an 'under-the-radar' school

Never rent an old building!
Underestimated costs massively

Scrapped and re-written almost daily!

Important for our own sense of reality and sensitive to other stakeholders

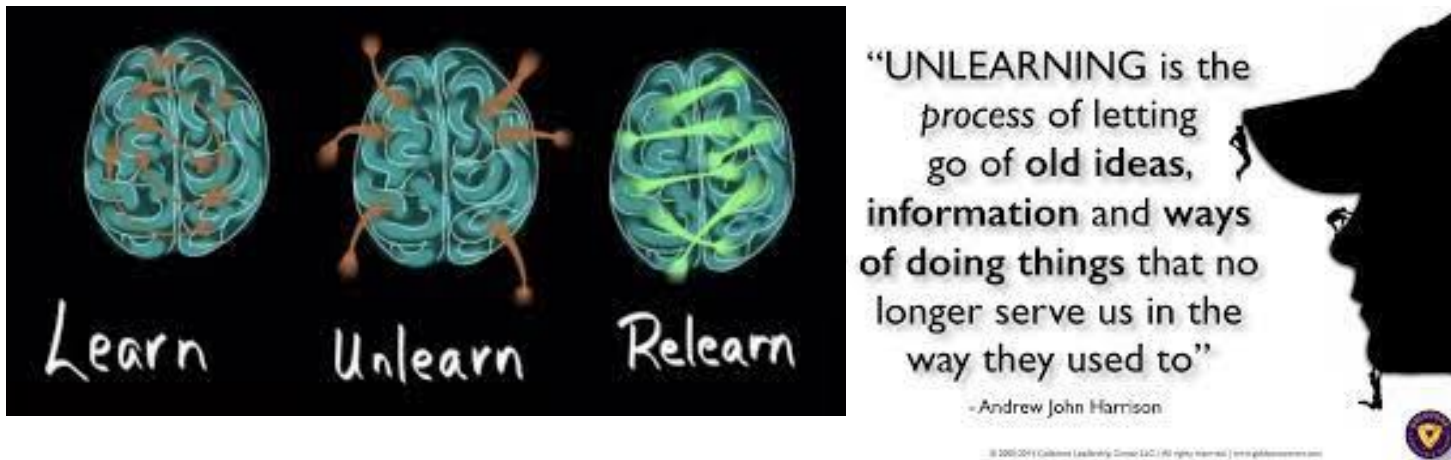


Task: Improving an LTO

What would be your main priorities if you took over an LTO that you have worked in?



‘Proud of our past, focussed on your future’



Unlearning is the process through which we break down the origins of our thoughts, attitudes, behaviours, feelings, and biases

Medium term Operational Objectives

1. Automate processes so staff can focus on the students (SMS)
2. Future Proof for GEN Z and Gen Alpha (GEL, Cap-Ex of WiFi and Building, Social Media Strategy)
3. Make the school more outward facing (Conferences, national associations, statutory conversations and QA)



Medium Term Academic Objectives



1. **Communicative syllabi & materials**
2. **All schools are digital**
3. **Regular CPD meetings**
4. **Your teachers are
your most valuable assets**



What should a Director do?

 thelinguavivacentre

Here is a fun fact about @thelinguavivacentre

Both our owner/directors have a background as teachers and teacher trainers and continue to actively engage with students in the classroom EVERY DAY.

You don't just teach, you inspire!

Today's reality: We want our staff to be ambassadors for The Linguaviva Centre.

Reasons for being a Training/Teaching Centre

Every enterprise is learning and teaching institution. Training and development must be built into it on all levels, training and development that never stop.

Peter F. Drucker

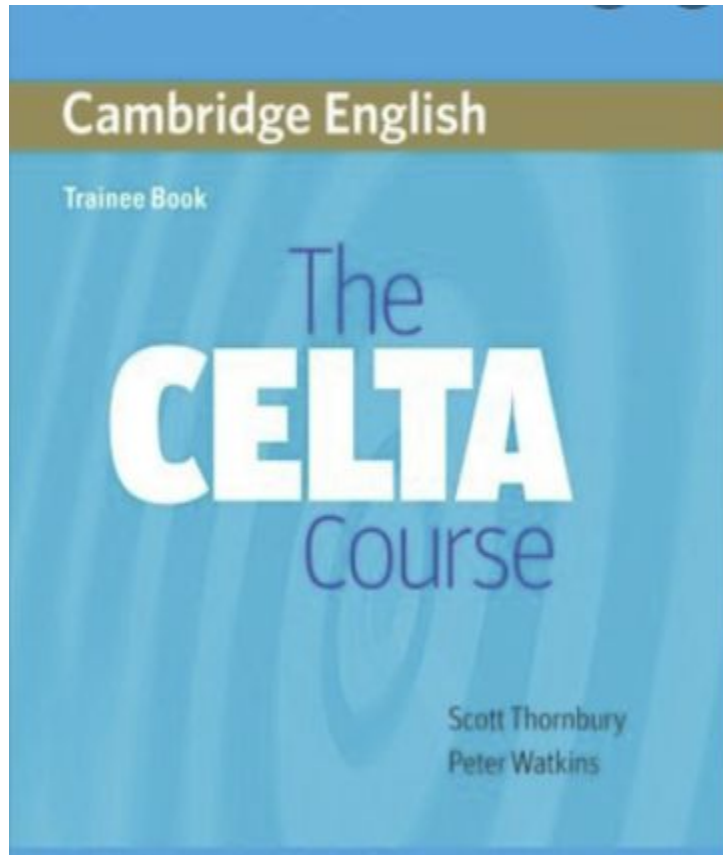
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Task: 5 ideas on how to improve initial teacher training

- 1.
- 2.
- 3.
- 4.
- 5.



Unlearning Initial Training...



**Why do we focus
so heavily on
language
analysis?**

**Why do we
observe other
novice teachers?**

Don't assume - observe

CLASSROOM OBSERVATION

A Guide to the Effective Observation
of Teaching and Learning

MATT O'LEARY

Don't wait to give
helpful feedback

Find out why the teacher
choose to do a task

Don't let tasks be ends in
themselves

Insist the teacher gives a
'language upgrade'

Question everything.....



focus on what
your students can
do with language
e.g. the passive
voice

Guide your
learners to
discover 'why'

As a teacher ask
your own
questions about
language....

Question the coursebook....



**The past perfect
warrants a unit**

**There are three or
four conditionals**

**Present simple is
unit 1 easy
content**

Question the approach....



**Are we
facilitators or
teachers?
What are we
monitoring for?
Is a great task an
end in itself?**

Why Eaquals & Why now?

Offers external validation of internal values and changes implemented

Ensures holistic approach to school development rather than potential breakdown across departments

Creates and maintains trust with learners and agencies

Removes internal 'group think'

Ownership and accountability for all involved as part of the unlearning process