**“There are three constants in life... Change, Choice and Principles” (Stephen Covey)**

**Learning About Learning Together**

I Foundational Considerations:

1. A scholar is someone who lives to learn and is good at it. We are all learners all of the time.
2. Depersonalize all analysis.
3. Reform backward from mission. (Why do we have school?)
4. Vision/reality gap analysis is the engine of change and it must be a part of everyone’s job.
5. Focus on what you have influence or control.
6. Willingness to change approach and actions based on feedback.  Also, willingness to stick with what you are doing and knowing which one to use.
7. Motivation:  How creative a person feels when working on a project is the strongest and most pervasive driver.  Carrots and sticks encourage cheating, shortcuts, and unethical behavior--need to move beyond rules to a principle-centered approach.
8. The most familiar path is always the status quo.  The devil is in the details of change.

II The business of schools

 1.  Teachers are designers of learning. The work we design affects student efforts.

 2.  Students are volunteers.  They volunteer their attention and commitment to the work.

 3.  The only thing over which we have complete control is the quality of the work we provide our students.

 4.  What students are expected to learn must be clearly defined and appropriately measured.

 5.  Engagement is not compliance.

 6.  Improvement initiatives must all focus on learning in the classroom.

 7. Improvement begins with “I”.

*The only thing that endures over time is the 'Law of the Farm.' You must prepare the ground, plant the seed, cultivate, and water if you expect to reap the harvest*.

Stephen Covey (1932 -)

**Resources:**

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<http://valueaddeddecision.com/> <http://lcollings.wordpress.com/>

@margoguilott <http://www.principalbydesign.com/>

 @lesliecollings **Primary Sources:**

Schooling by Design by Grant Wiggins and Jay McTighe

A Value Added Decision by Maria Guilott and Gaylynn Parker

Drive by Daniel Pink, Switch by Chip and Dan Heath

Phil Schlechty Center, Fierce Conversations by Susan Scott