



Norwich Road Academy

Super Learners Policy

Date of policy	April 2024
Member of staff responsible	J Miles
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'Super Learners'

Intent

Pupils with a positive attitude towards their learning will make good progress and be successful in life. Supporting our values of 'Be Proud, Connect, Empower, Motivate, Aspire and Transform', we will create 'Super learners' here at Norwich Road Academy.

Super Learners value the process of learning. They seek consistent improvement and keep mastering new principles, processes, worldviews, thinking models, etc. The "ongoing, voluntary, and self-motivated" pursuit of knowledge is important for their maturity.

As teachers and support staff, we want and should expect all of our pupils to relish challenges and embrace their mistakes, as part of the learning process. They should also value the importance of effort, respond carefully to feedback and take inspiration from others.

As the adults in the room, we need to ensure that these values are implemented in everything that we do. We need to challenge and expect all pupils to believe that they can achieve anything.

Implementation

Encouraging children to become confident and resilient learners

Norwich Road Academy 'Super Learners' is loosely based on the concept of Growth Mindset.

Growth Mindset is about encouraging pupils to become more confident and resilient learners. In order to reach their potential, staff need to model the mindset of a learner who is not afraid of making mistakes. We also need to embrace making mistakes and embed that making mistakes is all part of the learning process. Rather than telling the pupils how to fix errors, the process of Growth Mindset is to allow the students to find strategies and solutions to fix it themselves.

Improved learning approaches are powerful and can make the learning process more enjoyable. They support wellbeing, achievement and success.

Key Attributes of 'Super Learners' at Norwich Road Academy:

These are our key attributes of Super Learners at Norwich Road Academy. These link with our academy Values and are shared with pupils consistently, in every day teaching and learning. When handing out the Super Learner rewards, we need to consider these following attributes. The 'Super Learner' may have achieved one of these aspects or all of them. We, no matter what, will encourage brilliance in every child.

The 'Super Learner' attributes link to our Values.

Connect – A NRA Super Learner makes links and connections in their learning, between all aspects of the wider curriculum. They read and investigate new topics. They apply their learning to new areas and new uses. Their new learning helps them connect with new experiences and opportunities. They are an effective communicator and collaborate well with others.

Be Proud – A NRA Super Learner is proud of their own achievements in learning but also celebrates the learning achievements of others. They celebrate success and understand the contribution of their own and others efforts in achieving this. They are proud of themselves, their community and their academy. They feel good!

Motivate – A NRA Super Learner motivates themselves to do well in class but also helps to motivate others in their own learning. They are encouraging and supportive. Super Learners understand that things may not always be easy and demonstrate resilience in the face of challenge. They are independent, adventurous, creative and look for solutions.

Empower – A NRA Super Learner empowers others with their learning and empowers themselves to take on new challenges with their learning. A Super Learner is focused and does not allow themselves to be distracted. They take risks and are not afraid to get things wrong. They grow in confidence and enthusiasm. They look after themselves by making healthy choices. They encourage others in a common goal of success.

Aspire – A NRA Super Learner has high aspirations for themselves and high standards for their learning. They have ambitions and support the ambitions of others. They are organised and take responsibility. Their learning crosses real and perceived boundaries.

Transform – A NRA Super Learner knows how to transform themselves into a robust learner and has a mindset of confidence and resilience. They undertake different challenges and are not afraid of making mistakes. They know that they will change and grow, along with their challenges and situations. They are able to recognise how they have grown and become more skilled.

How can I apply it within my classroom?

- Class display and posters
- Regular discussion and highlighting explicitly the attributes that support success and 'Super Learner' behaviour.
- 'Catch' children in the act of demonstrating the attributes.
- All adults working with children should model the attributes.
- Weekly 'Super Learner' awarded
- Take time to develop a 'Growth mindset' within your classroom – look at examples of work and ask, 'can you see where you have gone wrong? What can you do to change it?' – begin to get the children to look at their mistakes as opportunities for learning and growth.
- Encourage the children to celebrate the successes of others and help them to understand that they will make mistakes but it is all part of the learning process.
- Use the power of YET (I can't do this **yet**)
- Children learn that their brain can be developed like a muscle which can change and grow stronger the more it is used.

Children need to know that with time, effort, practice and input they can reach a certain level of proficiency. Teachers need to remember that with time, effort, practice and the right support, **ALL** children can achieve and become 'Super Learners'.

How can parents and carers help?

Parents and carers are the most influential adults in a young person's life. Welcome and foster your child's inquisitive spirit as much as you can.

Encourage them to follow their interests.

Don't rush to protect them from difficulty. If they get stuck or lose interest, do just enough to get them going again – don't finish the jigsaw for them yourself!

Involve them in your own learning activities. Try to 'think aloud' if you are trying a new recipe or completing a bit of DIY.

Talk about times that you have overcome challenges and when you are taking a challenge on. It helps children to see that you can struggle to and that challenges can be overcome.

Make expectations of turn taking and co-operation clear.

Talk in the language of learning. 'What did you *learn* at school today?' Not 'What did you *do*?'

Encourage your child to take responsibility and promote independence. Can they get themselves prepared? Can they look after their own belongings?

Demonstrate links between ideas.

Celebrate success, however small!

Impact

At Norwich Road Academy, we want the young people who spend part of their learning journey with us to be positively equipped for their future learning. Equipped with positive learning attributes, a NRA 'Super Learner' will be well placed to experience success and opportunity in the future.