



Building Bright Futures Through High School Redesign.

Best Practices Inventory Personalization & Culture Change




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CSSR Best Practices Inventory

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CSSR Best Practices Inventory

Personalization A. Structure

Refer to the CSSR Best Practices Continua for definitions of each of the three levels, and use the scale below to determine your level of functioning with regard to each of the practice elements noted in both the Personalization and Culture Change Sections.

Circle the one number (1 – 9) that best reflects your level of functioning on each element. Total up your scores for each section to determine your level of **Personalization** (page 6).

	TRADITIONAL (industrial model)			➤	TRANSITIONAL (teacher-centered model)			➤	TRANSFORMATIONAL (student-centered model)		
1. Equity	1	2	3	Yellow	4	5	6	Red	7	8	9
2. Schedule	1	2	3	Red	4	5	6	Red	7	8	9
3. Learning Locus	1	2	3	Yellow	4	5	6	Red	7	8	9
4. Timeframe	1	2	3	Green	4	5	6	Red	7	8	9
5. Governance	1	2	3	Yellow	4	5	6	Red	7	8	9
6. Student Support	1	2	3	Red	4	5	6	Yellow	7	8	9

CSSR Best Practice Continua

Personalization

B. Ownership for Learning & Development

Refer to the CSSR Best Practices Continua for definitions of each of the three levels, and use the scale below to determine your level of functioning with regard to each of the practice elements noted in both the Personalization and Culture Change Sections.

Circle the one number (1 – 9) that best reflects your level of functioning on each element. Total up your scores for each section to determine your level of **Personalization** (page 6).

	TRADITIONAL (industrial model)			➤	TRANSITIONAL (teacher-centered model)			➤	TRANSFORMATIONAL (student-centered model)		
1. Philosophy	1	2	3	➤	4	5	6	➤	7	8	9
2. Student	1	2	3	➤	4	5	6	➤	7	8	9
3. Classroom Climate	1	2	3	➤	4	5	6	➤	7	8	9
4. Personalization	1	2	3	➤	4	5	6	➤	7	8	9
5. Accountability	1	2	3	➤	4	5	6	➤	7	8	9
6. Professional Culture	1	2	3	➤	4	5	6	➤	7	8	9
7. Develop Vehicle	1	2	3	➤	4	5	6	➤	7	8	9
8. Parents	1	2	3	➤	4	5	6	➤	7	8	9
9. Community	1	2	3	➤	4	5	6	➤	7	8	9

CSSR Best Practice Continua

Personalization C. Pedagogy

Refer to the CSSR Best Practices Continua for definitions of each of the three levels, and use the scale below to determine your level of functioning with regard to each of the practice elements noted in both the Personalization and Culture Change Sections.

Circle the one number (1 – 9) that best reflects your level of functioning on each element. Total up your scores for each section to determine your level of **Personalization** (page 6).

	TRADITIONAL (industrial model)			➤	TRANSITIONAL (teacher-centered model)			➤	TRANSFORMATIONAL (student-centered model)		
1. Teacher Goal	1	2	3		4	5	6		7	8	9
2. View of Student	1	2	3		4	5	6		7	8	9
3. Personalization	1	2	3		4	5	6		7	8	9
4. Content Vehicle	1	2	3		4	5	6		7	8	9
5. Individualization	1	2	3		4	5	6		7	8	9
6. Feedback	1	2	3		4	5	6		7	8	9
7. Driver	1	2	3		4	5	6		7	8	9
8. Teacher Role	1	2	3		4	5	6		7	8	9
9. Data Use	1	2	3		4	5	6		7	8	9
10. Technology	1	2	3		4	5	6		7	8	9

CSSR Best Practices Inventory

Personalization D. Assessment

Refer to the CSSR Best Practices Continua for definitions of each of the three levels, and use the scale below to determine your level of functioning with regard to each of the practice elements noted in both the Personalization and Culture Change Sections.

Circle the one number (1 – 9) that best reflects your level of functioning on each element. Total up your scores for each section to determine your level of **Personalization** (page 6).

	TRADITIONAL (industrial model)			➤	TRANSITIONAL (teacher-centered model)			➤	TRANSFORMATIONAL (student-centered model)		
1. Purpose	1	2	3		4	5	6		7	8	9
2. Framework	1	2	3		4	5	6		7	8	9
3. Type of Assessment	1	2	3		4	5	6		7	8	9
4. Reporting	1	2	3		4	5	6		7	8	9
5. Graduation Requirments	1	2	3		4	5	6		7	8	9

CSSR Best Practices Inventory

Personalization Scoring

- A. Structure.....Total of Circled Items:
- B. Ownership for Learning.....Total of Circled Items:
& Development
- C. Pedagogy.....Total of Circled Items:
- D. Assessment.....Total of Circled Items:

Grand Total:

Personalization - Level Based on Grand Total

230-270
Transformational

Congratulations – it’s a new day - you’re performing at a level very few attain!

186-229
Transformational

The walls are coming down and the lights are coming up!

112-185
Transitional

Some movement in the right direction – the walls of the box are stretching.

71-111
Traditional

You’re still in the box – Henry Ford would be proud.

30-70
Traditional

Divine intervention required! Look to outside sources for inspiration and guidance.

CSSR Best Practices Inventory

Culture Change E. Leadership

Refer to the CSSR Best Practices Continua for definitions of each of the three levels, and use the scale below to determine your level of functioning with regard to each of the practice elements noted in both the Personalization and Culture Change Sections.

Circle the one number (1 – 9) that best reflects your level of functioning on each element. Total up your scores for each section to determine your level of **Culture Change** capacity (page 9).

	TRADITIONAL (early 20th century model)			➤	TRANSITIONAL (late 20th century model)			➤	TRANSFORMATIONAL (21st century model)		
1. Vision	1	2	3		4	5	6		7	8	9
2. Emphasis	1	2	3		4	5	6		7	8	9
3. Administrators	1	2	3		4	5	6		7	8	9
4. Administrators	1	2	3		4	5	6		7	8	9
5. Leadership Style	1	2	3		4	5	6		7	8	9
6. Capacity Building	1	2	3		4	5	6		7	8	9
7. Control	1	2	3		4	5	6		7	8	9
8. Students	1	2	3		4	5	6		7	8	9
9. Union	1	2	3		4	5	6		7	8	9

CSSR Best Practices Inventory

Culture Change

F. Culture Change/Change Leadership

Refer to the CSSR Best Practices Continua for definitions of each of the three levels, and use the scale below to determine your level of functioning with regard to each of the practice elements noted in both the Personalization and Culture Change Sections.

Circle the one number (1 – 9) that best reflects your level of functioning on each element. Total up your scores for each section to determine your level of **Culture Change** capacity (page 9).

	TRADITIONAL (early 20th century model)			➤	TRANSITIONAL (late 20th century model)			➤	TRANSFORMATIONAL (21st century model)		
1. Leadership	1	2	3		4	5	6		7	8	9
2. Communication	1	2	3		4	5	6		7	8	9
3. Buy-in	1	2	3		4	5	6		7	8	9
4. Teams	1	2	3		4	5	6		7	8	9
5. Role Clarity	1	2	3		4	5	6		7	8	9
6. Psych Contract	1	2	3		4	5	6		7	8	9
7. Decision Making	1	2	3		4	5	6		7	8	9
8. Performance/Talent Management	1	2	3		4	5	6		7	8	9
9. Policy Support	1	2	3		4	5	6		7	8	9

CSSR Best Practices Inventory

Culture Change Scoring

E. Leadership.....Total of Circled Items:

F. Culture Change/.....Total of Circled Items:
Change Leadership

Grand Total:

Culture Change - Level Based on Grand Total

137-162
Transformational

Congratulations – you’ll be able to take on any challenge/initiative with success!

110-136
Transformational

You’re building capacity that will help on all fronts!

64-109
Transitional

Some, but not enough capacity or consistency to facilitate effective implementation efforts.

37-63
Traditional

You’re missing the boat when it comes to developing the ability to facilitate change.

18-36
Traditional

Divine intervention required! Look to outside sources for inspiration and guidance.