

The Challenging Learning Collaborative Growth Model

System (eg. District)	Compliance	Instructive	Evidence-based decision-making	Culture and language of collaborative growth	Shared vision for learning for all	
Leaders	Where are we going?	Where are we now?	Action plan for learning	Mental model shifts	Shared leadership	Capacity
Advocates (eg. Coaches)	Action learning	Modelling and peer observation	Facilitation skills	Guided induction	Professional culture shift	Sustainability
Staff	Strategies and tools	Action learning	Peer observation	Reflective practice	Positive accountability	Collegiate & self growth
Students	Dependent	Aware of learning	Guided progress	Inquiry-led learning	Classroom culture shift	Independent Collaborative
Parents & community	Information sharing	Events	Progress reviews	Active participation in the learning process	Aligned growth mindsets	