



Study Guide

The Gritty Truth of School Transformation:

Eight Phases of Growth to Instructional Rigor

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This study guide is arranged by chapter, enabling readers to work their way through the entire book or to focus on the specific topics addressed in a particular section. This guide is designed to help you reflect on and apply the ideas presented in *The Gritty Truth of School Transformation*, and is a useful companion piece for individuals, small groups, or an entire faculty. Learning Sciences International thanks you for your interest in this book, and we hope that this guide proves a valuable addition and support to your professional development practices.

Chapter 1: Setting The Vision

1. PSEL Standard 1 states the importance of a shared mission, vision and value system for your school. Reflect on your own school and fill out the chart below. What is your vision, mission and value system for your own school transformation?

Transforming My School	
Vision (the destination)	
Mission (the purpose)	
Values (the compass)	

2. How is your school adapting to new rigorous standards of teaching? What kinds of programs have been put in place to improve teacher instruction so that instruction is comfortable for kids, not teachers?

3. Reflect on the gap between your vision and what you are seeing now in your classrooms. Come up with 3 areas that need improvement.

Chapter 2: The Deconstruction

1. The author advises to not try and change everything at once. But there are still changes you can implement right away that can start to transform your school. Fill in the chart below with small changes in practice or strategy that you can do today, and larger changes that can be implemented this month and this year.

Transforming My School:	
Today	
This month	
This year	

2. Failure is bound to happen and as a leader, teachers will look to you for support and guidance. How will you support teachers and reward them for taking risks with new instruction?

3. What avenues of publication are available to share your success in school transformation?

Chapter 4: The Power of Teams

1. How are you designing a school transformation plan that allows teachers to work in teams?
2. What type of systems can be put in place to support growth?
3. Think of three ways you can “stay the course” during end-of-year testing.

Chapter 5: The Joy of Teaching Is Back

1. It is important to keep teachers focused during “the dip” in performance. How are you supporting your teachers during this period and encouraging them to continue with the changes?
2. How can you incorporate shadowing days for teaching who are not adjusting to the changes quite as fast?
3. How are you monitoring your teachers’ implementations of 21st century learning? What is your level of involvement in the classroom?

Chapter 6: Getting Back to the End

1. Are you modeling with teachers the behavior and instruction you want your teachers to be modeling with their students? Are you allowing you teachers to do most of the planning and talking?
2. How are you communicating your goals to the teachers? Does each individual teacher understand what their individual responsibilities are?
3. What are the rewards and repercussions for teachers who take the lead and who opt out of school transformation?

Chapter 7: Digging Deeper

1. How are you staying accountable for your school transformation? What support teams do you have outside the classroom?
2. How are you tracking student progress? What sources of data are you using?
3. Look at the data. What is still missing? What additional data do you need to meet grade-level standards?

