



RISC Re-Inventing Schools Coalition

RISC - (ISAT) Individual Self-Assessment Tool

This tool is for individual assessment. It is divided into the four components of the RISC Schools Model (RSM): Leadership, Shared Vision, Standards-Based Design, and Continuous Improvement. Standards-Based Design is further divided in to **four sub-components**: Standards, Assessment, Recording and Reporting, and Instruction. Each component is further divided into specific traits.

The purpose of the tool is to guide reflection on your current practices aligned to the RSM. Criterion in the tool are based on best practice and current research. To use the tool simply underline the specific criteria along each continuum that best identifies where you are. To identify an individual's working level for an entire component, identify the indicator in which all criteria for each trait are met. Used on a semi-annual basis, the tool can highlight progress made and assist in the development of objectives, action plans and key performance indicators.

Descriptions for each of the indicators:

AWARENESS: I am interested in pursuing or believe that there is a need for these practices and processes. Individuals may have discussed these ideas and may have done some initial research but have not approached the concepts in a formal way.

UNDERSTANDING: I have begun researching and planning to formally address these practices and processes. I desire to increase my capacity to know how to do the processes and have begun to participate in professional development opportunities.

1st IMPLEMENTATION: I am working purposefully to formalize these practices and processes. The organization has detailed plans in place and has begun implementation, but has not completed sufficient steps to collect data on the success of implementation.

ROUTINE: I regularly use these practices and processes as part of my routine. I willingly and purposefully engage in these practices and processes. I have data spanning at least one cycle time showing positive growth.

REFINEMENT: I have established cycle times and processes to continuously improve my practices. I have reviewed and refined my **practices and processes** over two or more cycle times. I have data to demonstrate positive growth trends for 3 or more years.

REPLICATION: I possess the capacity and experience to assist others with these practices and processes. I have willingly made available to others interested in examples of current practices and processes.

Traits							
Leadership	ISAT.1 Moral Purpose						
	ISAT.2 Relationships						
	ISAT.3 Vision						
	ISAT.4 Change Adept						
	ISAT.5 Results						

Traits							
Shared Vision	ISAT.6						
	Input and Communication						
	ISAT.7						
	Strategic Planning						
	ISAT.8						
	Performance						

Standards-Based Design	Traits						
	ISAT.9						
	Strategic Planning						
	Traits						
	ISAT.10						
	Input						
ISAT.11							
Development and Deployment							

Standards-Based Design	Traits						
		ISAT.12					
		Development and Deployment					
	Traits						
		ISAT.13					
		Input					
	ISAT.14						
	Development and Deployment						

Standards-Based Design	Traits						
	Instruction	ISAT.15					
		Standards and Assessment					
	ISAT.16						
		Instructional Model					
	ISAT.17						
	Student Focus						

Traits							
Continuous Improvement	ISAT.18 Systemic and Systematic						
	ISAT.19 Evaluation Criteria						
	ISAT.20 Cycle Times						
	ISAT.21 Results						