



Strategies for Continual Improvement
to deepen and expand practices around Purpose

Levels of Implementation: Purpose

| Indicator | Emerging | Developing | Sustaining | Transforming |
|-----------------------------|--|--|---|---|
| Leadership & Responsibility | Leadership roles are teacher-assigned and limited to a few students. | Leadership opportunities are rotated and structured. | Students independently assume leadership and responsibility for learning. | Leadership is embedded; students lead peers, adults, and initiatives. |
| Confidence to Take Action | Students are hesitant to take risks or initiate ideas. | Students take action with encouragement and support. | Students confidently advocate for ideas and improvements. | Students initiate meaningful change and persist through challenges. |

Coaching Reflection Questions

For Coaches and Teachers

- Where do students have real influence rather than permission?
- Who holds the responsibility for learning in this classroom?
- How are students supported in taking academic and social risks?

For Students

- When do you feel your voice matters here?
- How do you take responsibility for your learning or community?
- What opportunities do you have to make a difference?

Learn

- Read and utilize resources related to Purpose: [Purpose Brief](#), [Purpose Teacher and Student Roles](#), [Reflecting on Purpose](#), [Encouraging a Sense of Purpose](#), [Purpose Implementation Reflection](#), [Moving Forward With Purpose](#).
 - Review research on Purpose: [National School Voice Reports](#).
 - Read [Engagement by Design Creating Learning Environments Where Students Thrive](#).
 - Discuss Purpose in your professional learning communities.
 - Explore how other schools create leadership opportunities for all students.
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Reflect

- What are your goals for cultivating Purpose in classrooms, teams, and the school community?
 - How does strengthening Leadership & Responsibility impact teaching, learning, and school culture?
 - Reflect on times you felt high or low sense of Purpose as a learner – what factors contributed to these experiences?
 - In what ways do current instructional and coaching practices promote—or unintentionally limit—Purpose?
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Assess

- Use student journals or reflections to gauge students' understanding of Purpose.
 - Conduct informal interviews with students and teachers to gather their perspectives on Leadership & Responsibility and Confidence To Take Action.
 - Observe peer-to-peer interactions for evidence of student leadership.
 - What indicators do you look for related to healthy practices of Leadership & Responsibility and Confidence To Take Action?
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Partner

- Share effective Purpose practices with colleagues and celebrate collective learning.
- Co-create classroom, team, and school norms that emphasize listening, respect, and shared responsibility.
- Partner with families to understand and support students' Purpose needs at home and at school.
- Engage students as partners in designing opportunities that build Purpose. How can you embed Purpose practices into the current curriculum?

Act

- Introduce regular leadership opportunities (e.g., student facilitators, project leads, classroom roles).
 - Teach and model leadership skills explicitly at all grade levels.
 - Advocate for policies that support student leadership.
 - Model Purpose by demonstrating reflective, responsible leadership as educators.
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Evaluate

- Track changes in student participation and involvement in leadership.
 - Model Purpose by demonstrating reflective, responsible leadership as educators.
 - Collect qualitative evidence, including stories from students and teachers, that illustrate impact.
 - Consider the impact fostering Purpose has made on the teachers and students you work with?
 - How do you evaluate Purpose and use information learned to impact future actions?
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Share

- Celebrate successes and growth publicly.
- Highlight student leadership stories through newsletters, announcements, assemblies, or digital platforms.
- Share reflections and outcomes with school leadership to support systemic implementation.
- Facilitate teacher showcases where Purpose-aligned strategies and results are shared and honored.
- Create a digital portfolio of classroom examples to inspire others.