

# The Mindset Shift Protocol

**Purpose:** To help school leaders surface, interrupt, and replace deficit-based language and assumptions with asset-based, growth-oriented mindsets.

Step	Action	Sample Prompts/Tools
<b>Surface</b>	Identify limiting beliefs in spoken or written language.	<p>“What language are we using to describe our students?”</p> <p>Chart deficit-based vs. asset-based comments.</p> <p>Use the <b>Ladder of Inference</b> to examine assumptions.</p>
<b>Interrupt</b>	Pause and reframe deficit statements in the moment.	<p>“What’s another way to frame this situation through a strengths-based lens?”</p> <p>“What evidence do we have that contradicts this assumption?”</p>
<b>Replace</b>	Use intentional, asset-based language and tools.	<p>Provide sentence stems:</p> <ul style="list-style-type: none"> <li>• “This student shows strength in . . .”</li> <li>• “We can build on their ability to . . .”</li> </ul> <p>Use a <b>Strengths Inventory</b> to document assets.</p>
<b>Reinforce</b>	Align school systems to promote and celebrate growth.	<p>Embed asset-based language into observation forms, report card templates, and family engagement tools.</p> <p>Highlight examples in team meetings and newsletters.</p>