

Leading the Transition to
Standards Based G*@%!.^\$

The Basics

- Priority Standards
- Proficiency Scales
- Fair, Valid, and Reliable Assessment

And it is.....

The basics

- Best for kids
- Often controversial
- Transformational

Which leads to.....

Second Order
Change



Characteristics of Change With 1st & 2nd Order Implications

First Order	Second Order
An extension of the past	A break with the past
Within existing paradigms	Outside of existing paradigms
Consistent with prevailing norms, values	Conflicts with prevailing norms, values
Incremental	Complex
Linear	Nonlinear
Implemented with existing knowledge/ skills	Requires new knowledge/skills
Implemented by experts	Implemented by stakeholders

Courtesy of Dr. Tammy Heflebower, Marzano Research

Which requires.....

A safe and
collaborative
culture



"A grade can be regarded only as an inadequate report of an inaccurate judgement by a biased and variable judge of the extent to which a student has attained an undefined level of mastery of an unknown proportion of an indefinite amount of material."

Paul Dressel (1957) via Tim Westerberg

What should a grade do or be

- Provide feedback
- Document student progress
- Inform instructional decisions



Rick Wormeli

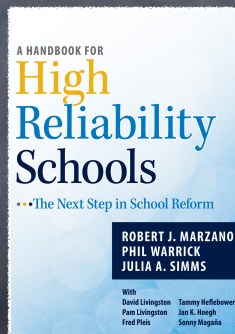
And also requires...

Leadership



First step.....

Culture
If a safe and collaborative culture does not exist, build it!



And.....

Learn



Next, ask yourself...

Do I believe



Do you believe? Because
this work requires...

- Commitment
- Perseverance

Build capacity

- Why
- How (what)
- What (how)

Build capacity

- PD
- Books
- Site visits
- Trainers

As you move forward
with the work.....

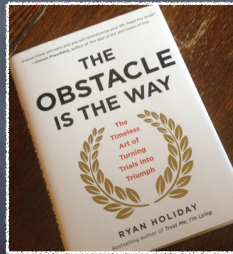
Communicate

- You cannot over do this
- Why, How, What
- Who?

Stay Focused

- PD
- Meetings
- Walkthroughs

The Obstacle
Is the Way



But what about.....

Grading

- The tip of the iceberg
- If you haven't mastered the basics, you aren't ready

All of this will
lead to.....

Unintended Consequences

- Guaranteed and viable curriculum
- Relentless consistency
- Cultural transformation

Unintended Consequences

- Deeper levels of collaboration
- Existential crisis
- Better problems

Resources

- A School Leaders Guide to Standards Based Grading - Heflebower, Hoegh, & Warrick
- High Reliability Schools - Marzano, Warrick, & Simms
- Formative Assessment and Standards Based Grading - Marzano

Resources

- Charting a Course to Standards Based Grading - Westerberg
- Fair Isn't Always Equal - Wormeli
- Motion Leadership - Fullan
- The Obstacle Is the Way - Holiday

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