

School Playbook

Implementing Your Innovation and Ensuring Sustainability

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Listen. Learn. Lead.



**Introduce yourself and your role...
Then answer these two questions:**

- 1. What makes your school unique?**
- 2. If you could improve just one thing what would it be?**

Have you ever experienced any of these challenges?

- Never fully implementing your innovative idea
- Loss of knowledge with teacher/staff turnover
- Lack of focus with school improvement planning
- Missing consistency with expectations across your school
- Challenge explaining your practices to different stakeholders
- Drift from school's purpose
- Exhaustion from constant process creation



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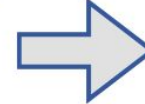
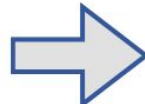
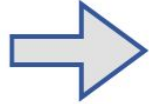


I believe all schools and educators want what is best for students

BUT...schools are complex, dynamic, and full of humans

THEREFORE, we need a simple system to articulate and communicate how we do school.

School Playbook Framing



Listen. Learn. Lead.

Goals for this session

- **Build a shared understanding of the components and use for a school playbook**
- **Demonstrate the process for developing a practice profile for a design essential of your charter school**
- **Discuss actionable insights, challenge mindsets, and highlight unique strategies to support next steps**

Playbook Google Folder



Why does (or will) your school exist?

What is your dream for your school(s)?

Does it serve a specific need?

Does it serve a specific purpose?

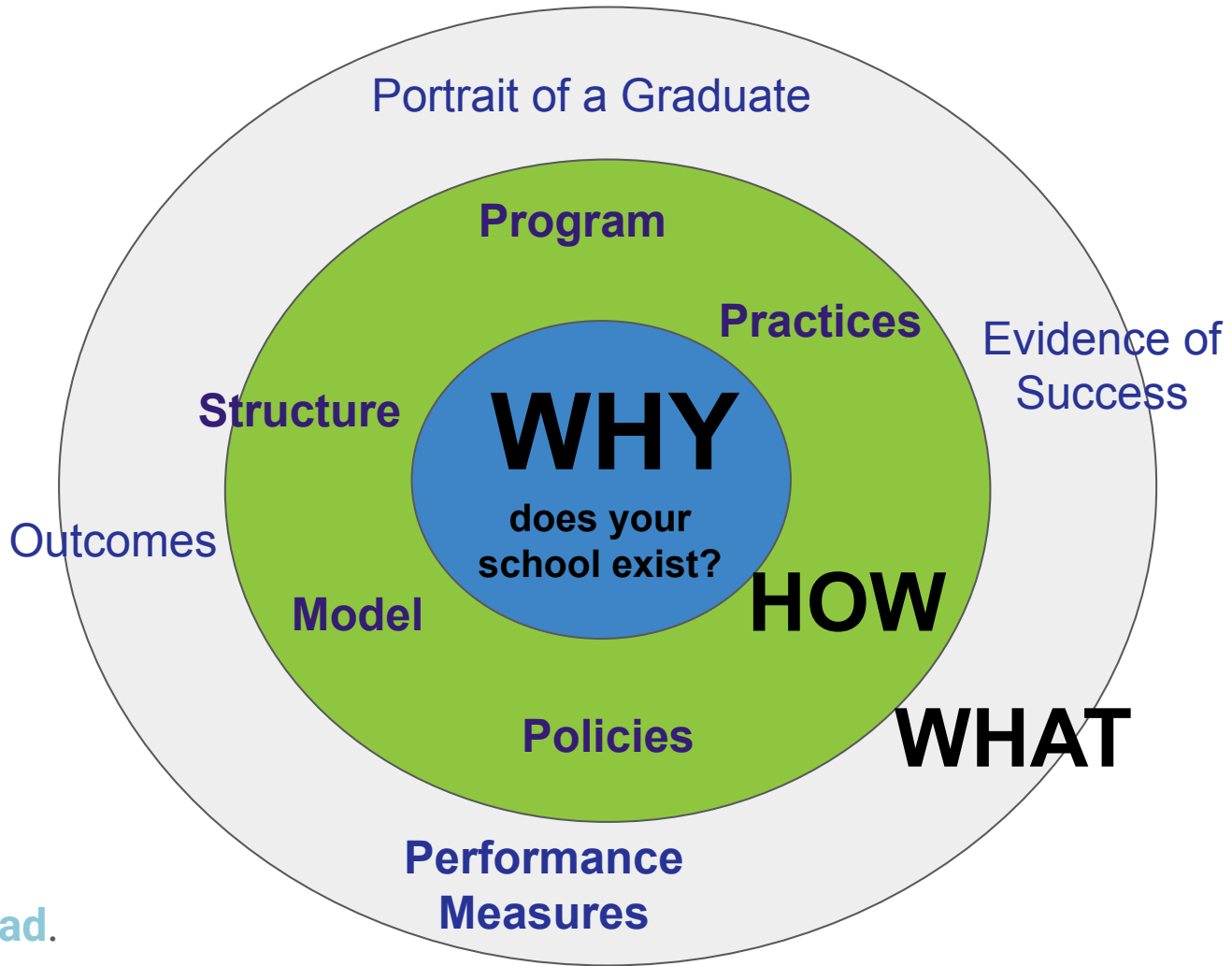
Is it specifically designed?

Semantics: Purpose-Mission-Vision-Values

Existence or Purpose: Your school purpose, the problem you are solving, and/or the unique contribution you make in your community

Mission: What you specifically do to deliver that reason for existence and how you do it differently than anyone else

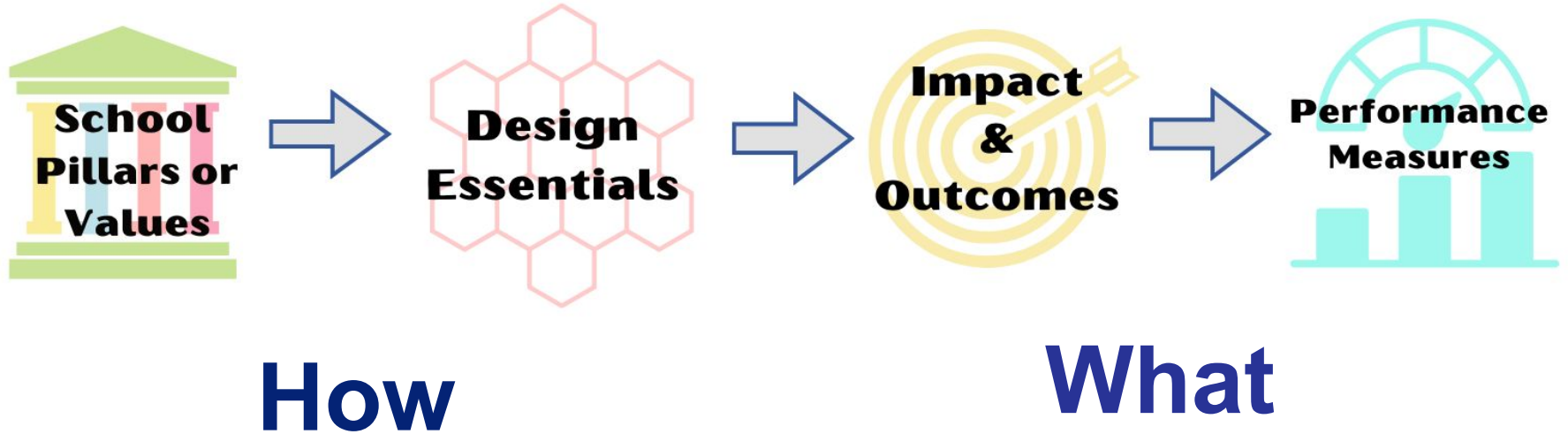
Vision: The picture of an ideal world when you have fulfilled your purpose



“Every organization is perfectly designed to get what it is getting.”

– Arthur Jones

School Playbook Framing



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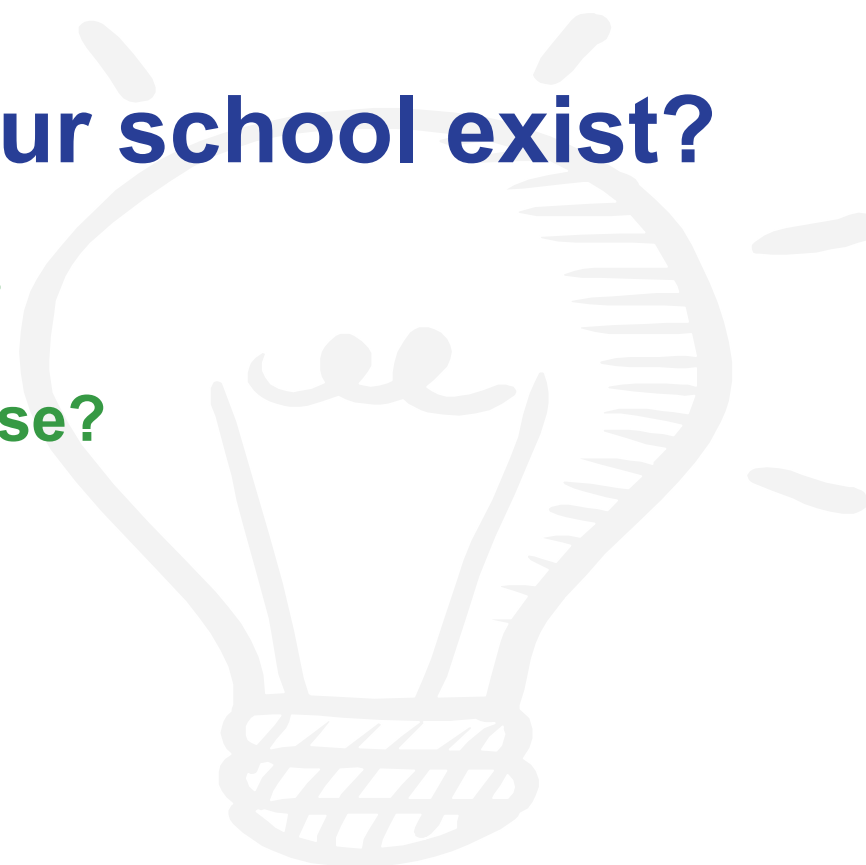
ExH Component	Design Element	Outcomes	Measurement
<p>Personalized Learning</p> <p><i>Focus: Students' abilities, strengths, and interests at the center</i></p> <p>We hold the core belief that all students have strengths and talents. Our aim is to build upon each student's talents and interests by assisting them in developing goals to reach their potential. Self-directed, project-based learning is the primary focus; driven by constructivist pedagogy</p>	<p>Advisory Time/morning meeting</p> <p>Genius Hour</p> <p>Seminar/Teacher-Led</p> <p>Personalized Learning Plans</p> <p>Mastery Learning</p> <p>Peer Critique</p> <p>Leadership/SEL Curriculum</p> <p>Student-Led Conference</p> <p>Career and College Pathways</p> <p>1:1 Meetings with Students</p> <p>Exploration Math</p>	<p>-High school student engagement and desire to learn and attend</p> <p>-Students find their purpose</p> <p>-Academic planning leads with strengths rather than held back by deficits</p> <p>-Staff satisfaction and retention is high and the opportunity for staff to use their talents</p> <p>-Highly trained staff in Exploration Way model</p> <p>-Consistency throughout the school with expectations</p> <p>-Reduction in student negative behaviors</p> <p>-Students have agency over learning</p>	<p>During the 24-25 school year, Exploration will create a 1:1 student meeting template, structure, and schedule to ensure students are receiving personalized support and learning</p> <p>During the 24-25 school year, Exploration will develop pathways to college or career for each grade level allowing personalization for each student.</p> <p><i>Perception Survey</i></p> <ul style="list-style-type: none"> 95% of parents report they feel their son/daughter's strengths are being used 95% of students report they feel their strengths are being used

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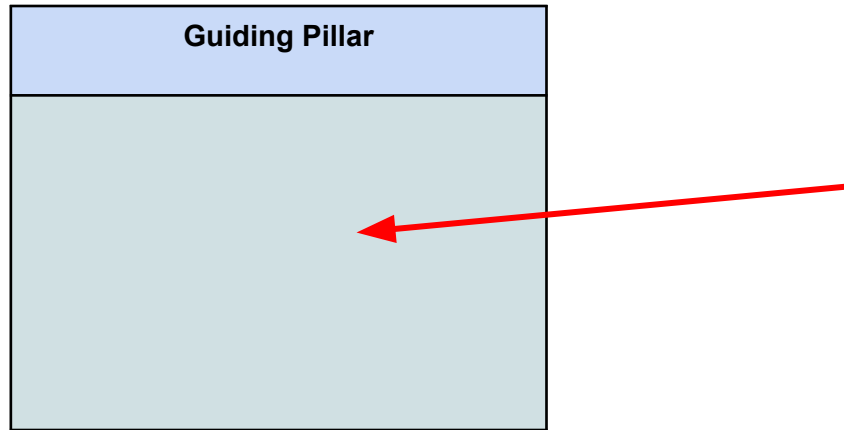
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What is one guiding principle of your school?

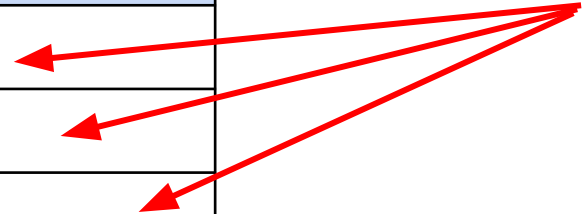
What is at least one key tenet of your school?

What is one guiding pillar of your school?




What methods, strategic initiatives, or design elements of your school ensure your principle/value/pillar?

Guiding Pillar	Design Essential



What impacts would you expect if your school was successful in meeting your guiding principle?

Guiding Pillar	Design Essential	Impact & Outcomes






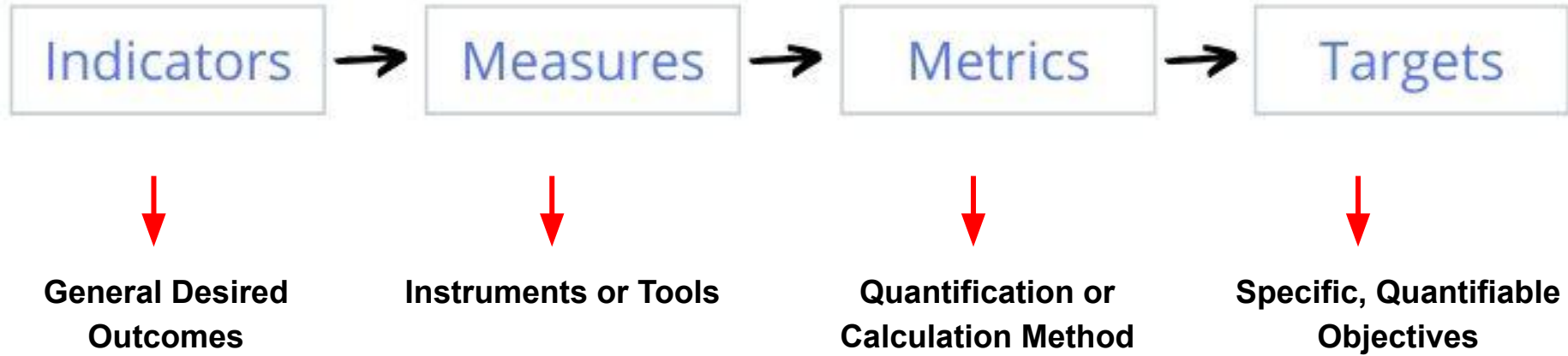
Does your school have established performance measures?

What outcomes would you expect if your school was successful in meeting your guiding principle?

Guiding Pillar	Design Essential	Impact & Outcomes	Performance Measure



Charter School Performance Measure Elements



How do we get the team involved to complete this playbook frame?

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ExH Component	Design Essential	Impact & Outcomes	Performance Measure
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Let's take a break!



Practice Profiles

(the plays in your playbook)

What questions do you have so far?



The Traffic Jam

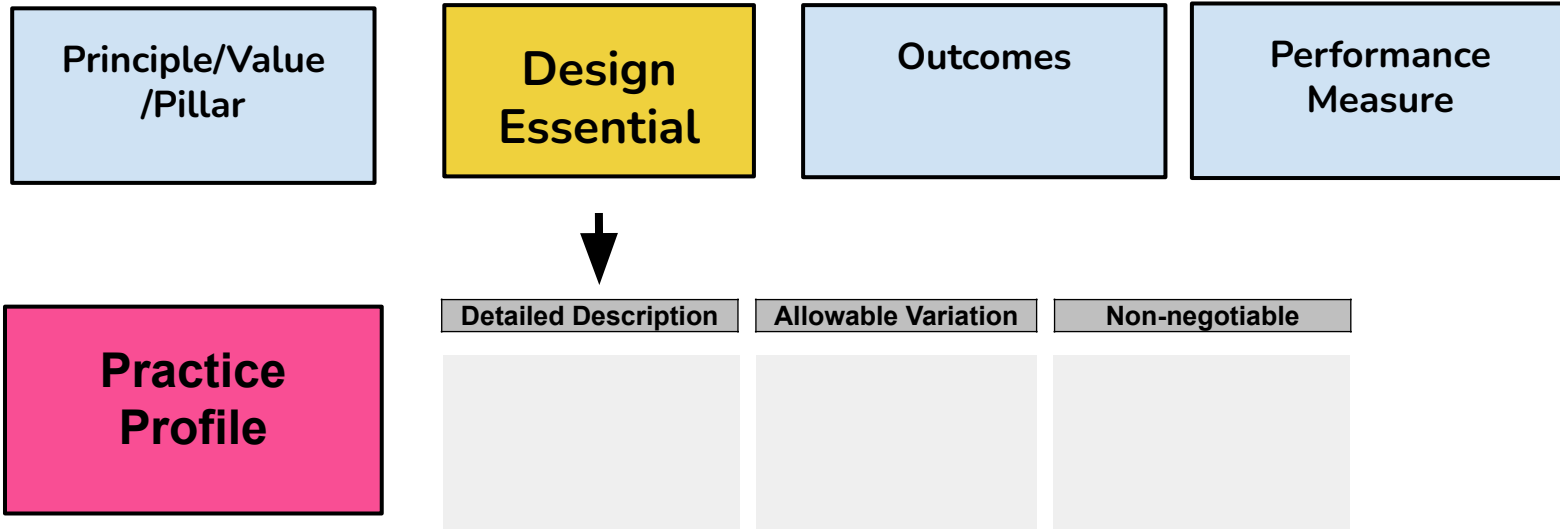


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Expectation Clarity & Callibration






Listen Learn Lead.



The concept of practice profiles originated from the work and research at [National Implementation Research Network](#) at the University of North Carolina at Chapel Hill.

Design Essential Practice Profile Components

The *detailed description*, *allowable variation*, and *non-negotiable* columns are written to be concrete observables. What are people saying, doing, and feeling around the work? If the practice is implemented across these tiers, the language here describes how it will affect the users of your evaluation models.

 Design Essential Detailed Description	 Allowable Variation	 Non-negotiable
<p>A Design essential is a specifically defined essential of the school that ensures the school's purpose. It explains what the practice should look/sound/feel like to observers or stakeholders.</p> <p>The "Detailed Description" column includes a detailed description of the work or performance. Specific actions for successful implementation are described. Resource links are included that support the design essential.</p>	<p>The "Allowable Variation" column includes a detailed description of practices and strategies that may or may not be needed to fulfill or complete the design essential. Often, these practices are left to the autonomy of the teacher, staff, or practitioner, and the need varies depending on external circumstances.</p>	<p>The "non-negotiable" column includes a detailed description of the work or performance that is essential in order to perform the design essential with integrity. Not implementing the non-negotiable will likely impede implementation efforts or lead to harmful variations detrimental to the success of the design essential.</p>

Look-Fors:

This section outlines the specific, observable behaviors and artifacts that a practitioner or observer should look for to determine if a particular practice is being effectively implemented. These indicators provide concrete evidence that the intended practices and principles are active in the environment or interaction.

Desired Outcomes

The definitive results of the overall effectiveness and impact of the practice. These may or may not be measurable.

Performance Measure

A detailed measure (indicator, tool of measure, metric, and target) for the successful implementation of the practice.

**Practice Profile Implementation Rubric:
Defined:**

Successful Implementation 4	Developed Implementation 3	Emerging Implementation 2	Developing Implementation 1
<p>This describes the ideal school-wide implementation of your design essential. This consistently includes all expectations and elements of the design essential.</p>	<p>This describes the implementation when it is school-wide and has clear expectations that are defined, practiced, and improved.</p>	<p>This describes what the implementation would look like with the first launch. This may not yet be school-wide. It may start with a section or cohort of teachers.</p>	<p>This describes what it might look like as the team is still developing the design essentials.</p>

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How do we get the team involved to complete our practice profiles?

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School Playbook Resources

[Blank Playbook Template](#) (Google Doc)

[Practice Profile Resource](#) (Google Doc)

[Example Practice Profile](#) (PDF)

What? So What? Now What?

1. **What is a new nugget of learning?**
2. **How does this learning challenge you now and in the future?**
3. **What is an actionable insight or next step for you?**

Thank you for showing up so others can succeed!

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