Transitioning from a Proficiency to a Growth Mindset

March 22, 2017
11:00 AM
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Essential Questions

• How does a proficiency mindset impact student achievement?
• How does a growth mindset impact student achievement?
• How can educational leaders support the transition from a proficiency to a growth mindset in their schools?
Agenda

- Proficiency Mindset
  - what it is
  - why it exists
  - how it impacts students

- Growth Mindset
  - what it is
  - how it impacts students
  - how to transition

- CSUSA’s NWEA transition
What does it mean to be “proficient”?
What does it mean to be “proficient”?
WHY???

Why might teachers be focused on proficiency?
WHY???

Why might teachers be focused on proficiency?

Accountability
WHY???

Why might teachers be focused on proficiency?

The impact..
What impact does this proficiency-focused mindset have on our students?
WHY???

Why might teachers be focused on proficiency?

The impact...
What impact does this proficiency-focused mindset have on our students?

(consider: teachers, instruction, motivation, resources etc.)
Fixed Mindset
Now What?

- Growth vs. Fixed Mindset video
Fixed Mindset

What does it look / sound like when a student has a fixed mindset?

What does it look / sound like when a teacher has a fixed mindset?
Fixed Mindset

What does it look / sound like when a student has a fixed mindset?

- I keep getting it wrong, I’ll never get it!
- When a classmate does well I feel threatened
- I’m just not good at that!

What does it look / sound like when a teacher has a fixed mindset?
Fixed Mindset

What does it look / sound like when a student has a fixed mindset?
- I keep getting it wrong, I’ll never get it!
- When a classmate does well I feel threatened
- I’m just not good at that!

What does it look / sound like when a teacher has a fixed mindset?
- Some kids will never get it!
- They might not see me as an expert if I make a mistake
- Wow, you did those problems so fast, you are so smart!
What does it look/sound like when a student has a growth mindset?
• I keep getting it wrong, I’ll never get it!
• When a classmate does well I feel threatened
• I’m just not good at that!

What does it look/sound like when a teacher has a growth mindset?
• Some kids will never get it!
• They might not see me as an expert if I make a mistake
• Wow, you did those problems so fast, you are so smart!
What does it look / sound like when a student has a growth mindset?

• Mistakes help me improve
• When a classmate does well I feel threatened
• I’m just not good at that!

What does it look / sound like when a teacher has a growth mindset?

• Some kids will never get it!
• They might not see me as an expert if I make a mistake
• Wow, you did those problems so fast, you are so smart!
What does it look / sound like when a student has a growth mindset?

- Mistakes help me improve
- I am going to figure out what she does and try it!
- I’m just not good at that!

What does it look / sound like when a teacher has a growth mindset?

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What does it look / sound like when a student has a growth mindset?

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- I am going to figure out what she does and try it!
- This may take some time and effort.

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• All kids learn differently, what can I try next?
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What does it look / sound like when a teacher has a growth mindset?

• All kids learn differently, what can I try next?
• My students will see me learn from a mistake
• I guess that was too easy, let's find something you can learn from!
Grade Level Instruction
Remediation

Grade Level Instruction

?
Grade Level Instruction

Remediation

Enrichment
Guiding Texts

“If you manage any people or if you are a parent (which is a form of managing people), drop everything and read Mindset.”
—GUY KAWASAKI, author of The Art of the Start

mindset
THE NEW PSYCHOLOGY OF SUCCESS
HOW WE CAN LEARN TO FULFILL OUR POTENTIAL

*parenting
*business
*school
*relationships

CAROL S. DWECK, Ph.D.

ANNUAL GROWTH
FOR ALL STUDENTS
CATCH-UP GROWTH
FOR THOSE WHO ARE BEHIND

Lynn Fielding
Nancy Kerr
Paul Rosen
Guiding Texts

Fixed Mindset = qualities (intelligence, talent) are fixed traits

Growth Mindset = basic abilities can be developed through dedication and hard work
Angela Lee Duckworth | Grit: The power of passion and perseverance
Guiding Texts

“If you manage any people or if you are a parent (which is a form of managing people), drop everything and read Mindset.”
—Guy Kawasaki, author of The Art of the Start

mindset
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parenting
business
school
relationships

CAROL S. DWECK, Ph.D.

Annual Growth
FOR ALL STUDENTS.
Catch-up Growth
FOR THOSE WHO ARE BEHIND

Lynn Fielding • Nancy Kerr • Paul Rosen
Guiding Texts

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ANNUAL GROWTH
FOR ALL STUDENTS.
CATCH-UP GROWTH
FOR THOSE WHO ARE BEHIND

Lynn Fielding, Nancy Kerr, Paul Bosier
Guiding Texts

Annual Growth = 80 min of Reading
Guiding Texts

Annual Growth = 80 min of Reading

Catch Up Growth = 80 min of Reading for every year behind...
Guiding Texts

**Annual Growth** = 80 min of Reading

**Catch Up Growth** = 80 min of Reading for every year behind... plus current year!
Guiding Texts

Annual Growth = 80 min of Reading

Catch Up Growth = 80 min of Reading for every year behind... plus current year!

Our student would need 240 minutes per day!
Guiding Texts

Annual Growth = 80 min of Reading

Catch Up Growth = 80 min of Reading for every year behind… plus current year!

That is going to take some Grit!
Proficiency vs. Growth Mindset

ABOVE

ON

BELOW
Proficiency vs. Growth Mindset

ABOVE

ON

BELOW
About CSUSA

- **2014-2015**
  - 70 charter/turnaround schools
  - 7 states
  - 55,000+ students
  - First year of a network-wide NWEA implementation*
  - 6/7 states new assessments
  - 6/7 states new standards
  - Who, what, why, when?

- **2016-2017**
  - 85 charter/turnaround schools
  - 7 states
  - 70,000+ students
  - How? ... Why?
Growth Mindset Growing Pains

• “This student doesn’t have to grow as much because they are already high.”
  - Growth projections are specific to grade level and starting RIT

• “We’re a high performing school, why are we now in the ‘red’?!”
  - First true picture of growth across performance spectrum

• “How do I determine what percentage of my students are proficient?”
  - New state assessments
  - MAP assessment used to show growth, not proficiency
Transitioning from a Proficiency to a Growth Mindset
Transitioning from a Proficiency to a Growth MINDSET
CSUSA Growth Mindset

- Growth Focused PD
- Student PD
- Goal Setting and Tracking Progress
Growth Focused PD

Core Belief
Putting students first, all students can learn!
Growth Focused PD

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Putting students first, all students can learn!

Buy-In
What do we want data to tell us?
- Their ability level
- Growth over time
- Specific skill strengths/gaps
Growth Focused PD

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Follow-Up PD and School-level Data Chats
• Modeled growth mindset questions, answers, vocab
• Admitting to failure and learning from it (train the trainer, RIT vs Percentile, etc.)
Student PD

Student Lesson Plan

Adaptive Assessment Analogy (piano teacher)

Make your best guess and move on…
No percent correct

Let’s Imagine
- Think of your favorite sport, musical instrument, or hobby (art, chess, building, etc.)
- Now imagine you hired a coach to help you win a big competition!
- What’s the first thing you think the coach will do?

Meet Abby
- Adaptive test
  - a test that changes for each student
  - what are some other things that “adapt”?

MAP Testing
- You won’t know all the answers
- some questions will be easy
- some questions will be hard
- make a good guess when you don’t know the answer
Student Lesson Plan
Adaptive Assessment Analogy (piano teacher)
Make your best guess and move on...
No percent correct

Buy In
Proficiency (long term) = future aspirations
Growth (short term) = baby steps
Goal Setting / Tracking Progress
## Goal Setting / Tracking Progress

### Student Growth Goals
- Student created/owned
- Student data chats with action plans - PLPs
- Student tracked
Goal Setting / Tracking Progress

**Student Growth Goals**
Student created/owned
Student data chats with action plans - PLPs
Student tracked

**Tracking Progress**
VISIBLE
All Levels (student, classroom, grade level, school)
Show progress over time
Celebrate Success!
Goal Setting / Tracking Progress

**Student Growth Goals**
Student created/owned
Student data chats with action plans - PLPs
Student tracked

**Tracking Progress**
VISIBLE
All Levels (student, classroom, grade level, school)
Show progress over time
Celebrate Success!

**Teacher/School Growth Goals**
Teacher created/owned
Teacher data chats with action plans
School/network goals realigned to show growth
Inspect what you Expect
Robert Marzano - 26 percentile point increase in student achievement when implemented effectively
What does GS/TP look like?

- Grade/Class/Student
  - Percent of growth target met

Diagram:
- 100% +
- 50% - 99%
- 1 - 49%
What does GS/TP look like?

- Grade/Class/Student
  - Percent of growth target met
  - RIT
What does GS/TP look like?

- Grade/Class/Student
  - Percent of growth target met
  - RIT
  - Number of RIT growth points
CSUSA Growth Mindset

- Growth Focused PD
- Student PD
- Goal Setting and Tracking Progress
Essential Questions

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• How does a growth mindset impact student achievement?
• How can educational leaders support the transition from a proficiency to a growth mindset in their schools?
Thank you!

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Fusion 2017

June 20-22 | Indianapolis, IN
November 9-10 | Ft. Lauderdale, FL