Building educators’ critical knowledge and skills to support students’ confidence, fulfillment and achievement

GUIDE TO IMPLEMENTATION

www.mindsetworks.com
THE MINDSET WORKS® EDUCATOR KIT

The Mindset Works® EducatorKit is a suite of resources developed to provide teachers and administrators with the growth mindset knowledge and tools to help them cultivate high achievement in their students through supporting positive motivation, challenge-seeking, effort, and resilience.

Research has shown that students who hold a Growth Mindset—the knowledge that ability can be developed—excel, especially under conditions of challenge (Blackwell, Trzesniewski, & Dweck, 2007). However, these mindsets themselves are learned, and they can be changed. 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, and to support it and communicate it to their students.

What does the Mindset Works® EducatorKit contain?

1. Professional Development - “Mindsets & Motivation” online professional development course for educators: The professional development is an online multimedia course for educators to learn about the growth mindset and how to put it to practice. It includes 1 introductory and 4 (13-18 minute) video lessons, along with discussion activities and projects to apply what they have learned to their instructional practice. Teachers learn about relevant findings from psychology and neuroscience, and explore applications of mindset theory to classroom practice, with specific growth-mindset instructional strategies.

2. Educator Toolkit: Educators can find additional tools and resources to support their own process of adopting and implementing a growth mindset over time in their classroom and school. The Toolkit includes (i) online assessments for educators to learn about their own and their students’ mindset-related beliefs and practices at the individual, classroom, and school level, (ii) tools and activities for students to practice and monitor their use of growth mindset strategies, and (iii) resources to deepen your knowledge and introduce growth mindset concepts and practices to your students.

3. Growth Mindset Online Community: As members of the Online Community, educators can collaborate with colleagues near and far who are learning and pursuing growth mindset-based practices. This community connects a network of informed educators to help develop and disseminate knowledge about implementing the growth mindset in schools. It includes a blog with content contributed by experts and practitioners, as well as topical discussion forums and groups where teachers can pose questions and share experiences, ideas, tools and resources with their peers, to foster innovation in practice.
What does the professional development course cover?

One introduction and four online videos introduce educators to key research in education, psychology, and neuroscience, and strategies to use this knowledge in their practice:

- **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. **Register** at [http://community.mindsetworks.com](http://community.mindsetworks.com) using the code provided to you by email and preview the EducatorKit resources online by clicking on the Educator Courses tab.
2. **Identify** 1-2 additional staff who will assist with the implementation planning and execution. Consider inviting faculty with good organization & leadership skills, motivation and capacity to assist.
3. **Plan** your implementation using the suggested implementation timetable on page 5, ideally 2-4 weeks prior to implementation. This tool is intended to help you create a plan of action that will allow your school to achieve the best results.
4. **Introduce** the program to your school faculty. You may want to use one of the resources available on our website at [http://www.mindsetworks.com/program/making-the-case-for-brainology.aspx](http://www.mindsetworks.com/program/making-the-case-for-brainology.aspx).
5. **Provide** educators with the registration instructions.
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 EducatorKit 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 EducatorKit Implementation in the subject line.

- We strongly encourage educators to regularly reflect and discuss video content in the online community and/or in-person discussion groups, as doing so offers the opportunity to internalize, retain, apply and extend what they have learned over the long-term.

- In planning the EducatorKit 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 registration code.
  - Professional development time of about 25 min. per video 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.

- Finally, if you will be teaching Brainology® to your students, we recommend doing so following the completion of the EducatorKit. For more information, see the Brainology Implementation Guides available at www.mindsetworks.com under My Resources.

We hope you enjoy the Mindset Works® EducatorKit and that you find it helpful in transforming your classroom and school. We’d love to hear from you and learn about your growth mindset experiences, feedback, comments & questions; email us at support@mindsetworks.com!
# Mindset Works EducatorKit® Suggested 5-Week Implementation Timeline

<table>
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<tr>
<th>Week</th>
<th>Module</th>
<th>Session</th>
<th>Activity</th>
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| Pre-planning (2-4 weeks) | — | — | Identify faculty co-leader(s) of implementation (site leader)  
Plan implementation calendar & PD activities (site leader)  
Introduce MWSK/MWEK to faculty (site leader)  
Educators register for the EducatorKit |
| 1 | Intro | 1 | Watch: Introductory video  
Take the “Mindset Assessment”  
Reflect & discuss in the Discussion Forum |
| 2 | 1 | 2 | Take the “Mindset Assessment”  
Watch: “Motivating Mindsets” video  
Reflect & discuss in the Discussion Forum |
| 3 | 2 | 4 | Apply what you’ve learned in Activities & Projects  
Take the “Mindset Assessment”  
Watch: “Messages that Motivate” video  
Reflect & discuss in the Discussion Forum |
| 4 | 3 | 6 | Apply what you’ve learned in Activities & Projects  
Take the “Mindset Assessment”  
Watch: “The Malleable Mind” video  
Reflect & discuss in the Discussion Forum |
| 5 | 4 | 8 | Apply what you’ve learned in Activities & Projects  
Take the “Mindset Assessment”  
Watch: “Molding Mindsets” video  
Reflect & discuss in the Discussion Forum |
| 6 | 5 | 10 | If you will be teaching Brainology to your students, see the Brainology Implementation Guides under “My Resources” at www.mindsetworks.com. |