



AMERICAN PSYCHOLOGICAL ASSOCIATION

The Coalition for Psychology of High Performance

November 14-16, 2016

Palo Alto Unified School District
25 Churchill Ave. Palo Alto, CA 94306

Attendees

DIVISION	REPRESENTATIVE	CONTACT
Co-Chair	Frank C. Worrell	frankc@berkeley.edu
Co-Chair	Rena Subotnik	rsubotnik@apa.org
Div 14	Eduardo Salas (call-in)	eduardo.salas@rice.edu
Div 16	Steve Knotek (call-in)	sknotek@email.unc.edu
Div 17	Megan Foley-Nicpon	megan-foley-nicpon@uiowa.edu
Div 19	Jonathan Metzler	drjonmetzler@gmail.com
Div 47	Steve Portenga	steveportenga@gmail.com
At Large	Paula Olszewski-Kubilius (call-in)	p-olszewski-kubilius@northwestern.edu

APA Staff

Maie Lee (call-in)

mlee@apa.org

PAUSD Colleagues

Judy Argumedo

jargumedo@pausd.org

Martha Castellon

mcastellon@pausd.org

Christopher Kolar

ckolar@pausd.org

The Role of Gatekeepers in High Performance

LEAD	Steve Knotek
OVERVIEW	The Coalition is focusing on Gatekeepers (GK) as it relates to the promotion of the “exceptional” to more advanced levels of training, and eventually professional practice. The product for this project includes a review of the history, science and current state of GK’s role in high performance in various domains. An outline appears below for a paper structured in line with the Competition Paper. The following Coalition members have so far volunteered to participate. Everyone will be asked to participate in early 2017: • History of Gatekeeping (Dean Simonton and Steve Knotek) • Modern uses of GK (Steve Knotek and others with specific areas of expertise, 1-2 pages per person) • A modern definition of GK, including descriptions of critical components (Rena Subotnik and Steve Knotek) • Discussion about current challenges and trends in GK (Megan Foley-Nicpon) • Areas of needed change in GK (Steve Knotek and TBD on others)
PRODUCT	• Academic papers
NEXT STEPS	• Steve Knotek will reach out to the Coalition members in January 2017 about section assignments from the paper outline and provide deadlines for outlines for each section.

The Handbook of High Performance: Developing Human Potential into Domain Specific Talent

LEAD	Rena Subotnik, Paula Olszewski-Kubilius, and Frank C. Worrell
OVERVIEW	The handbook will address what is currently known in the psychological science literature and in the realm of best practice about five sets of domains: sport, the performing arts, arts production, academics, and the professions. Each section will include an introduction, two chapters, at least one interview with a gatekeeper, and a summary. Each section will also, in some way, address the following questions: • What social science research exists to explain talent development in this domain? What are some critical dividing lines within the research – for example early specialization vs. late. • What does the potential for achievement look like in the domain? In other words, what are the earliest manifestations of talent in the domain? • What psychosocial skills are essential for transitioning through the developmental trajectories of the domain? • What benchmarks demonstrate the critical transition to a next stage of talent development? • What are inhibiting factors that can derail a promising trajectory? • What proportion of responses to these questions is based on research and what proportion is based on professional judgment and/or tradition?

	Section 1 – Sport: Editors Steve P, Jon, and Chris Johnson • Introduction by section editors • Chapter: Talent development in individual sport –TBD • Chapter: Talent development in team sport - • Gatekeeper: TBD • Young person interview: TBD • Summary: section editors Section 2 – Artistic Performance: Editor Aaron Kozbelt • Introduction by section editor • Chapter: Dance by Joey Chua • Chapter: Acting by Tony and Helga Noice • Gatekeepers: Stephen Pier (dance) and David Black (acting) • Summary by section editor Section 3 – Artistic Production: Editor Linda Jarvin • Intro by section editor • Chapter: Drawing by Aaron, Becky Chamberlain, and Andrea Kantrowitz • Chapter: Culinary arts by Laurent Aron, Marion Botella, and Todd Lubart • Gatekeeper interviews: Sergei Litvin (drawing), Alain Passard (culinary arts) • Summary by section editor Section 4 – Academics: Editors Paula, Rena, and Frank • Intro by the section editors • Chapter: Mathematics – Roza Leikin • Chapter: Psychology – Dean Simonton • Gatekeepers – TBD and Robert Sternberg • Summary by section editors Section 5 – The Professions: Editors Steve K and Eduardo • Intro by the section editors • Chapter: STEM professions and interviews combined – Steve and students • Chapter: Teams of experts and expert teams and interviews combined – Eduardo, Steve Tannenbaum and one student Summary by section editors
PRODUCT	• An APA handbook
NEXT STEPS	• January 15th: Draft chapters are due to section editor. • January 31st: Sections are due to handbook editors. • February 21st: Handbook editors consult with section editors about next steps in their sections. • July 1st, 2017: Final manuscript to APA Publications are due.

Psychosocial Benchmarks of Excellence Across Domains in High Performance

LEAD	Steve Portenga
OVERVIEW	The group is exploring research on psychological skill development that would lead to developing benchmarks or milestones that can promote instruction and coaching. Broad purposes of the project are to: • Develop a theory of psychological contributors to high performance • Develop a framework to describe developmental milestones of these factors • Develop a program model of intervention • Address issues of access, inequality, limiting factors • Develop a framework for best practices in research In November, the Coalition group met with the Palo Alto Unified Schools District (PAUSD) in California to collaborate on a new project looking to help foster psychosocial skills in low SES students who are capable but have not achieved commensurate with their abilities in the context of a very high achieving school district. The purpose of meeting in Palo Alto was to conduct focus groups with students, teachers, psychologists, administrators, and parents at Jordan Middle School to identify roadblocks (i.e., barriers) about needs and possible solutions (i.e., supports) to maximizing the unrecognized potential of talented youth from historically underrepresented groups (HUR) and lower socioeconomic status (LSES). The group also did classroom walk-throughs and observations at the school. As a result of the meeting, the Coalition and their PAUSD partners agreed that the most productive route to accomplishing the goals of the project would be to conduct the initial work outside the school day. That is, the project would begin with a 5-6th grade summer transition program in computer science, continuing for several years (with support during after school programming as well). The long-term objectives would be to increase the numbers of target students in the AP computer science program, followed by participation in the research program introduced by Superintendent McGee (modeled after a highly successful program at the Illinois Mathematics and Science Academy). Each year, an additional cohort would begin. Over time, additional domains of talent might be added to the program.
PRODUCT	• Academic papers • Handbook of psychosocial factors for developing high performance • Grant funded program to support target students in PAUSD and long term commitment to its success
NEXT STEPS	• The PAUSD group is planning to meet with Palantir, a Silicon Valley high-tech company, in January 2017 as a possible source for funding. Steve Portenga and Frank C. Worrell will join them in the meeting. • Steve Portenga will follow-up with the Coalition and PAUSD team about next steps in planning the collaborative program.