



Bold Servants of Transformation

Mindset: frame of mind; mental or intellectual climate

~Webster's Dictionary



How do you influence the cognitive shift from a fixed mindset to a growth mindset?

From the work of Carol Dweck

Fixed Mindset	Growth Mindset
Intelligence is static, desire to 'look' smart	Can develop intelligence, desire to improve
Avoids challenges, fear of failing	Embraces challenges, will be stronger
Gives up easily, avoids external obstacles	External set backs are chance to learn
Effort is worthless, does not pay off	Effort is necessary to grow
Negative feedback is a criticism of self	Negative feedback is a source of information
Threatened by the success of others	Inspired by the success of others

The Coach Leader mindset, as described in the book *Results Coaching* (2010), involves believing in the potential of others and that hard change is possible. Coach Leaders inspire others to develop a growth mindset. Coaches understand that people need to think through issues for themselves and personal aha moments create neural pathways that lead to motivation to continue on. Coaches provide the support and reassurance, especially during implementation dips in the change process, that lead to trust and sustainable change.

Do you have a fixed mindset or a growth mindset?

What is your plan to support continued growth and development through TAP?

What commitments can you make to sustain change?



TAP: *Getting it right*

The U46 Teacher Appraisal Plan was collaboratively designed and agreed upon by The Elgin Teachers Association and U46. Effective implementation is dependent upon the mutually agreed upon values and beliefs.

TAP Values:

- **TRUST:** a firm belief in the reliability of truth or strength of a person
- **FAIRNESS:** free from bias, dishonesty, or injustice
- **PROFESSIONALISM:** having or showing the skill of a professional; competent
- **COLLABORATION:** to work jointly
- **CONTINUOUS LEARNING:** to continually study to acquire new knowledge
- **TEACHING AND LEARNING:** methods of helping all students to learn successfully
- **EQUITY:** fairness; the application of general principals of justice to correct or supplement the law

Sharon Salzberg states, *we learn and grow and are transformed not so much by what we do but by why and how we do it. Each decision we make, each action we take is born out of an intention.* As the system moves towards full TAP implementation, remember to be thoughtful and intentional in honoring the TAP values and beliefs. If the foundation of the TAP work continues to be strong, we will get it right and have the results we desire for students, teachers, staff and leaders.

