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## **– WANTED: Experienced Talent Scouts! –**

Not recognizing and supporting the talents of our youth is a recipe for extinction.

Unfortunately, in many situations our culture is deficit-oriented; differences are often viewed as negative. Students who learn in different ways, express themselves using unique methods, and/or have unusual behaviors are labeled and judged because of their differences. Many teachers are trained to identify and remediate student learning and behavioral "*deficits*". Little effort is given to identify and build upon student strengths, interests, and talents.

Fortunately, families and educators can develop an eye for talent and search for the strengths, assets, and gifts in every student. Being a good talent scout means more than knowing talent when you see it. It means knowing where to look, who to talk to, seeing beyond the obvious or visible, and focusing on the positive.

This requires us to change our perceptions! As an adjunct university instructor and supervisor of student teachers, I stress that it's not enough to believe that all students have strengths, interests, and talents. We need to go beyond just recognizing these to developing instructional strategies that utilize these strengths to enhance learning so all students will be successful. When the spotlight shifts onto areas where a child shines, there are often very dramatic changes in learning and negative behaviors often dramatically diminish. Every child must feel important and every child must savor success!

**Identify your vision: You must see things differently before you can *do* things differently.**

**Use your voice: Speak out: how each student has a valuable contribution to make.**

**Work together: Commit to being a talent scout who can translate strengths and interests into increased student achievement!**

Please let me know if you're interested in one of my presentations and/or customized consulting and coaching.

What we anticipate, determines what we find!  
Charmaine Thaner