





# Showcase Schools: Metric 1

The school demonstrates thought-leadership in building a school-wide vision as the starting place for a holistic digital transformation using Microsoft's Education Transformation Framework

- Informed by research and potential models
- Has specific, concrete goals for the outcomes of digital transformation
- Clear and easily communicated vision shared by leaders and all stakeholders
- Uses technology as a strategic lever where digital access is not the end goal; learning is the goal and technology is a means used to achieve that goal



Level	Read	Learn	Do
<p style="text-align: center; font-size: 2em;">2</p> <p>Has created a vision statement driven by current practice or incremental improvement versus focused on transformation</p>	<p><a href="#">Transforming Education eBook</a> (pp 8-57)</p>  <p>Article: <a href="#">A Definitive Guide for Developing a Technology Vision Statement for your School</a></p> <p>Smart Goals: <a href="#">Definition and Examples</a></p>	<p><a href="#">Leadership and Policy</a></p> <p><a href="#">Creating a Digitally Inclusive Learning Community</a></p> 	<ul style="list-style-type: none"> <li>• Create a vision. Share your vision with other leaders and educators at the school to get feedback</li> <li>• Set clear and measurable expectations (SMART Goals) and share them with leaders and educators</li> <li>• Have a conversation with your Microsoft contact around the <a href="#">Microsoft Education Transformation Framework</a> (ETF)</li> <li>• Stay updated by signing up to the <a href="#">Microsoft Educator Newsletter</a></li> </ul>
<p style="text-align: center; font-size: 2em;">3</p> <p>Has begun the collaborative process of envisioning for holistic transformation with focus on some of the ETF pillars</p>	<p>Whitepaper: <a href="#">The Fourth Industrial Revolution Things to Tighten the Link Between it and ot</a></p> <p><a href="#">Explore the Education Transformation Framework (ETF)</a></p>  <p><a href="#">Get inspired by stories from schools around the world</a></p>	<p><a href="#">Launching Innovation in Schools</a></p> <p><a href="#">Effective leadership and saving time with Teams</a></p>  <p><a href="#">Getting Started with Microsoft Tools for Education</a></p>	<ul style="list-style-type: none"> <li>• Form a Digital Transformation team: Identify key stakeholders to be a part of the digital transformation team. Include teachers, support staff, parents, and community organizations</li> <li>• Connect with your Microsoft contact to plan an <a href="#">Microsoft K-12 Education Transformation Framework</a> workshop</li> <li>• The Digital Transformation team agrees on a process to follow to plan for transformation</li> <li>• Build buy-in by sharing the vision and why transform with all stakeholders</li> </ul>

Level

Read

Learn

Do

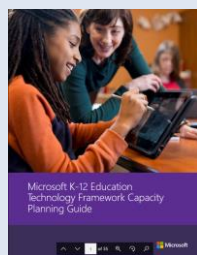
4

Has developed a shared vision and plan for holistic transformation that incorporates all four pillars of the ETF

Article: [Project Red: Leadership Brief](#)



ETF Capacity Planning Guide for School Leaders



Video: [Community is a Journey](#)

Whitepaper: [Emotion and Cognition in the Age of AI: New research from Microsoft Education and The Economist Intelligence Unit](#)

[Deepen Your Knowledge about all Four Pillars of the ETF](#)



[Design Thinking for Leading and Learning](#)



[SEL - Teaching Happiness Webinar Series](#)

- Use data to identify what you are doing well and what opportunities still exist
- Refine the vision with your Digital Transformation team plus key stakeholders and further develop your holistic plan
- Plan for monitoring and evaluation from the outset. Identify your success metrics
- With your Digital Transformation team, use the following to help build your transformation plans: [Transformation Journey](#)

# Showcase Schools: Metric 2

School leader(s) foster a culture of learning and growth mindset as evidenced by their commitment to creating sustainable change in teaching and learning practices through continuous and job-embedded professional development strategies.

- Builds teacher effectiveness through intensive focus on meaningful and continuous professional learning
- Establishes mentoring, coaching, and collaboration opportunities at the school
- Empower teachers to make their own decisions and take risks to meet the needs of every student
- Drive efforts to connect with other leaders and educators locally and globally to share best practices



**Level**

**Read**

**Learn**

**Do**

2

Some educators leverage professional development opportunities to enable education transformation

Some learning communities and opportunities for collaboration are beginning to be consistent

Tools and learning resources are identified for teachers to use in their professional learning journey

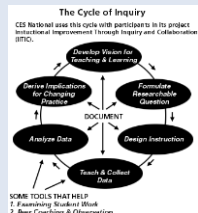
Teachers have the autonomy to innovate in their own classrooms

[Transforming Education eBook](#) (pp 59-77)



Article:  
[Leadership of Inquiry: Building and Sustaining Capacity for School Improvement](#)  
by Michael Copland

[The Cycle of Inquiry and Action](#) by Kathleen Cushman

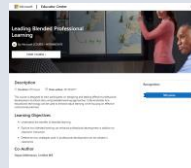


[Microsoft Education: How to become a Microsoft Innovation Educator](#)

[Getting Started with Office365 and Windows for Leadership](#)



[Introduction to Microsoft Teams – the digital hub for educators and students](#)



[Leading Blended Professional Learning](#)

- Give teachers access to technology and professional development before the students start to use it.
- Invite all educators and leaders to create a profile on the [Microsoft Educator Center](#)
- Share with educators the tools available for them to use in the classroom
- Invite educators to become [Microsoft Innovative Educators](#)
- Create opportunities within existing schedule for teachers to collaborate and share with each other
- Use [Microsoft Teams](#) to foster collaboration and just in time learning among educators and leaders
- Make learning fun! Provide incentives for teachers completing courses on the [Microsoft Educator Center](#). Recognize teachers who have completed courses during staff meetings. Create a challenge for teachers to earn the most badges
- Sign up for OnDemand and upcoming [webcasts](#) on Microsoft tools

Level

Read

Learn

Do

3

Professional development is planned for a select group or a specific initiative

Learning communities (internal and external) and job-embedded collaboration opportunities are established by leadership

Support for the identified tools and resources is in place

Teachers are encouraged to share their innovations with others

[Transforming Education eBook](#) (pp 218-237)

Video: [The Power of Believing that You Can Improve](#)

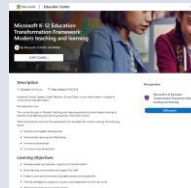


Article: [Tapping Technology to Enhance Professional Learning](#) by Joellen Killian



Article: [Decades of Scientific Research that Started a Growth Mindset Revolution](#)

[Modern Teaching and Learning for School Leaders](#)



[Leading Ambitious Teaching and Learning](#)

[Supporting learning initiatives with Staff Teams](#)



[Personalize Professional Learning for Future Ready Leaders](#)

- [Survey](#) educators and leaders to prioritize needs for professional learning and development
- Use the staff survey to decide on a roadmap for professional development
- Recommend different [Learning Paths](#) to educators based on the survey results
- 60% of educators and leaders have a MEC Profile
- At least 25% of educators are MIEs and certified MCE
- Identify your early-adopter educators and provide opportunities for them to learn and grow by becoming [MIE Experts](#). (3% of educators are MIEE)
- Enable MIE Experts to share and mentor others in a formal and consistent manner
- Don't forget to incorporate learning for leaders as well
- Use [Microsoft Teams](#) to foster collaboration and just in time learning among educators and leaders
- Support staff and educators with embracing a [growth mindset](#)

Level

Read

Learn

Do

4

Strategic and school-wide plans are in place to develop leaders and educators' capacity for transformation

Coaching and mentorship and a continuous growth cycle is in place for all teachers and leaders

Learning communities internally and externally are leveraged

Tools and learning resources are part of teachers onboarding and continuous development plans

Teachers are leaders who help shape the school's strategic plans

[When School Leaders Empower Teachers, Better Ideas Emerge](#)



Article: [Teachers make a difference: What is the research evidence?](#) by John Hattie

Article: [Effective Teacher Professional Development](#) by: Linda Darling-Hammond and Maria E. Hyler Madelyn Gardner



Video: [A dramatic turnaround](#)

[Deep Learning through Transformative Pedagogy](#)



[Conversations that Inspire: Coaching Learning, Leadership and Change](#)



- Plan to have all educators certified as [Microsoft Certified Educators](#)
- Develop a personalized professional learning model for all leaders and educators that leverages coaching, mentoring, research groups, and peer observation and reflection
- Develop onboarding plans for new educators and leaders
- Review and refine the professional learning plan as time progresses. Identify successes and gaps
- Challenge teachers to become learning leaders by completing the MIE Trainer Academy either in person, with a global partner training company, or [online](#)
- Find a [Global Training Partner](#)
- Regularly celebrate growth. Recognize educators and leaders who have supported colleagues in their own growth

# Showcase Schools: Metric 3

School leader(s) drive personalized learning to meet the individual student’s academic, emotional, and social needs and help every student realize their full potential. Inclusion and accessibility are integral to policies and practices.

- Professional development on personalized learning leveraging technology such as Office 365 for Education, Teams (Staff/Faculty/Student), OneNote, Skype, Flipgrid, and Minecraft
- Students are encouraged to take greater responsibility for their learning
- The school provides accessible technology that can meet the needs of all students





Level

Read

Learn

Do

2

Inclusive environments with equitable access and accessibility for some students can be observed in some classrooms

Educators are provided with strategies to support curriculum and assessment for the real world in some areas of the curriculum

Personalized learning strategies are used by some teachers with few students to enable them to own their learning

[Transforming Education eBook](#) (pp 79-100, 147-163)



Article: [Artificial Intelligence in the classroom](#)

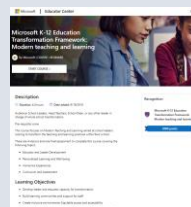
Video: [Inclusive Learning For All Students](#)

Video: [Microsoft Education: Every Student Has a Voice](#)

Article: [The pen is mightier than the keyboard](#)



[Modern Teaching and Learning for School Leaders](#)



[Getting Started with Office 365 and Windows for Leadership](#)

[Empower every student with an inclusive classroom](#)





[Engage and Amplify with Flipgrid](#)



[Digital Inking with Surface](#)



- Utilize [Microsoft Teams](#) for teacher and students' interaction and managing assignments
- Enable teachers to use Office 365 to personalize learning for students
- Utilize [Microsoft Forms](#) for formative assessment
- Deploy a multi-form factor Windows 10 device in a lab or shared environment
- Plan for inclusion and accessibility. Share with teachers the [Sway](#) on Microsoft accessibility features

Level	Read	Learn	Do
<p style="text-align: center; font-size: 2em; font-weight: bold;">3</p> <p>Inclusive environments with equitable access and accessibility for most students can be observed throughout</p> <p>Educators are trained on strategies to support curriculum and assessment for the real world throughout much of the curriculum</p> <p>Personalized learning strategies are periodically used to empower students to own their learning</p>	<p><a href="#">Transforming Education eBook</a> (pp 122-145)</p> <p>Article: <a href="#">Fresno USD personalized learning initiative</a></p> <p>Article: <a href="#">Soar into 2020 with 12 new Microsoft Teams for Education updates</a></p> <p>Video: <a href="#">What might education look like in 2030?</a></p>	<p><a href="#">Office 365 Teacher Academy</a></p>  <p><a href="#">Reimagining Learning Spaces</a></p> 	<ul style="list-style-type: none"> <li>• School-wide deployment and usage of Teams and other Office 365 apps</li> <li>• Ensure every student has a Multi-form factor Windows 10 device for deeper personalization and best experience with Windows and Office 365</li> <li>• Begin to transform learning spaces starting with libraries and select classrooms</li> <li>• MIEs conduct a face-to-face training for other teachers using <a href="#">Microsoft's Teacher Training Packs</a> or leverage a <a href="#">Microsoft Global Training Partner</a></li> <li>• Leverage Translator, PowerPoint translator, and Accessibility checker in meetings with staff and families to enable inclusion</li> </ul>
<p style="text-align: center; font-size: 2em; font-weight: bold;">4</p> <p>Inclusive environments with equitable access and accessibility for all students can be observed throughout</p> <p>Educators master strategies to support curriculum and assessment for the real world throughout the curriculum</p> <p>Personalized learning strategies are regularly used to empower students to own their learning</p>	<p>Article: <a href="#">Class of 2030: What do today's kindergarteners need to be life-ready?</a></p>  <p>The class of 2030 and life-ready learning. The technology imperative. A summary report.</p> <p>Video: <a href="#">5 tips on how to succeed with Microsoft Teams</a></p>	<p><a href="#">Student-Centered Learning</a></p> <p><a href="#">Design thinking for leading and learning</a></p> <p><a href="#">Inclusion using the Immersive Reader</a></p>  <p><a href="#">MIE Trainer Academy</a></p>	<ul style="list-style-type: none"> <li>• All teachers are fully leveraging Office 365, Windows and a Windows device to personalize learning for every student, provide immediate and effective feedback, and enable growth through reflection</li> <li>• Create specialties among educators and cohorts with Microsoft Teams to support each other in their journey</li> <li>• Personalized learning strategies are documented and included in how teachers are hired, trained, and evaluated</li> <li>• Invite the community to see the work happening at your school through social media, school events, press releases, weekly newsletters, and recognition of teacher and student work</li> </ul>

# Showcase Schools: Metric 4

The school demonstrates innovative use of technology, using Microsoft solutions, to drive positive impact and student success with future-ready skills

## Computational Thinking

Thinking about problems strategically in all curricular areas to create solutions through abstraction, algorithms, decomposition, and pattern recognition

## Creativity and Innovation

Using ingenuity and imagination, going outside conventional boundaries, when shaping ideas into a product **Critical Thinking**

Integrating relevant and sufficient information to address an essential question, gathered from multiple and varied sources

## Collaboration

Sharing responsibility to make substantive decisions together about the content, process, or product of the work  
Communication

Producing extended or multi-modal communication  
Descriptors



adapted from Jeannette Wing's work and 21CLD



Level

Read

Learn

Do

2

Some teachers are beginning to include some future-ready skills in their lesson plans. Students are not assessed on those skills nor are they demonstrating these skills yet

Future-ready skills are developed outside of the core curriculum through enrichment classes to select student

Video: [How to escape education's death valley](#) | Sir Ken Robinson



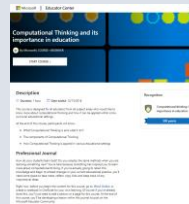
[Build STEM Skills in Your Classroom](#)



Video: [How to bring computer science to your elementary school: Be a changemaker](#)

[Creativity in the Classroom](#)

[Computational Thinking and Its Importance in Education](#)



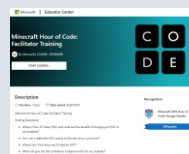
[Skills for the Future, Voice, and Collaboration](#)

[Step up to Computer Science](#)

[Girls in STEM](#)



[Minecraft Hour of Code: Facilitator Training](#)



- Prioritize technology implementation to meet 21st century skills. Invite teachers to complete the recommended courses under 'Learn' and to design ways for students to develop Future-Ready skills
- Introduce the [Hour of Code](#) as an introduction to computational thinking
- Start STEM clubs or courses as part of your enrichment program using the [Hacking STEM library of activities](#)

**Level**

**Read**

**Learn**

**Do**

3

The school is actively developing specific future-ready skills for a specific group of students

There is evidence that some students are demonstrating future-ready skills in their work on a regular basis

[Transforming Education eBook](#) (pp 167-219)



Article: [The Class of 2030 and Life-Ready Learning](#)



Video: [How you can prepare your students to be future ready in a rural high school](#)

Video: [MSIA Conference Video](#)



Complete the 21st century learning design path either [online](#) or face-to-face with a [Microsoft Global Training Partner](#)



[Leading Ambitious Teaching and Learning](#)

[Problem Based Learning](#)

[My Minecraft Journey](#)



[The Science of Gaming](#)

[Service Learning in Action with WE Schools](#)

[We Schools Tech for Good](#)

- Join the [Microsoft Imagine Academy](#) which provides resources for teachers to teach technology skills and helps students and teachers earn certifications
- Develop Computational Thinking, Creativity, and Problem-Solving using [Minecraft Education Edition](#)
- Encourage design thinking and problem-based learning by participating in [WE Schools](#) or the [Innovations Project](#) or similar programs
- Find a [Global Training Partner](#)
- At least 25% of educators have completed the [Microsoft Certified Educator exam](#)
- At least STEM and ICT lead teachers have completed the [Microsoft Office Specialist exam](#)

Level

Read

Learn

Do

4

The school is actively developing all future-ready skills for its entire student population in an age appropriate manner

There is evidence that most students are demonstrating future-ready skills in their work on a regular basis

[Transforming Education eBook](#) (pp 101-121)



Article: [Scaling STEM education in one of the world's largest school jurisdictions](#)

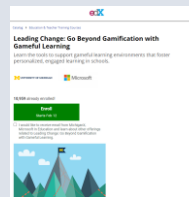


Video: [Minecraft: Education Edition Webinar](#)

[STEAM Integration with Minecraft](#)



[Leading Change: Go Beyond Gamification with Gameful Learning](#)



- Integrate computational thinking into the curriculum and leverage Minecraft to deepen learning in core subject areas
- Incorporate guidance on using the 5 Cs in staff meetings and weekly newsletters
- Create a plan for students to earn certifications available on [Microsoft Imagine Academy](#)
- All educators have completed the [Microsoft Certified Educator exam](#)
- All STEM and ICT teachers have completed the [Microsoft Office Specialist exam](#)

# Showcase Schools: Metric 5

Data insights provide guidance for education improvements and visibility into the progress towards the digital transformation vision.

- Use data to inform decisions
- Leaders use metrics to define and measure progress and course correct where needed
- Monitoring and evaluation results are shared with stakeholders for transparency, buy-in, and participation



**Level**

**Read**

**Learn**

**Do**

2

Feedback data is captured via surveys and basic tools

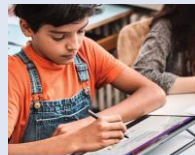
Incremental improvements are sometimes made based on the feedback data

[Transforming Education eBook](#) (pp 49-53)



The class of 2030 and life-ready learning: The technology imperative  
A summary report

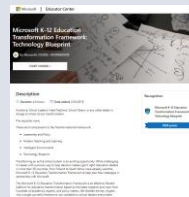
White paper: [Data and education transformation](#) (Entry: pp. 8-12)



Data and education transformation  
A maturity model

Article: [Moving the needle on student achievement: Fresno Unified School District's personalized learning initiative](#)

[Technology Blueprint](#)



[Microsoft Forms: Creating Authentic Surveys](#)



- Use [surveys](#) to understand the current status of your digital transformation and identify strengths and opportunities
- Complete the [ISTE Lead & Transform Diagnostic Tool](#) to assess alignment to the 14 Essential Conditions for learning and teaching with technology and follow recommendations
- Explore the Data Analytics solution that meets your needs from [various providers](#) (select your country)



Level

Read

Learn

Do

3

Identify data to be collected to measure progress towards the vision

Establish a process to review the data and take actions based on insights

White paper: [Data and education transformation](#) pp.13-18



Article: [Education analytics provides demonstrable success, improves learning outcomes](#)

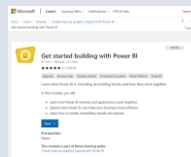


Video: [Challenge is a Superpower: Shifting a generation one student at a time](#)

Article: [Data in perfect harmony](#)



[Getting started with Power BI](#)



[GQM a method to identify metrics aligned with goals](#)



- Identify with your team the data needed to assess progress on the vision and objectives, how the data will be collected and how often
- Establish a process and cycle to collect the data, review it with your team, and create a plan based on insights
- Use [Business Intelligence \(BI\)](#) software to connect data systems, such as records of attendance, performance, behavior, etc., to monitor progress and intervene when necessary
- Have educators complete the [School Transformation Survey](#) and collect results. Use these results to establish a baseline of where teachers are at along the digital transformation journey. Do this yearly to help measure progress

Level

Read

Learn

Do

4

Data is shared with all stakeholders to ensure constant alignment on the direction

Data is not only used to monitor and evaluate progress towards vision and goals, it's also used for predictions and identification of future opportunities

White paper: [Data and education transformation](#)  
pp. 19-24

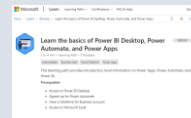
Article: [Leveraging Power BI to Efficiently Track Student Success](#)



Article: [The "Data Wise" Improvement Process](#)  
[Eight steps for using test data to improve teaching and learning](#)  
by Kathryn Parker Boudett, Elizabeth A. City, and Richard J. Murnane



[Learn the basics of Power BI Desktop, Power Automate, and Power Apps](#)



[Introduction to Data Wise: A Collaborative Process to Improve Learning & Teaching](#)



- Share data with stakeholders to keep everyone aware and aligned on the goals
- Use [Power BI](#), part of Office 365, with educators and other staff to help guide their work into the next level of learning - not just in the classroom
- Plan for yearly growth. Have educators complete the [School Transformation Survey](#) each year to identify areas of growth and areas that need more focused attention for improvement for the following year