How to Do It: Tips for Implementation of a Performance-Based Learning System

1. **Define your overall objective**
   - How can implementing a performance-based learning (PBL) system boost student engagement, postsecondary readiness, personalized learning, and student agency?
   - How can a district engage the broader community in the development of such a system to support career pathways?

2. **Preparation**
   - Read the PBL section of the Mesa County Valley School District 51 (D51) website for background.
       I. Read the FAQ page.
       II. Check out the Grand Junction High School Educational Planning Guide.
   - Read the Grand Junction Daily Sentinel story about the district's ambitions for PBL.
   - Read the Lindsay (Calif.) Unified School District strategic design document.
   - Read about Tony Wagner, whose thinking influenced D51's PBL design.
   - Examine information about ACT's WorkKeys Program, which D51 is using.

3. **Implementation tips from the D51 leadership team**
   - Go slow at the start, and be comfortable with going slow. Speed kills.
   - Involve everyone, in the district and the community. Remember: It's a cultural shift, not a program.
       I. Commit to real community engagement. Actively involve the community from the beginning.
   - Work on a healthy school climate and culture for kids and a healthy workplace climate and culture for adults.
   - Watch Simon Sinek's TED talk:
   - Spend time on the "why" first.
       I. Why are we doing this?
       II. Why does it matter?
   - Create feedback loops, and be nimble enough to be responsive to that feedback.
   - Listen, listen, and then listen some more.
   - Meet people where they are, without judgment.
   - Drop the "P" from Professional Learning Communities. Create learning communities that include teachers, students, and the instructional leadership team.
   - Network with other districts nationally that have embarked on this work. It's a process, not something you "buy and plug in."

4. **Assessment/reflection**
   - What worked?
   - What did not work?
   - How can it be adjusted?