



the ability
challenge

Protocol : Building THRIVE Inclusive Mindsets in Schools

This protocol is presented for a 45-minute session. Feel free to adjust depending on the amount of time available.

Part 1: Understanding THRIVE Mindsets (5 min)

Read definitions of core mindset and annotate which components resonate most and which might be harder to implement.

Part 2: Examining Practice (15 min)

In pairs, analyze scenario cards showing practices that support or challenge THRIVE mindsets.

Sort scenarios into two piles (support or challenge mindsets) and discuss.

- How does each practice reflect or challenge THRIVE mindsets?
- What systemic factors influence these practices?
- What alternatives would better align with the mindsets?

Sample Scenarios:

1. General education teacher says “IEP goals are the special education teacher’s responsibility.”
2. The team includes student In IEP meeting to share their goals and progress.
3. A staff meeting focuses only on struggling students, not growth.
4. Parent suggestions are dismissed as “unrealistic expectations.”
5. Grade level team reviews data for all students, celebrating progress.
6. Family communication happens only when there are problems.
7. Students with disabilities lead school initiatives.
8. Modifications are provided without checking if needed.



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Part 3 : Individual Reflection (15 min)

Private reflection on:

- Which mindsets feel natural? Why?
- Which mindsets feel challenging? Why?
- What barriers exist to living these mindsets?
- How do your practices impact student experiences?

Plan:

- One mindset you want to work on.
- Specific ways you can shift your actions.

Part 4 : Action Planning (10 min)

In pairs, share your plan, which may include:

- Small shifts in daily practice.
- Changes in language used.
- Systems to adjust.
- Support needed. (e.g., can the other person serve as an accountability partner?)



If there is extra time, engage in whole group sharing and debriefing for more accountability.