

**“Growth Mindset Plan”**

Catherine E. Duplisea

Department of Educational Leadership, Lamar University

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Susan Bedard

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## **Growth Mindset Plan**

As we embark on the implementation of blended learning in our schools, to provide a personalized and joyful learning experiences for our scholars that is worthy of their productive struggle, we should also take a look into the mindsets of our educators and scholars. Are we afraid of failure? Do we see failure as an opportunity to learn and grow? It is imperative to the success of our plan that we learn to hear our fixed mindset voice, recognize that we have a choice, talk back to it with a growth mindset voice, and take action. To support us on this journey, I have started creating a learning journal filled with resources to explore and places to reflect and capture our inner voices that will help us hear, choose, talk back, and act to embrace a growth mindset.

### **Importance of growth mindset**

Growth mindset is important because it shifts the focus to what is yet to be. In a growth mindset, you believe you can develop any ability through dedication and hard work. Because of this belief, you have a desire to learn. This enables you to embrace challenges and persevere when setbacks invariably arise during the learning process (Jeffrey, 2022). The plan includes a few key components. First the learning journal to document and capture thoughts and mindset. It will also be used as the vehicle to provide resources for exploration. The four steps to a growth mindset are embedded in the journal activities as well as several resources to promote growth mindset including book titles, links to articles and videos to review and ponder. This grounding tool will keep us focused on developing and strengthening the growth mindset in ourselves and in others.

Another component of the plan will be a book study of Daniel Coyle's, The Talent Code. We will use this context to have meaningful in-person discourse around continuous improvement and growth mindset. As we start to hear and choose the growth mindset in ourselves, we will also start identifying it in the voices of others.

The last part of the plan is use this developed awareness to celebrate the growth mindset. We will have a designated space to recognize and shoutout our colleagues for

demonstrating a growth mindset. Perhaps a board in the teacher's lounge, or a virtual collaborative document. I imagine this looks like a collection of growth mindset phrases with names attached, to celebrate and draw attention to our desired behavior of growth mindset. Celebrating this work when noticed, is one of the most impactful tools we have to promote a growth mindset.

As for time, we will touch base on growth mindset synchronously once a month for fifty minutes during admin time, but the personal journey of discovering and developing growth mindset will be an ongoing asynchronous journey over the next two years.

### **Impact of growth mindset on my work**

The impact of growth mindset on my work is the constant positive self talk that there is always more to do and learn. Self-reflection is a strength of mine, and when focusing on strengthening my own growth mindset, I encourage and push myself to do more, learn more, and crave curiosity and continue to open up to new perspectives. Continuing to train my brain to be in a constant state of learning, developing, and growing is helping me to better prepare to implement my action plan with a lens of failing better each time.

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