

Proficiency-Based Learning (PBL) is simple: In all of our experience, observations, and research we have yet to find a PB teacher, school, or district that looks exactly the same. But regardless of the differences, the foundational principles of learning that are central to all PB systems are driven by the following simple questions:

- Where do we want learners to go?
- How do we know where they are along the way?
- How do we move them towards or beyond the destination?
- How do we communicate where they are?

The development of systems, structures, and practices that answer these questions and maximize these principles (aka, PBL) can help us close the gap between what we do and what we know about learning, engagement, and equity.

Despite the simplicity, PBL is quite complex: The creation and implementation of practices, systems, and structures designed to answer the four foundational questions is where things get complex. Throughout the past decade, our own district has worked to answer these questions, with both successes and challenges. We have lived the complexities and recognize the benefits of the work we have done and the needs we still must face as a district.

- **Benefits:** Some of the greatest benefits can be seen in increased intentionality of curriculum design, assessment development and analysis, and instructional practices; in the development of more flexible pathways; in greater opportunities for personalization; and in professional collaboration which increases the efficiency of learning.
- **Continued Needs:** We recognize that we need to improve the consistency of implementation in our district; to increase the equity of experiences; to offer more relevant and engaging curricular options for students; and to continue to improve assessment and instruction practices.

If we work together, we will succeed: Moving forward, there are areas where we need to improve as a state. We believe the biggest areas of need are improved communication and collaboration. We have so much experience and so many resources to offer each other, but we don't have systems and structures in place to make this easy. It's so important that we work together as a state to maintain fidelity to the simplicity of the foundational principles, while navigating the complexities of implementation.

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