



Transforming Schools: Leaders of a Thriving Future

Directions: Navigating the complex shift toward future-oriented teaching, learning, and leading, and understanding how school and district culture evolves can be daunting. The following table offers seven of many potential categories for your consideration. There is also space for you to add your own category. Please mark the number on the growth continuum that best indicates your current practice. In the comment box, consider the following questions: “Where are we seeing success?” “What are our goals for transforming our school(s) in the immediate future?” “What strategies can we implement toward reaching our immediate goals?” Note Kamm Solutions’ resource links below the growth continuum in each category. These resources also apply across categories.

Popular Categories	FROM: Approach Based on Past Practices	Growth Continuum & Supporting Resources	TO: Approach Focused on the Emerging Future
1. Leadership Approach	Hierarchical top-down decision-making that is authority-based, with limited collaboration.	1-----2-----3-----4-----5 Powerful Leadership Practices Implementation Rubric Implicit Bias Review Creating a Culture of Trust Review	Visionary leaders, with a mindset of discovery, support staff and student agency, empower a collaborative and trust-based culture, support colleagues who operate in high-performance teams, and engage in shared decision-making and initiative implementation.
	Comments:		
2. Teaching Methods	Formal teacher-led instruction that is often lecture-based and platform-driven (supplement) with limited interactivity, differentiation, or student exploration.	1-----2-----3-----4-----5 Personalized Learning Review MTSS Review Inquiry-Based Instruction Review Asset-Based Instruction Review	Student-centered, personalized instruction that inspires curiosity, creativity, compassion, collaboration, and critical thinking and provides hands-on experiences, real-world connections, and integrated technology.
	Comments:		
3. Student Engagement	Passive receivers of information who have limited autonomy in decision-making and are often unclear about the relevance of course content.	1-----2-----3-----4-----5 Agency Review Achievement Gap Review	Active participants in learning who connect content learning to real-world relevance and who demonstrate intrinsic motivation, curiosity, creativity, and complex problem-solving ability.
	Comments:		

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4. Professional Learning	Prioritizes traditional teaching methods and subject-specific training and presents information to all staff members without input or differentiation.	1-----2-----3-----4-----5 Professional Learning Guidelines Steps to Action Research Review	Prioritizes ongoing differentiated professional learning that is responsive to staff needs and requests and accompanied by multiple opportunities for work-based practice, feedback, and action research.
	Comments		
5. Assessment Practices	Primarily state and local standards-based testing assessing memorization and information recall.	1-----2-----3-----4-----5 Feedback Review Formative Learning Process Formative Learning HyperDoc	Varied standards-aligned, competency-based assessments that include portfolios, presentations, and collaborative projects and provide formative feedback with opportunities for student revision.
	Comments:		
6. Curriculum Design	Preset standards-based curriculum often centered on textbook programs with linear progressions through subjects and grade levels.	1-----2-----3-----4-----5 Problem-Based Learning Review Collaborative Curriculum Design	Flexible, standards-aligned curriculum supporting equity, hands-on learning, community connections, cultural and global perspectives, multidisciplinary connections, project/problem-based learning, and student-driven inquiry.
	Comments:		
7. Educator Collaboration	Limited collaboration with teachers working in isolation or more frequent collaboration following prescribed protocols focused primarily on benchmark or standardized test results.	1-----2-----3-----4-----5 Tool to Support Team Inquiry High-Performance Teams Review	Inquiry-based collaboration that is inclusive and purposeful and where members of a team feel psychologically safe, find meaning through collaboration, and see the positive impact of their collective work.
	Comments:		
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	Comments:		