## School Problem of Practice (POP) and Leadership Theory of Action (TOA)

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| What **Problem of Practice** (POP) is your Networked Improvement Community (NIC) tackling? What needs to be changed in your school to improve the success of each and every student? What historically inequitable systems still exist that need to be addressed? Is it a **Culture, Systems and/or Learning** issue? What’s your POP? | After the NIC identified the POP, what is the **Theory of Action** (TOA) around addressing the issue in your school? | Leading starts with you. Begin by saying, “If I do this____, then this will happen.”              | Then get your team engaged by saying, “If we do this____, then this will happen____.” | **Personal** | Wellness  
Growth Mindset  
Self-Management  
Innovation  | **Culture** | Relationships  
Student Centeredness  
Wellness  
Equity  
Traditions/Celebrations  
Ethics  
Global Mindedness  | **Systems** | Vision/Mission  
Communications  
Collaborative Leadership  
Data Literacy  
Strategic Management  
Safety  
Operations  | **Leadership Framework**  
1. Creating Culture  
2. Ensuring Safety  
3. Planning with Data  
4. Aligning Curriculum  
5. Improving Instruction  
6. Managing Resources  
7. Engaging Community  
8. Closing Gaps  | What is the evidence of impact? How did identifying a **Problem of Practice** and developing a **Theory of Action** impact stakeholder learning, school improvement, and/or close achievement gaps? How do you know? | What did you learn about yourself throughout this process? Can you describe a situation where you were cognizant of your own **Becoming while Doing**? |

### Conversation Notes/Comments/Questions:

This tool is designed to help engage school leaders in conversations about the impact of leadership and to guide NIC grant work. This is not an evaluation form. If you have questions please email Jack Arend, jack@awsp.org or Cris Sippel, cris@awsp.org.