

# Assessing GT Strategies: An Administrator's Guide

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## 1. Look Very, Very Closely

What is:

observable/measurable/achievable  
really needed at this time  
aligned with goals

What's my one thing?

Resources:

Wright, P. S. (2011). Engineering optimal experiences using goal setting & mental rehearsal. *Journal of Applied Global Research*, 4(9), 40-46.

## 2. Start with Strengths

What happens when managers focus on weakness?

Need: intrinsic motivation, freedom of choice, personal investment in outcome  
Are we giving teachers the last two?

Resources:

Link to Zander's TED talk: [bit.ly/tedzander](http://bit.ly/tedzander).

Book suggestion: Rath, T. (2007). *Strengths finder 2.0*.

## 3. Power of Portfolios

Avoiding "Gotcha" mentality  
Switch to coaching mentality.

Thought to ponder: How do we get them to want to be on our team?

Resources:

Read Gawande's full article [bit.ly/gawande-coach](http://bit.ly/gawande-coach)

Developing a teaching portfolio [bit.ly/teach-port](http://bit.ly/teach-port).



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#### 4. The Power of the List

Checklists must be \_\_\_\_\_ and they must \_\_\_\_\_ for the person.

Use your plan. Some ideas:

- \* product
- \* acceleration/flexible pacing
- \* progress bar of some sort that's shared
- \* array of learning opportunities

Tips:

Professional Development: It's not about hours. Be a resource (gather your bouquet).

Ideas: [www.pinterest.com/brightkids](http://www.pinterest.com/brightkids)  
[100bestbiz.com/more-on-the-100-best](http://100bestbiz.com/more-on-the-100-best)  
[weebly.com](http://weebly.com)  
[tweetchat.com](http://tweetchat.com)

Keep SEN in mind.  
You teach, too.

What's the purpose of the walk-through?

Follow-up can't just be a copy in the box.

Remember: micro view (teacher), snapshot view (what did both learn?), and the long view (improvements that happened due to feedback for teacher or campus)

Resources:

Read Atul Gawande's *The Checklist Manifesto*

What's one change you can make that will make a positive impact?

Can't get enough? I understand.

Sago, R. (2003). *Motivating students and teachers in an era of standards*. Alexandria, VA: ASCD.

Richardson, J. (2001). Seeing through new eyes. *Tools for Schools, October/November*, 1-7.