

Andy Hargreaves

Quotes

*Leadership, Learning, Teacher, School, Teaching, Educational, Creativity,
Important, Mean, People, Data, Doe, Culture, Ideas, Problem, Government,
Balls, Believe, Asian, Curriculum*

Pompous asses know how to put the moan in sanctimonious.

~Andy Hargreaves

There is no algorithm for creativity.

~Andy Hargreaves

One or two bad teachers is a problem with the teachers. A school with many bad teachers is a problem of leadership.

~Andy Hargreaves

We need standards with flexibility, not standardization with force if we are to get the best from our teachers.

~Andy Hargreaves

The quality & morale of teachers is absolutely central to the well being of students and their learning.

~Andy Hargreaves

High performing organizations have cultures of creativity and risk. They encourage workers to innovate and play.

~Andy Hargreaves

Standardized personalization=universal right to meaningful learning.
Personalized standardization=flexible access to mandated learning.

~Andy Hargreaves

It's important to be innovative when times are prosperous. It's essential to be innovative when they are not.

~Andy Hargreaves

Teachers create and transform energy. They are the dynamos of educational change.

~Andy Hargreaves

We must never return to the Julie Andrews curriculum where we teach "a few of my favorite things"!

~Andy Hargreaves

The bags that teachers carry home symbolize their guilt about the endless care they have to give.

~Andy Hargreaves

A successful school has to engage all the people, all the powers, and all the capacities within it.

~Andy Hargreaves

A brainscan cannot interpret itself and neither can a data dashboard in education.

~Andy Hargreaves

Although everyone wants to change the teacher, it's time for the agents of educational reform to change themselves.

~Andy Hargreaves

What we want for our students we should want for our teachers: learning, challenge, support, and respect.

~Andy Hargreaves

Lateral trust among colleagues is as important as vertical trust within the hierarchy.

~Andy Hargreaves

A first class system of early childhood education is the hallmark of a caring and civilized society.

~Andy Hargreaves

Courageous leadership is not fearless leadership. What makes you a leader is how you deal with your fears.

~Andy Hargreaves

You cannot switch teachers on and off as if they were PowerPoint presentations.

~Andy Hargreaves

If one foot is in a bucket of steam, and the other is in a bucket of ice, you are not, on average, comfortable.

~Andy Hargreaves

High performance leaders create an inspiring future by connecting with a classic and honorable past.

~Andy Hargreaves

Don't raise the bar and narrow the gap, but narrow the gap to raise the bar.

~Andy Hargreaves

Teaching is a never-ending story. The work is never over; the job is never done.

~Andy Hargreaves

Capacity building originally meant helping people to help themselves. Now it means required training to deliver imposed policies.

~Andy Hargreaves

Every learner has special needs.

~Andy Hargreaves

On being: Arrogance is not the prerogative of the gifted.

~Andy Hargreaves

Too often, shared visions really mean, "I have a vision; you share it!"

~Andy Hargreaves

The Common Curriculum can easily become the karaoke curriculum, where everyone just follows the bouncing ball of the script.

~Andy Hargreaves

Teachers are always emotional: by default if they bore us, and by design when they excite us.

~Andy Hargreaves

Service to others should be one of the most basic purposes of family life and schooling.

~Andy Hargreaves

Too many professional development initiatives are done to teachers - not for, with or by them.

~Andy Hargreaves

It is those who have the distinction of privilege who set the standards of disgust with failure.

~Andy Hargreaves

Leadership is often the afterthought of educational change.

~Andy Hargreaves

On learning: if you really want alignment, go to a chiropractor.

~Andy Hargreaves

Students are often the last to know about change that is occurring in their own school system.

~Andy Hargreaves

On teacher education: induction into current mandates must not turn into seduction away from best practice.

~Andy Hargreaves

Mentors turn into tormentors if they believe they are always right.

~Andy Hargreaves

Schools that cannot tolerate interesting & enthusiastic eccentrics who work better alone than together are devoid of flexibility & spirit

~Andy Hargreaves

Teaching is a passionate profession.

~Andy Hargreaves

The most important emotion in classrooms is surprise.

~Andy Hargreaves

Evaluation schemes that implicate 100% of the staff to detect a small % of incompetents are a waste of time.

~Andy Hargreaves

Human growth is not like rhubarb. It can be nurtured and encouraged but it cannot be forced.

~Andy Hargreaves

Deadwood did not kill itself!

~Andy Hargreaves

Schools often get the teachers they deserve!

~Andy Hargreaves

Teaching is not the oldest profession. But it is certainly among the loneliest.

~Andy Hargreaves

It is not the time to put school districts up for auction. Now is the time to galvanize them into action.

~Andy Hargreaves

There is no morality without temptation; otherwise it is just lack of opportunity.

~Andy Hargreaves

Walking makes us take problems in our stride.

~Andy Hargreaves

Excellence is the asymptotic state that never quite reaches perfection.

~Andy Hargreaves

Total teachers aren't perfect teachers.

~Andy Hargreaves

If we're all on the same page, no one's reading the whole book.

~Andy Hargreaves

It's time for the US to widen its circle of learning, not to circle its wagons against hostile ideas in education reform.

~Andy Hargreaves

Physically, teachers are often alone in their own classrooms with no other adults for company. Psychologically, they never are.

~Andy Hargreaves

When the purge of teacher individualism is unrestrained, eccentricity, initiative and individuality become the casualties.

~Andy Hargreaves

When creativity is the goal, schools must have their own platforms to network and innovate.

~Andy Hargreaves

Educational reforms are like ripe fruit. They rarely travel well.

~Andy Hargreaves

We should test prudently; not profligately.

~Andy Hargreaves

The economists who have put the spotlight on teacher quality are the ones who most misunderstand it.

~Andy Hargreaves

Teachers who don't pull their weight drag down the profession and their colleagues with it.

~Andy Hargreaves

Economic necessity should be the mother of educational invention

~Andy Hargreaves

Strong professional communities risk and sometimes relish conflict.

~Andy Hargreaves

Professional trust is a process, not a state.

~Andy Hargreaves

On technology: The teacher is mightier than the mouse.

~Andy Hargreaves

As we seek to eliminate individualism in teaching, we should not eradicate individuality with it.

~Andy Hargreaves

Every solution has a problem.

~Andy Hargreaves

High performance leaders know they have to breathe out when they are coming up for air.

~Andy Hargreaves

On government & unions: the only thing worse than blind trust is blind mistrust.

~Andy Hargreaves

In healthy individuals, emotions don't distort rationality, they enhance it!

~Andy Hargreaves

Students become good learners when they are in the classes of teachers who are good learners.

~Andy Hargreaves

Your most memorable students are in your first classes and your last classes: make your last years the finest of your career.

~Andy Hargreaves

Schools cannot shut their gates and leave the outside world on the doorstep.

~Andy Hargreaves

We learn more from people who are different from us than ones who are the same.

~Andy Hargreaves

Implementation of technological change must involve critics as well as advocates.

~Andy Hargreaves

Students and their families carry more responsibility for student success in the East.

~Andy Hargreaves

Teachers still command great respect in the families and societies of many Asian cultures.

~Andy Hargreaves

Sustainable leadership does not compromise the future by expanding and accelerating too quickly in the present.

~Andy Hargreaves

Trust processes as well as people.

~Andy Hargreaves

Leadership is the cigarette that's smoked once the change has been consummated.

~Andy Hargreaves

Teaching is an emotional practice: it activates, colors & expresses people's feelings.

~Andy Hargreaves

Without optimism & self-belief among teachers, classrooms become wastelands of boredom & routine and schools deserts of lost opportunity.

~Andy Hargreaves

We will not achieve high performance in education if we replace teachers with machines or turn teachers into machines.

~Andy Hargreaves

The rules of the world are changing. It is time for the rules of teaching and teachers' work to change with them.

~Andy Hargreaves

All teachers are already leaders. It's in the nature of teaching.

~Andy Hargreaves

Sustainable leadership does no harm to and actively improves the

surrounding environment.

~Andy Hargreaves

Alberta funds almost all its schools and districts to design and evaluate their own innovations. Teachers are the drivers of change, not the driven.

~Andy Hargreaves

Adolescence is about digging out the iron inside irony.

~Andy Hargreaves

On data: We are the drivers, not the driven.

~Andy Hargreaves

Arrogance is the conjoined twin of ignorance.

~Andy Hargreaves

The teacher has more power than the Minister.

~Andy Hargreaves

Time is the enemy of freedom.

~Andy Hargreaves

You cannot understand the teacher or their teaching without understanding the person the teacher is.

~Andy Hargreaves

In collaborative cultures, failure and uncertainty are not protected but shared and discussed to gain support.

~Andy Hargreaves

Culture is the possibility and impossibility that bacon and fruit can appear on the same plate.

~Andy Hargreaves

On assessment: measure what you value instead of valuing only what you can measure.

~Andy Hargreaves

Change is easy to propose, hard to implement, and especially hard to sustain.

~Andy Hargreaves

Teachers who believe they can make a real difference in their students lives REALLY do.

~Andy Hargreaves

We must use collegiality not to level people down but to bring together their strength and creativity.

~Andy Hargreaves

Education leaders must have the will at times to release leadership to the teachers the parents and the students.

~Andy Hargreaves

Improvement is about doing something better; innovation is about doing something new.

~Andy Hargreaves

Blame and betrayal are the emotional enemies of improvement.

~Andy Hargreaves

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