

# Talent Development Identification vs. Labeling

## A Strength-Based Approach

Identifying students for talent development is a strength-based approach that focuses on recognizing a range of abilities, strengths, and potential rather than applying fixed labels.

## Why shift from labeling to identifying?

Labels like “gifted” often imply a fixed trait, overlooking growth potential in abilities. Identifying for talent development emphasizes untapped potential and nurtures it through appropriate levels or tiers of instruction.

- **Tier I - Core Instruction**
- **Tier II - Enrichment & Extension**
- **Tier III - Acceleration**

This approach values diversity, equity, and inclusivity by creating opportunities for students to thrive without the constraints of static categorizations.

## Identification Process

Identification for talent development is ongoing throughout the school year to ensure responsiveness to individual development. Multiple measures including screening data, diagnostics, and teacher input are utilized to ensure fairness and that students are provided with appropriate academic opportunities for growth.

## Benefits of an Identification Approach

- Encourages growth mindset in students, educators, and families.
- Expands access to enrichment opportunities.
- Reduces stigma and pressure associated with fixed labels.
- Focuses on students' growth potential rather than perceived limitations.