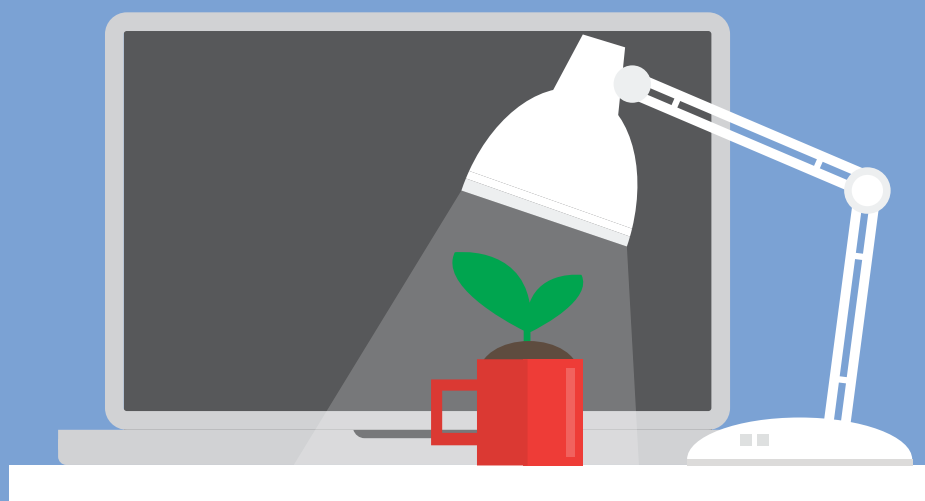




MindsetMaker[™]

Online Professional Development



Guide to Implementation

Other Mindset Works® Programs

Mindset Works' programs help students and educators become more motivated and effective learners.



Brainology® FOR SCHOOLS

Brainology® for Schools is a blended learning curriculum that teaches students how to develop a growth mindset. The program includes online animated instructional units, as well as offline classroom activities. Brainology for Schools also comes with a Spanish language option, Brainology en Español!



Brainology® FOR HOME

Brainology® for Home is a blended learning curriculum that teaches students how to develop a growth mindset. The program includes online animated instructional units, as well as offline classroom activities. Brainology for Schools also comes with a Spanish language option, Brainology en Español!



MindsetMaker™ Online Professional Development

This online Professional Development course for teachers provides tools and resources needed to shift teachers' practice and cultivate a growth mindset culture of teaching and learning within their classroom.



GEM™ Growing Early Mindsets™

Growing Early Mindsets™ (GEM™) is an early learning curriculum designed to integrate growth mindset into the PreK-3 classroom. **Note: The GEM curriculum will be available for purchase in 2016.**



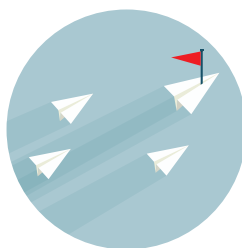
SchoolKit

Mindset Works SchoolKit is a suite of resources (including Brainology® for Schools, MindsetMaker and LeaderKit) developed to cultivate a growth mindset school culture. It contains tools for administrators, teachers, and students to learn, teach and live the growth mindset.



Live Training

Our professional learning specialists deliver engaging, high-quality talks and workshops to help your school or district learn how to cultivate a growth mindset culture. Using reflection, discussion, activities, games, videos, and practical tools and resources, we can promise an interactive session that has lasting impact for both immediate and future change.



LeaderKit™

The LeaderKit™ is a valuable resource for school leaders to use to help foster a growth mindset across a school. When leaders model a growth mindset, it sets the stage for all stakeholders to follow. **Note: LeaderKit will be available for purchase in 2016.**



Mindset Infusion™ Tools for Math and Literacy

The Mindset Infusion™ Tools for Math and Literacy contain lessons, tools and resources for educators to use all year to cultivate growth mindsets in their students in Math and English classrooms, grades 6-8. **Note: Mindset Infusion Tools will be available for purchase in 2016.**



Learn more about Mindset Works' programs at:

www.mindsetworks.com



MindsetMaker™

Online Professional Development

Guide to Implementation

Building Educators' Critical Knowledge
and Skills to Support Students' Confidence,
Fulfillment and Achievement



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MindsetMaker™ Online Professional Development

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*"Even once we've fully understood what a growth mindset is
– the belief in everyone's capacity to grow their abilities –
it's a lifelong journey to fully embody that belief."
-Carol Dweck, 2016*

What is the Mindset Works® MindsetMaker™?

MindsetMaker™ is an online professional development course that will provide teachers and administrators with growth mindset knowledge and tools to help them cultivate growth mindsets in their students. This culture change is achieved through supporting **positive motivation, challenge-seeking behaviors, effort, and resilience**.

A growth mindset is the understanding that ability can be developed. Research has shown that students who hold a growth mindset excel, especially under conditions of challenge (Blackwell, Trzesniewski, & Dweck, 2007). However, these mindsets themselves are learned, and they can be affected by teacher actions and the school environment. Adult feedback can influence students' mindset and performance in powerful ways (Mueller & Dweck, 1998). When students are taught that the brain develops and gets smarter with effort and learning, they become more motivated in school and perform better (Blackwell, Trzesniewski, & Dweck, 2007; Good, Aronson, & Inzlicht, 2003.) Therefore, it is important for educators to have a growth mindset in order to support it and communicate it to their students.

What does MindsetMaker™ contain?

MindsetMaker™ Online Professional Development Course is a multimedia course that was developed with busy educators in mind. Lessons are broken down into manageable chunks, so that educators can gradually learn the research behind growth mindset theory and how to put it into practice. It includes one introductory module plus four full modules. Each module contains a video lesson in which teachers learn about relevant findings from psychology and neuroscience. Teachers use this knowledge to explore mindset theory through guided classroom practice in the Tools & Activities section. Online discussion activities provide teachers with opportunities to talk about their findings, struggles, and successes, and to learn from their colleagues' reflections. There are also online assessments for educators to learn about their own and their students' mindset-related beliefs. Each module is outlined below:

Introduction	- Challenges in student motivation in their own words - Overview of the Mindsets & Motivation course, tools, and resources
Motivating Mindsets	- Two different mindsets students can hold about their ability - How mindsets drive students' goals, effort & performance - Ways to assess students' mindsets and introduce them to a growth mindset
Messages that Motivate	- How the way we talk to students can affect their mindsets - Why some praise undermines student motivation & performance - Classroom language and practices to reinforce a growth mindset
The Malleable Mind	- How recent neuroscience findings support a growth mindset - What research tells us about practices that promote new learning - Instructional practices to make the most of the malleable mind
Molding Mindsets	- How teaching about brain plasticity improves motivation & achievement - How a growth mindset closes the achievement gap and improves behavior - How to teach growth mindset strategies and study habits to promote learning

How do I get started?

1. **Sign Up** at <http://mindsetworks.com/> and complete your purchase of MindsetMaker.
2. Go to **My Account** and enter the **Access Code** provided to you in an email from support@mindsetworks.com.
3. Go to **My Programs** and **Launch MindsetMaker™** to explore the course!
4. **Identify at least 1-2 additional staff** who will assist with the implementation planning and execution. Consider inviting faculty with well-developed organization & leadership skills, motivation, and capacity to assist. It is vital to share the leadership with staff in order for the greatest impact.
5. **Plan your implementation** using one of the suggested implementation timetables on pages 6-8, ideally 2-4 weeks prior to actually beginning the course. These tools are intended to help you create a plan of action that will allow your school to achieve the best results. MindsetMaker can be completed in as little as nine weeks, or as long as an entire school year.
6. **Introduce the program** to your school faculty. You may want to use one of the resources available on our website at <http://mindsetworks.com/schools/spreading-the-word>.
7. **Provide** educators with the **registration instructions** that were sent to you by the Mindset Works Support team.
8. **Check with your IT Team** to ensure you have the proper bandwidth for your staff to all log in at the same time.

Additional Planning Guidelines and Tips for Implementation

- When possible, include some leeway while planning your implementation to allow for unforeseen (or planned) school activities and events that may shift the MindsetMaker™ calendar.
- We strongly advise spacing PD activities over time. For example, we suggest scheduling completion of the instructional videos at least one week apart. Doing so provides ample time for educators to learn and reflect on the material in each video, discuss it with others, and implement the new tools and strategies in their classroom. However, you should feel confident making choices about the implementation of videos to fit the needs of your staff and school schedule.
- To assist you in this, we are happy to provide a consultation with our implementation team so they can advise you and help you customize your plan. Contact us at support@mindsetworks.com and put **MindsetMaker Implementation** in the subject line.
- We strongly encourage educators to regularly reflect and discuss video content in the online community and/or with in-person discussion groups, as doing so offers the opportunity to internalize, retain, apply and extend what they have learned over the long-term. Continuing online discussions in person at planned PD or faculty meeting time is strongly encouraged.
- In planning the MindsetMaker implementation, ensure that you have provided your faculty with the following by the beginning of implementation:
 - Access to internet-ready computers with headsets or external speakers
 - The website address and access code
 - Professional development time of about 30 min. per module so that they can complete the video and assessment components
 - Time and space (either virtually or in-person) for educators to connect and discuss the course content with other participating faculty on a regular basis during PLCs, department meetings, etc.
- Finally, if you will be teaching Brainology® to your students, we recommend doing so following the completion of the MindsetMaker. For more information, see [Brainology for Schools](#).

We hope you enjoy the Mindset Works® MindsetMaker and that you find it helpful in transforming your classroom and school culture. We'd love to hear from you and learn about your growth mindset experiences, feedback, comments and questions. You can reach us at support@mindsetworks.com!

Sample 5-week Implementation Guide

Module	Week	Dates	Activity
—	Pre-planning		Identify faculty site leader(s) of implementation and fill in the dates for this calendar
			Site leader introduces MindsetMaker™ to faculty
			Educators register for MindsetMaker
Intro	1		Watch: Introductory video
			Take the “Mindset Assessment”
			Reflect & discuss in the Discussion Forum
1	2		Take the “Mindset Assessment”
			Watch: “Motivating Mindsets” video
			Reflect & discuss in the Discussion Forum
			Apply what you’ve learned in Activities & Projects
			Share classroom practices in the Forum Shareout
			Explore additional tools & resources in the module
2	3		Take the “Mindset Assessment”
			Watch: “Messages that Motivate” video
			Reflect & discuss in the Discussion Forum
			Apply what you’ve learned in Activities & Projects
			Share classroom practices in the Forum Shareout
			Explore additional tools & resources in the module
3	4		Take the “Mindset Assessment”
			Watch: “The Malleable Mind” video
			Reflect & discuss in the Discussion Forum
			Apply what you’ve learned in Activities & Projects
			Share classroom practices in the Forum Shareout
			Explore additional tools & resources in the module
4	5		Take the “Mindset Assessment”
			Watch: “Molding Mindsets” video
			Reflect & discuss in the Discussion Forum
			Apply what you’ve learned in Activities & Projects
			Share classroom practices in the Forum Shareout
			Explore additional tools & resources in the module
—	Ongoing		Classroom walk-throughs, conclusion, and wrap-up in PLCs or whole group discussions. Discuss key take-aways, changes in practice, and areas for improvement.

Sample 9-week Implementation Guide

Module	Week	Dates	Activity
—	1		Identify faculty site leader(s) of implementation and fill in the dates for this calendar
	2		Site leader introduces MindsetMaker™ to faculty
	3		Educators register for MindsetMaker
Intro	4		Watch: Introductory video
			Take the “Mindset Assessment”
			Reflect & discuss in the Discussion Forum
1	5		Take the “Mindset Assessment”
			Watch: “Motivating Mindsets” video
			Reflect & discuss in the Discussion Forum
			Apply what you’ve learned in Activities & Projects
			Share classroom practices in the Forum Shareout
			Explore additional tools & resources in the module
2	6		Take the “Mindset Assessment”
			Watch: “Messages that Motivate” video
			Reflect & discuss in the Discussion Forum
			Apply what you’ve learned in Activities & Projects
			Share classroom practices in the Forum Shareout
			Explore additional tools & resources in the module
3	7		Take the “Mindset Assessment”
			Watch: “The Malleable Mind” video
			Reflect & discuss in the Discussion Forum
			Apply what you’ve learned in Activities & Projects
			Share classroom practices in the Forum Shareout
			Explore additional tools & resources in the module
4	8		Take the “Mindset Assessment”
			Watch: “Molding Mindsets” video
			Reflect & discuss in the Discussion Forum
			Apply what you’ve learned in Activities & Projects
			Share classroom practices in the Forum Shareout
			Explore additional tools & resources in the module
—	9		Classroom walk-throughs, conclusion, and wrap-up in PLCs or whole group discussions. Discuss key take-aways, changes in practice, and areas for improvement.

Sample 18-week Implementation Guide

Module	Week	Dates	Activity
—	1		Identify faculty site leader(s) of implementation and fill in the dates for this calendar
	2		Site leader introduces MindsetMaker™ to faculty
	3		Educators register for MindsetMaker
Intro	4		Watch: Introductory video and take the “Mindset Assessment”
	5		Reflect & discuss in the Discussion Forum
1	6		Take the “Mindset Assessment”
			Watch: “Motivating Mindsets” video
	7		Reflect & discuss in the Discussion Forum
			Apply what you’ve learned in Activities & Projects
	8		Share classroom practices in the Forum Shareout
			Explore additional tools & resources in the module
2	9		Take the “Mindset Assessment”
			Watch: “Messages that Motivate” video
	10		Reflect & discuss in the Discussion Forum
			Apply what you’ve learned in Activities & Projects
	11		Share classroom practices in the Forum Shareout
			Explore additional tools & resources in the module
3	12		Take the “Mindset Assessment”
			Watch: “The Malleable Mind” video
	13		Reflect & discuss in the Discussion Forum
			Apply what you’ve learned in Activities & Projects
	14		Share classroom practices in the Forum Shareout
			Explore additional tools & resources in the module
4	15		Take the “Mindset Assessment”
			Watch: “Molding Mindsets” video
	16		Reflect & discuss in the Discussion Forum
			Apply what you’ve learned in Activities & Projects
	17		Share classroom practices in the Forum Shareout
			Explore additional tools & resources in the module
—	18		Classroom walk-throughs, conclusion, and wrap-up in PLCs or whole group discussions. Discuss key take-aways, changes in practice, and areas for improvement.

Sample 36-week Implementation Guide

Module	Week	Dates	Activity
—	1		Identify faculty site leader(s) of implementation and fill in the dates for this calendar
	2		Site leader introduces MindsetMaker™ to faculty
	3		Educators register for MindsetMaker
Intro	4-5		Watch: Introductory video
	6-7		Take the “Mindset Assessment”
	8-9		Reflect & discuss in the Discussion Forum
1	10		Take the “Mindset Assessment”
	11		Watch: “Motivating Mindsets” video
	12		Reflect & discuss in the Discussion Forum
	13		Apply what you’ve learned in Activities & Projects
	14		Share classroom practices in the Forum Shareout
	15		Explore additional tools & resources in the module
2	16		Take the “Mindset Assessment”
	17		Watch: “Messages that Motivate” video
	18		Reflect & discuss in the Discussion Forum
	19		Apply what you’ve learned in Activities & Projects
	20		Share classroom practices in the Forum Shareout
	21		Explore additional tools & resources in the module
3	22		Take the “Mindset Assessment”
	23		Watch: “The Malleable Mind” video
	24		Reflect & discuss in the Discussion Forum
	25		Apply what you’ve learned in Activities & Projects
	26		Share classroom practices in the Forum Shareout
	27		Explore additional tools & resources in the module
4	28		Take the “Mindset Assessment”
	29		Watch: “Molding Mindsets” video
	30		Reflect & discuss in the Discussion Forum
	31		Apply what you’ve learned in Activities & Projects
	32		Share classroom practices in the Forum Shareout
	33		Explore additional tools & resources in the module
—	34-36		Classroom walk-throughs, conclusion, and wrap-up in PLCs or whole group discussions. Discuss key take-aways, changes in practice, and areas for improvement.

What Results Should I Expect to See at My School?

When educators come together and do the hard work of shifting their own mindsets, the ripple effect of a culture change is often experienced by all those involved in the practice. MindsetMaker™ provides a common ground and a shared experience that supports sustained change for educators. This leads to greater student motivation and higher student achievement, which is achieved through the creation of growth mindset classrooms.

Growth mindset classrooms are places where all students have an opportunity to grow their intelligence, improve, and learn with effective effort. Below are five key elements of growth mindset classrooms: framing, feedback, learning strategies, assessment, and culture building. Use this tool as a temperature check to see if the culture shift is taking hold in your school. You may wish to use the language to dialogue with teachers and colleagues about practices at your school, providing feedback to one another and looking for opportunities for improvement.

	Growth Mindset Practices:	Look For:	Listen For:
Framing	During instruction, the teacher communicates... - High expectations and challenging work for all students. - A confidence that all students will meet the expectations. - An expectation that all learners stretch and challenge themselves, and challenges are to be welcomed as an opportunity to learn. - A transparency regarding learning objectives.	Exemplars of quality work posted Students can “test-out” or choose difficult work instead of typical assignments	“I will support you to complete this challenging task.” “I have high expectations for you and I know you can reach them.”
Feedback	During instruction, when students... - Make mistakes, the teacher gives specific feedback about how to improve. - Make progress, the teacher comments on the effort, process, strategies, and growth rather than the grade. - Succeed with strong effort, the teacher draws attention to the hard work, strategies, and persistence that the student displayed. - Succeed easily without effort, the teacher pushes students to accept new challenges.	Rubrics, tests, quizzes with direct and explicit feedback on mistakes and progress made. New opportunities to learn provided after school, during lunch, in class, etc.	“Remember how challenging this was for you at the beginning of the term! Through extra practice, asking for help, and working in a study group you learned how to do it on your own!”

	Growth Mindset Practices:	Look For:	Listen For:
Learning Strategies	During learning activities, students... - Ask questions, seek out information, and reflect on their own learning. - Discuss strategies used to learn new content and materials. - Provide evidence of metacognition through describing processes and strategies that were used in the learning process. - Use new strategies when they have continued failure despite strong effort.	A menu of strategies posted on walls or student desks that have been successfully used.	"Let me try to understand your strategy." "That strategy seemed to work well for you. Tell me about your approach to this task." "Can you think of a different way to approach this problem?"
Assessment	Assessment practices include... - Multiple opportunities for students to demonstrate mastery of a concept, objective, or standard. - Work products that are differentiated for individual student needs. - Formative assessment with checks for understanding, specific feedback, and opportunities for improvement without losing credit. - Student grades that reflect mastery of specific standards rather than average or sum of points earned.	Teacher and student developed rubrics with standards that can be applied to differentiated work products.	"Remember, if you don't demonstrate mastery, there will be other opportunities to apply the feedback you learn from me and your classmates."
Culture Building	The teacher builds a classroom culture in which... - Mistakes in the service of learning are welcomed and encouraged. - A positive peer culture is displayed. - Evidence of learning about malleable intelligence is displayed throughout the class in the form of posters and/or artwork. - Student growth and progress is displayed throughout the classroom on charts and/or displays.	Posters with drawings of the brain and neural growth, healthy choices, how challenges make the brain grow like a muscle, etc.	"Mistakes are welcome here. Paying attention to why and how we make a mistake is how we grow." "Failing means you haven't learned it yet." "We all have the ability to make great strides!"

Notes:

About Mindset Works

Mindset Works was co-founded by one of the world's leading researchers in the field of motivation, Stanford University Professor Carol S. Dweck, Ph.D. and K-12 mindset expert Lisa S. Blackwell, Ph.D. The company translates psychological research into practical products and services to help students and educators increase their motivation and achievement.

Our award-winning interactive program provides students, parents and educators with a better approach to learning.

Brainology® is a fun, interactive, award-winning, online program that helps middle school students learn about how the brain works, how to strengthen their own brains and how to better approach their own learning. In the process, the Brainology® program helps them cultivate a growth mindset whereby they think of their intelligence as something they can develop through study and learning rather than as something fixed. The core belief in the malleability of the mind triggers motivation and learning-oriented behavior in various aspects of life.



Visit www.mindsetworks.com for more growth mindset resources, tools, articles, and videos. Contact us at info@mindsetworks.com.



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