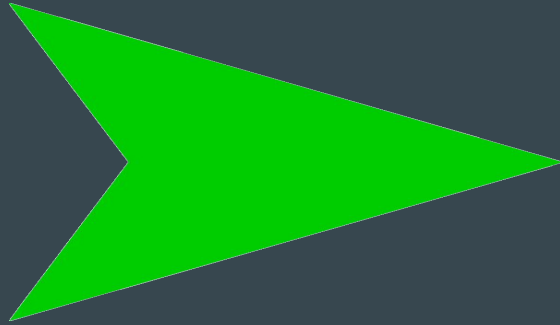
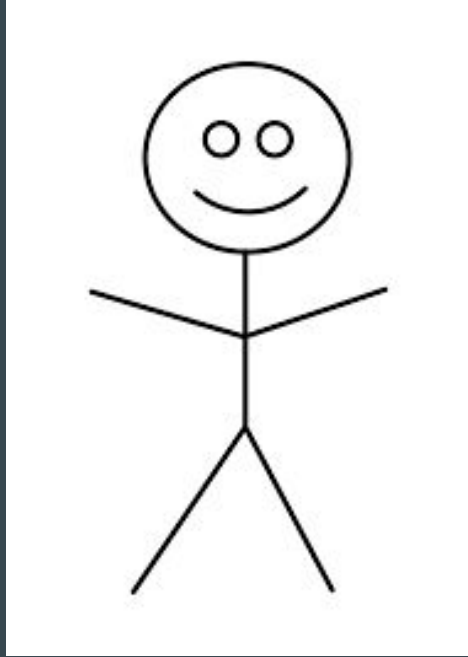


Mission: G.R.O.W.



Spring 2020

YOUR BETTER Picture



Cycle of Continuous Improvement

“When I look at the larger picture portrayed here, however, I am struck by the crucial role of coaching in the *cycle of continuous improvement*. It is exciting to see the many ways that schools and districts embed a *cycle of continuous improvement* into any improvement agenda” (Tracy Crow, Learning Forward).

GROWrequisites

GROWth Mindset

“There’s another mindset in which these traits are not simply a hand you’re dealt and have to live with, ... In this [growth] mindset, the hand you’re dealt is just the starting point for development. This growth mindset is based on the belief that your basic qualities are things you can cultivate through your efforts.”

- Dr. Carol Dweck (Mindset, 2007)

10 Growth Mindset Statements



What can I say to myself?



INSTEAD OF:

TRY THINKING:

I'm not good at this.

I'm awesome at this.

I give up.

This is too hard.

I can't make this any better.

I just can't do Math.

I made a mistake.

She's so smart. I will never be that smart.

It's good enough.

Plan "A" didn't work.

1 What am I missing?

2 I'm on the right track.

3 I'll use some of the strategies we've learned.

4 This may take some time and effort.

5 I can always improve so I'll keep trying.

6 I'm going to train my brain in Math.

7 Mistakes help me to learn better.

8 I'm going to figure out how she does it.

9 Is it really my best work?

10 Good thing the alphabet has 25 more letters!

GROWrequisites

- 1) Do you want to do better?
- 2) Are you willing to feel the discomfort of putting in more effort and trying new things that will feel weird and different and won't work right away?

“Learning anything new, is, by nature, uncomfortable. You will need to act in ways that are unfamiliar. Take risks that are new. Try things that, in many cases, will be initially frustrating because they won't work the first time. You are guaranteed to feel awkward. You will make mistakes. You may be embarrassed or even feel shame, especially if you are used to succeeding a lot... *If you remain committed through all of that, you'll get better.*”



" ALL THINGS ARE
difficult
—
BEFORE
THEY ARE."
easy.

~THOMAS FULLER

Mission: G.R.O.W.

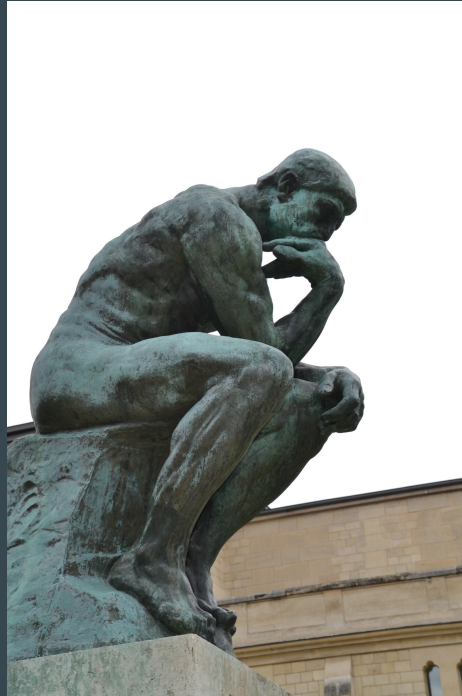
Goal.R.O.W.

Reflect: What's my Goal? Where do I want to go?



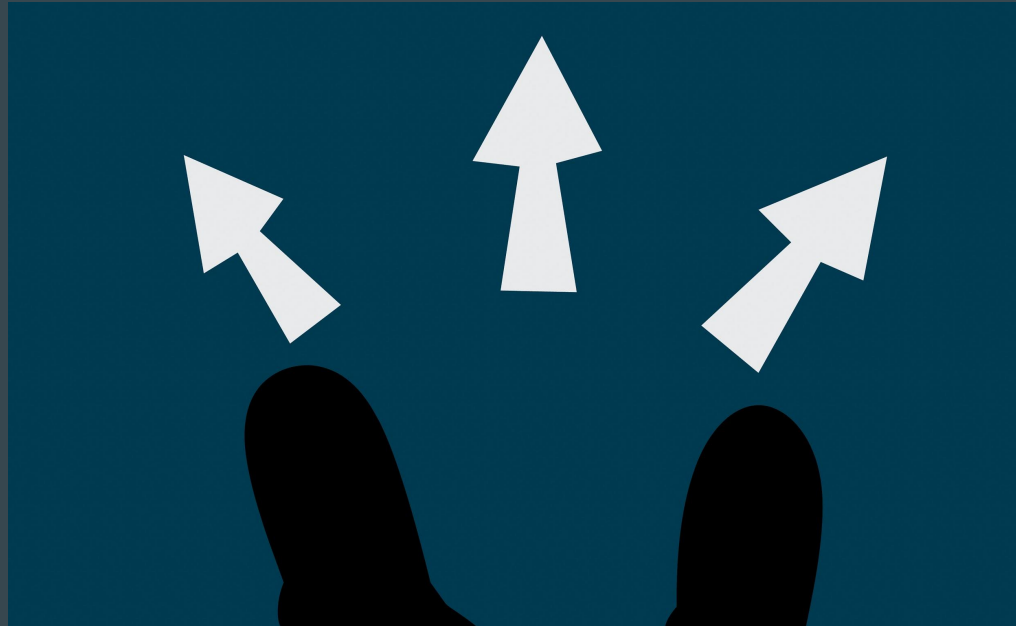
G.Reality.O.W.

Reflect: Where am I now? Current Reality?



G.R.Options.W.

Reflect: What are my options to grow? How can I grow?



G.R.O.Will.

Reflect: What will I do to grow? What's my Plan? Commitment?



Growth Plan *sssssss*



#1 Self-Guided Research

Staff asks....	“I want to learn about _____”
What does this look like?	Staff researches strategies and practices to help themselves grow in a specific area of their work
What resources are there for me?	Plethora of education articles, stories, and youtube training videos
What's next?	Complete GROW Form, follow up with your AP/Coach.

#2 Self-Reflection Journal/Log

Staff asks....	"I want to better understand what I'm doing and how I can grow."
What does this look like?	Staff will keep journal/log of their daily actions, including what they did well and what they can do better next time
What resources are there for me?	Google drive to keep notes & coaches to collaborate with
What's next?	Staff will complete the GROW Form. Staff will review Self-Reflection notes with leadership/coach and follow up

#3 Self-Observation

Staff asks....	“I want to see myself teaching and discover ways I can grow”
What does this look like?	Staff will set up a recording device to record a portion of their day/lesson. Coaches can assist in recording set up
What resources are there for me?	Staff will carve out time to watch, observe, and reflect on their self-observation video. Swivel or Tri pod.
What's next?	Staff will complete GROW Form. Staff will determine what areas could use growth and take action. Share with leadership/Coach and follow up

#4 Peer to Peer Visit/Collaboration

Staff asks....	“I want to see how other successful teachers teach and how I can learn from them”
What does this look like?	Teachers will seek out another peer to observe or be observed. They will debrief together and game plan for a new area of growth
What resources are there for me?	AP/Coach will help you find a suitable peer, set up a shadowing time, and can be present in the debrief meeting
What's next?	Staff will complete GROW Form. AP/Coach will follow up with the teacher to see how the area of growth went as well as schedule another Peer to Peer visit, if necessary

#5 Professional Learning Community (PLC)

Staff asks....	“I want to gather and collaborate with a few other peers to discuss our jobs, support one another, and come up with areas of growth”
What does this look like?	Teachers will find like-minded staff to gather together and spend about an hour collaborating. Limit to 4-5 teachers. Can be cross-centers.
What resources are there for me?	AP/Coaches can help form PLC groups and set up meeting times. Coaches can provide discussion questions or facilitate the group
What's next?	Staff will complete GROW Form. PLCs will be followed by a debrief meeting to monitor progress, share successes, and plan for future meetings

#6 Coaching Conversations & Visits

Staff asks....	“I want to have a deeper conversation about teaching with an Instructional Coach to discover ways in which I can grow”
What does this look like?	Intentional & Formal conversations with an AP/Coach to discuss teaching and areas of growth based on data
What resources are there for me?	AP/Coach will support the teacher in their teaching and come up with growth action plans for improvement.
What's next?	Staff will complete the GROW Form. Follow up will be necessary with an AP/Coach

#7 Coaching Observations

Staff asks....	“I want to be formally observed by an expert and discuss ways to grow”
What does this look like?	Teacher and Coach/AP will set up a formal observation time. Teacher will be have a pre-observation, observation, and post meeting
What resources are there for me?	AP/Coach will be an Observer and will support them in the debrief to consider ways to grow
What's next?	Staff will complete GROW Form. Schedule a Pre-Observation meeting w/ an Instructional Coach. More Observations, if needed

MISTAKES ARE
PROOF
YOU ARE
TRYING

James Anderson
speaker • author • educator

CORRECTING
MISTAKES ARE
PROOF
THAT YOU'RE
GROWING !

jamesanderson.com.au

EVERY
accomplishment
starts with the
DECISION
to try.



mrstechk12



AVOIDING
failure is
to avoid
SUCCESS.



“THE MOMENT
YOU DOUBT
WHETHER
YOU CAN FLY,
YOU CEASE
FOREVER TO
BE ABLE TO
DO IT.”



-PETER PAN

Don't
STOP
till you're
PROUD



The background is a solid teal color. In the top right corner, there are several white daisies with green leaves. In the middle right, there is a teal teapot. In the bottom right, there is a teal box with a white polka-dot pattern and a teal ribbon.

"You can't go back
and change
the beginning,
but you can
start where you
are and change
the ending."

~ C.S. Lewis



" ALL THINGS ARE
difficult
—
BEFORE
THEY ARE."
easy.

~THOMAS FULLER



Please fill out the PD Survey & “My GROW Form”