

Checklist for Shifting to a Performance-Based System

Creating Preliminary Change

- Address immediate business and organizational issues.
- Build leadership capacity.
- Build harmonious relationships with staff.
- Ensure that the board of trustees understands and supports the reform efforts.
- Improve instructional practices.
- Seek out research-based practices and outside perspectives.
- Engage key stakeholders in jointly developing a strategic design.

Creating a New Culture

- Develop a set of core values.
- Establish guiding principles and beliefs.
- Enact a visionary vocabulary.
- Adopt a mastery mindset.
- Define the ideal graduate.
- Identify social-emotional competencies for graduates.

Transforming Leadership

- Develop strategic direction and alignment.
- Develop and empower leadership.
- Focus on professional outcomes and organizational health.
- Develop core value rubrics for leadership.

Transforming Personnel

- Develop core values for all personnel.
- Align all personnel to core values.
- Develop a new mindset for all staff.
- Provide support and training.

Transforming Curricula

- Define essential learning.
- Develop measurement topics.
- Develop rubrics and progressions.
- Activate learners at appropriate content levels.
- Develop social-emotional learning outcomes.

Transforming Assessment

- Integrate assessments with the instructional model.
- Determine assessment types.
- Determine instructional uses for assessments.
- Correlate assessments to scoring scales.

Transforming Teaching

- Embrace the systems of learning.
- Implement a cycle of instruction.
- Adopt and utilize research-based practices.

Transforming Learning

- Involve learners in the creation of norms and protocols.
- Develop a growth mindset in learners.
- Empower learners to set and achieve goals.

Transforming Technology

- Develop a plan for technology integration.
- Harness the power of the Internet.
- Expand access to technology programs and services.
- Train staff and learners in all aspects of technology.

Connecting With the Community

- Create venues of inclusion for all stakeholders, especially parents.
- Plan and deliver parent empowerment sessions.
- Harness the resources of local programs.
- Create community-based learning opportunities.