**How to Do It: Tips for Implementing a Performance-Based Learning System**

1. **Objective**

* How can implementing a performance-based learning (PBL) system improve postsecondary readiness?
* How can reinventing a school system ?

1. **Preparation**
   * Read the [PBL section](https://community.d51schools.org/sites/shared/pbl/Pages/default.aspx) of the Mesa County Valley School District 51 (D51) website for background.
2. Read the [FAQ page](https://community.d51schools.org/sites/shared/sitedocs/PBL%20FAQs.pdf).
3. Check out the Grand Junction High School [Educational Planning Guide](http://gjhs.mesa.k12.co.us/counseling/documents/2014-2015EdPlanningGuideFinalDraft.pdf).
   * Read the [Grand Junction Daily Sentinel story](http://www.gjsentinel.com/news/articles/after-studying-lindsay-school-district-51-starts-i) about the district’s ambitions for PBL.
   * Read the Lindsay (Calif.) Unified School District [strategic design document](http://www.lindsay.k12.ca.us/filelibrary/LUSD%20Strategic%20Design%201.pdf).
   * Read about [Tony Wagner](http://www.tonywagner.com/), whose thinking influenced D51’s PBL design.
   * Examine information about [ACT WorkKeys](http://www.act.org/content/act/en/products-and-services/workforce-solutions/act-workkeys.html), which D51 is using.
4. **Implementation**
   * 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.
5. 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](https://www.ted.com/talks/simon_sinek_how_great_leaders_inspire_action?language=en):
6. Spend time on the ‘why’ first.
7. Why are we doing this?
8. 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, 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.”
9. **Assessment/reflection**
   * What worked?
   * What did not work?
   * How can it be adjusted?