Showcase Schools:
Metric 1

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

- Informed by research and potential models
- With specific, concrete goals for the outcomes of digital transformation
- Clearly and easily communicated vision shared by leaders and all stakeholders
- Using technology as a strategic lever with learning as the end goal and technology as the means to achieve that goal

Showcase Schools: Metric 1, Level 2

Microsoft

Level

2

Has created a vision statement driven by current practice or incremental improvement versus focus on transformation

Explore

- **Article**
  The Staff of 2030: The importance of teaching, learning, and leading during a time of change
- **Article**
  How To Set Good Professional Goals For Work (Tips and Examples Included)
- **Video**
  School Transformation Survey

Learn

- Leadership and policy – Education Transformation Framework
- Leading Schools of 2030 - Microsoft Educator Center

Do

- Create a vision and ensure that it can be achieved through executable and measurable expectations
- Ask staff to complete the Education Transformation Assessment Tool – Microsoft Education Journey
- Have a conversation with your Microsoft contact regarding the Microsoft Education Transformation Framework (ETF)
- Stay updated by signing up for the Microsoft Educator Newsletter

Showcase Schools: Metric 1, Level 3

Microsoft

Level

3

Has begun the collaborative process of envisioning holistic transformation with a focus on some of the ETF pillars

Explore

- **Article**
  WEF Schools of the Future Report 2019
- **Video**
  Microsoft 365 Scenarios for Leaders
- **Resource**
  Capacity Building Guide

Learn

- Support learning environments with instructional leadership
- Lead forward: Integrate the best strategies from remote, hybrid, and blended learning for school leaders

Do

- Identify key stakeholders to be a part of the digital transformation team
- Connect with a Global Training Partner to plan a Microsoft K-12 ETF workshop
- With your team, begin building your vision and strategic plan using templates in the Capacity Building Guide

Showcase Schools: Metric 1, Level 4

Microsoft

Level

4

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

Explore

- **Article**
  Beyond reopening schools: How education can emerge stronger than before COVID-19
- **Video**
  Microsoft Insights for Education – Fuel Remote Learning Success with Classroom Analytics

Learn

- Develop and track plans: Transform education with strategic leadership
- Leading Schools of 2030
- Leveraging data for systematic action with organizational-level Insights

Do

- Use data to identify what you are doing well and what opportunities still exist
- With your Digital Transformation team, use resources from the Microsoft Education Journey and the Capacity Building Guide to continue to refine your transformation plans

Showcase Schools:
Metric 2

School leaders 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 that:

- Build educator effectiveness through intensive focus on meaningful and continuous professional learning
- Establish mentoring, coaching, and collaboration opportunities in the school
- Empower educators to make their own decisions and take risks to meet the needs of every learner
- Drive efforts to connect with other leaders and educators locally and globally to share best practices

Showcase Schools: Metric 2, Level 2

Microsoft

Level

2

Some educators leverage professional development opportunities to enable education transformation

Some learning communities and opportunities for collaboration are becoming consistent

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

Educators have the autonomy to innovate in their own classes

Explore

- **Article**
  Relationships are the Foundation of Everything We Do
- **Video**
  How to Become an Education Leader: MIE, MIEE, Trainer Edition
- **Video**
  Key Technology Tools to Support Professional Learning

Learn

- Teaching and learning – Education Transformation Framework
- Level up with Office 365 and Windows
- Converse, collaborate, and build community in Teams

Do

- Give educators access to technology and professional development before learners start to use it
- Invite all educators and leaders to create a profile on the Microsoft Educator Center

  *Goal of 60% of educators and leaders have a MEC Profile
- Invite educators to become Microsoft Innovative Educators

  *Goal of 25% of educators are MIEs
- Identify your early-adopter educators and provide them opportunities to learn and grow by becoming MIE Experts

  *Goal of 3% of educators are MIEE
- Use Microsoft Teams to foster collaboration and just-in-time learning among educators and leaders
- Make learning fun! Provide incentives or friendly competitions for educators completing courses in the Microsoft Educator Center

Showcase Schools: Metric 2, Level 3

Microsoft

Level

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

Educators are encouraged to share their innovations with others

Explore

- **Article**
  Reimagining school systems
- **Video**
  Align Vision, Space, and Human Capacity to Create a Thriving Learning Ecosystem
- **Resource**
  Capacity Building Guide

Learn

- Teach forward: Best strategies for hybrid, remote, and blended learning
- Working collaboratively with Staff and PLC Teams
- Collaborate with colleagues through live Teams meetings and OneNote
- 21st Century Learning Design

Do

- Encourage educators to become MIE Experts

  *Goal of 25% of educators and leaders are MIE Experts
- Create opportunities for MIE Experts to share and mentor others in a formal and consistent manner
- Encourage educators to become Microsoft Certified Educators

  *Goal of 3% of educators and leaders are MCEs
- Use Microsoft Teams to foster collaboration and just-in-time learning among educators and leaders
- Using the Capacity Building Guide, provide guidance on PD pathways for educators to take based on your Vision and Strategic Plan
- Provide time during meetings for educators to share new ways to use technology with learners
- Join Microsoft Education groups on your preferred social media platform
- Use a Global Training Partner for professional Microsoft trainings

Showcase Schools: Metric 2, Level 4

Microsoft

Level

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 educators and leaders

Learning communities internally and externally are leveraged

Tools and learning resources are part of educators' onboarding and continuous development plans

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

Explore

- **Article**
  How can we radically reimagine what teaching and learning can be when powered by digital technology?
- **Video**
  The Art of Coaching Colleagues
- **Resource**
  Capacity Building Guide

Learn

- 21st Century Learning Design
- MIE Trainer Academy
- Minecraft Trainer Academy: Train educators to teach with M:EE in the classroom

Do

- Encourage educators to become 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 Microsoft onboarding training for new educators and leaders
- Review and refine the professional learning plan as time progresses. Identify successes and gaps
- Challenge educators to become learning leaders by completing one of the Trainer Academies
- Regularly celebrate growth. Recognize educators and leaders who have supported colleagues in their growth
- Use a Global Training Partner for professional Microsoft trainings

Showcase Schools: Metric 3

School leaders drive personalized learning to meet learners' individual academic, emotional, and social needs and help them 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
- Learners are encouraged to take greater responsibility for their learning
- The school provides accessible technology that can meet the needs of all learners

Showcase Schools: Metric 3, Level 2

Microsoft

Level

2

Inclusive environments with equitable access and accessibility for some learners 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 educators with few learners to enable them to own their learning

Explore

- **Article**
  5 Major Shifts Needed Post-COVID-19 to Transform Education
- **Video**
  Building Collaborative Classrooms with Microsoft
- **Resource**
  Discover the benefits of Microsoft 365 in the classroom

Learn

- Structure Teams through channels, tabs, files, and apps - Microsoft Educator Center
- Assign and assess students with assignments and forms in Teams
- Differentiation in the classroom using the built-in tools in Office 365 and Windows

Do

- Use Microsoft Teams for educator and learner interaction and managing assignments
- Enable educators to use Office 365 to personalize learning for learners
- Use 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 educators the Sway on Microsoft accessibility features

Showcase Schools: Metric 3, Level 3

Microsoft

Level

3

Inclusive environments with equitable access and accessibility for most learners can be observed throughout

Educators are trained on strategies to support curriculum and assessment for the real world throughout much of the curriculum

Personalized learning strategies are periodically used to empower

Explore

- **Article**
  Creating Systems: How can education systems reform to enhance learners' creativity?
- **Video**
  Improving student learning with AI analytics that supercharge the learning environment

Learn

- Teach forward: Best strategies for hybrid, remote, and blended learning
- Support reading fluency practice with Reading Progress
- Build social and emotional skills in your classroom community with Reflect

Do

- School-wide deployment and usage of Teams and other Office 365 apps
- Ensure that every learner has a multi-form factor Windows 10 device for deeper personalization and best experience with Windows and Office 365
- Begin to transform learning spaces starting with libraries and select classrooms
- MIEs conduct a face-to-face training for other educators using Microsoft's Teacher Training Packs or contact a Microsoft Global Training Partner
- Leverage Translator, PowerPoint translator, and Accessibility checker in meetings with staff and families to enable inclusion

Showcase Schools: Metric 3, Level 4

Microsoft

Level

4

Inclusive environments with equitable access and accessibility for all learners can be observed throughout

Educators master strategies to support curriculum and assessment for the real world throughout the curriculum

Personalized learning strategies are regularly used to empower learners to own their learning

Explore

- **Article**
  Back to school: Lessons for effective remote and hybrid learning
- **Video**
  Learning Untethered by Time and Place

Learn

- Teach forward: Best strategies for hybrid, remote, and blended learning
- Lead forward: Integrate the best strategies from remote, hybrid, and blended learning for school leaders

Do

- All educators are fully leveraging Office 365, Windows, and a Windows device to personalize learning, provide immediate and effective feedback, and enable growth through reflection
- Create specialties among educators and cohorts with Microsoft Teams to support each other in their journey
- Personalized learning strategies are documented and included in how educators are hired, trained, and evaluated
- Invite the community to see the work happening at your school through social media, school events, press releases, weekly newsletters, and recognition of educators' and learners' work

Showcase Schools:
Metric 4

The school demonstrates innovative use of technology, using Microsoft solutions, to drive positive impact and learner 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 and going outside conventional boundaries when shaping ideas into a product

Collaboration

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

Showcase Schools: Metric 4, Level 2

Microsoft

Level

2

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

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

Explore

- **Article**
  Computational Thinking
- **Article**
  Playing Games Can Build 21st-Century Skills. Research Explains How.
- **Video**
  Empowering Students with Active Self-directed Learning

Learn

- Student and School Success – Education Transformation Framework
- Minecraft apply and enrich: Redstone engineering
- Esports: More than just a game

Do

- Prioritize technology implementation to meet 21st century skills. Invite educators to complete online courses to improve technology skills
- Start a computer science or eSports club as part of your enrichment program using the Hacking STEM library and Minecraft: Education Edition Lesson Plans

Showcase Schools: Metric 4, Level 3

Microsoft

Level

3

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

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

Explore

- **Article**
  Education: New ways of learning
- **Article**
  Schoolteacher uses Power Apps to transform classroom management and motivate students
- **Video**
  Flipping Out with Flipgrid in the STEM Classroom
- **Resource**
  Computer Science Curriculum Toolkit

Learn

- Create a computer science curriculum with the Microsoft Computer Science Curriculum Toolkit
- Minecraft apply and enrich: Redstone engineering

Do

- Joint Microsoft Learn for Educators and Students to teach technology skills
- Develop Computational Thinking, Creativity, and Problem Solving using Minecraft Education Edition
- Encourage design thinking and problem-based learning by participating in WE Schools, the Innovations Project, FarmBeats for Students, or similar programs
- Encourage Computer Science and other Future Ready educators to become certified in one or more Microsoft Certification Programs

*Goal of 25% of STEM, CS or ICT educators have completed one Microsoft Certified exam

Showcase Schools: Metric 4, Level 4

Microsoft

Level

4

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

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

Explore

- **Article**
  Curriculum framework structure and principles
- **Article**
  Announcing AP Computer Science Principles with Microsoft MakeCode
- **Video**
  Preparing learners for their future, not our past: Developing and evaluating SEL
- **Resource**
  Computer Science Curriculum Toolkit
- **Resource**
  Student Developer Resources | Microsoft Azure

Learn

- Teach AP Computer Science Principles with the Microsoft MakeCode curriculum - Microsoft Educator Center
- Design Thinking for Leading and Learning | edX

Do

- Integrate computational thinking into the curriculum and leverage Minecraft Education Edition to deepen learning in core subject areas
- Create a plan for students to earn certifications available on Microsoft Learn for Educators and Students
- If offering AP Computer Science to your students, download MakeCode AP CSP Curriculum
- Educators have completed the Microsoft Certified Educator exam

  *Goal of at least 50% of educators have completed the exam
- All STEM, CS, or ICT teachers have become certified in one or more Microsoft Certification Programs

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

Showcase Schools: Metric 5, Level 2

Microsoft

Level

2

Feedback data is captured via surveys and basic tools

Incremental improvements are sometimes made based on the feedback data

Explore

- **Article**
  Fresno PLI Analytics Report Year 1 2017
- **Video**
  MS Insights for Education
- **Video**
  Improving student learning with AI analytics that supercharge the learning environment

Learn

- Leading Schools of 2030
- Assign and assess students with assignments and forms in Teams
- Create authentic assessments with Microsoft Forms

Do

- Use Microsoft Forms to survey staff on the current status of your digital transformation and identify strengths and opportunities
- 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

Showcase Schools: Metric 5, Level 3

Microsoft

Level

3

Identify data to be collected to measure progress towards the vision

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

Explore

- **Article**
  Enabling Analytics for Improvement: Lessons from Year 2 of Fresno's Personalized Learning Initiative
- **Video**
  Overview of School Data Sync for M365 Provisioning and Education Analytics

Learn

- Microsoft Education Insights: Leveraging data for action
- SharePoint in the classroom
- Use Power Automate to increase productivity

Do

- Develop clear interim and long-term success metrics and review them regularly to help celebrate successes and make necessary adjustments along the way
- Create systems to improve workflow and data collection
- Plan for yearly growth. Have educators complete the Education Transformation Assessment Tool – Microsoft Education Journey at the end of each school year to identify areas of growth and improvement for the following year

Showcase Schools: Metric 5, Level 4

Microsoft

Level

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 but also for predictions and identification of future opportunities

Explore

- **Article**
  Fresno Board Presentation for 3 Year PLI Update Jan 2020
- **Video**
  Driving Towards Data Literacy with Power BI

Learn

- Leveraging data for systematic action with organizational-level Insights
- Get started using Power BI

Do

- Use Business Intelligence (BI) software, like Power BI or Microsoft Dynamics to connect data systems such as records of attendance, performance, behavior, etc. to monitor progress and intervene when necessary
- Share data with all stakeholders to keep everyone aware and aligned on the goals