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## DEVELOPING A LEARNING CULTURE OF OWNERSHIP AND EMPOWERMENT

*Thomas C. Murray, Director of Innovation for Future Ready Schools and the Opening Keynote at the 2018 Fall Leadership Summit*

*A portion of the following is an excerpt from the new ASCD book, Learning Transformed: 8 Keys to Designing Tomorrow's Schools, Today.*

**“BE THE LEADER YOU WISH YOU HAD.” – SIMON SINEK**

Professional learning in many districts must undergo radical reform, from a model that’s outdated and ineffective to one that’s personal, empowering, and owned by the learner. How can such a culture of ownership and empowerment be created?

**1. Clearly define and articulate the vision.**

Do all stakeholders understand the district’s direction? How should instruction improve with the time that’s invested? How will students benefit? Can the vision be articulated by all staff members? Do staff members help formulate that vision? Is the vision only one year or more long term?

**2. Model: Practice what you preach.**

How school leaders run faculty meetings and in-service time should be a direct reflection of the type of instruction they seek in the classroom. Anything else is hypocritical. Staff will rise to the level that is modeled for them. Learn alongside your staff members and model expectations for them. Utilize time in an efficient and meaningful manner. Invest time in professional learning—not managerial tasks. Model and share your learning throughout the process.

**3. Learning should be anytime, anywhere.**

Today’s Netflix Generation of students expects content to be available on-demand: anytime, anywhere. Today’s schools must work to provide a robust, digital curriculum where high-quality content is available around the clock. As such, and to mirror today’s instructional expectations, today’s school leaders must work to provide and empower anytime, anywhere learning

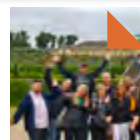


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