

Hope is not a slogan. It is a practice.

And it is one of the most powerful leadership tools we have.

In education, we know the destination:

High levels of learning.

Thriving students.

Schools where adults and children alike believe that growth is possible.

And yet, the road there is rarely smooth.

DRIVEN BY HOPE invites educators at every level—teachers, instructional leaders, counselors, coaches, and administrators—to rethink hope not as a feeling we wait for, but as a force we actively build.

Using a driving metaphor, this book reframes leadership as a shared responsibility:

The **DESTINATION** is student achievement and belonging.

The **DIRECTION** is shaped by clarity, consistency, and values.

The **DRIVER** is human agency—the daily choices made by people closest to the work.

Drawing on research, lived experience, and practical examples from real schools, **DRIVEN BY HOPE** explores what it looks like to lead—and learn—when authority is limited, conditions are imperfect, and the weight feels heavy. It offers concrete strategies for building capacity, honoring small wins, and sustaining belief when change is slow.

This is not a book about titles.

It is a book about influence.

For anyone who shapes learning culture, guides others forward, or refuses to give up on what schools can be, **DRIVEN BY HOPE** is both a compass and a reminder:

Progress does not come from speed alone.

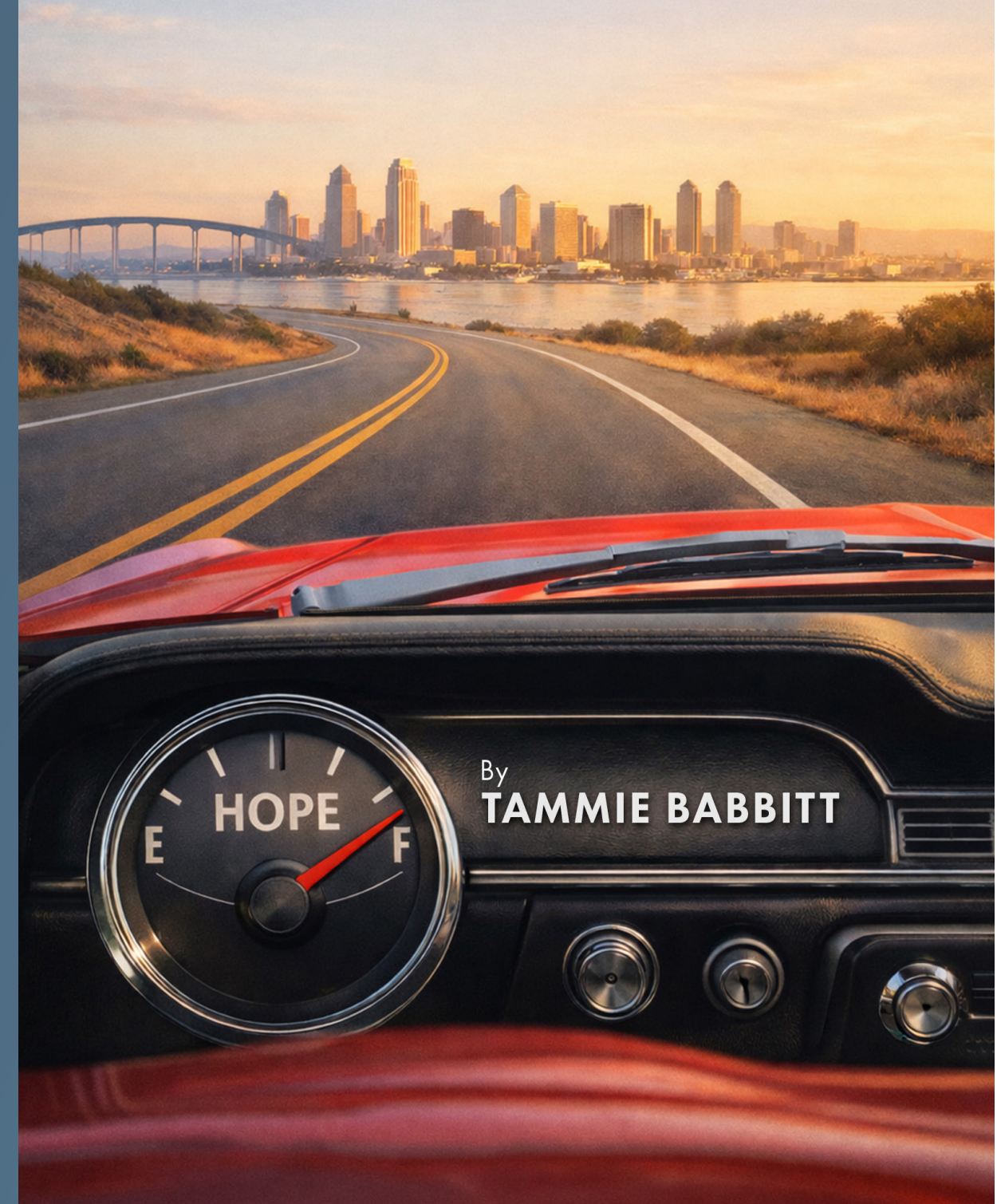
It comes from *direction*, *agency*, and the **courage to keep choosing hope**—again and again.

TAMMIE BABBITT is a public school leader, writer, and advocate for hope-centered leadership in education. With more than two decades of experience in public schools, she has served as a teacher, instructional coach, and elementary school principal. Her work is grounded in the belief that schools thrive when people are supported, relationships are prioritized, and hope is treated as a daily practice rather than an abstract ideal.

PARTICIPANT NOTEBOOK

DRIVEN BY HOPE

DESTINATION, DIRECTION, AND THE BELIEF
THAT KEEPS EDUCATORS MOVING FORWARD



Driven by Hope

PART 1: HOPE AS A LEADERSHIP RESPONSIBILITY



1 DESTINATION

HOPE THEORY

According to C.R. Snyder, hope is built on:

- Goals
- Pathways
- Agency

MY TRANSLATION

Goals = _____

Pathways = _____

Agency = _____

REFLECTION: What is the “there” in “Are we there yet?”



2 DIRECTION

GPS WISDOM

GPS doesn’t change the destination. It changes the _____.

When a road closes, it doesn’t tell you to go home.

It simply says:

“ _____ ”

MICHAEL FULLAN

“Directional vision isn’t about prescribing every nuance of the journey. It’s about setting an overarching _____

while creating conditions that allow people to collaborate, learn, adapt, and move forward.”



3 DRIVER (AGENCY)

AGENCY

The belief that our _____ matter.

The belief that effort can influence what happens _____.

The belief that movement is _____.

LEADERSHIP CHALLENGE

When people begin questioning whether their effort matters, leaders must help reconnect effort to: _____.



4 REARVIEW MIRROR

DON’T MISS THE PROGRESS

The danger is not that progress is absent.

The danger is that it goes _____.

LOOKING BACK

Hopeful leaders look back not to live in the past, but to recognize _____.

My Notes

Driven by Hope

PART 4: BUILDING A CULTURE OF HOPE



1 CULTURE IS WHAT REMAINS

Fill in the Blank

Culture is what remains when _____.

Culture is what remains when the leader _____.

Hope that depends on a person is _____.

Hope that is embedded in _____ becomes culture.



“Hope cannot depend on heroic individuals. Superman is a hero. Superman is not real.” - Ani Asaro



2 STRUCTURE CREATES TRACTION

STRUCTURES WE HAVE NOW

STRUCTURES WORTH TRYING



3 WHAT GETS REPEATED BECOMES CULTURE

CELEBRATION REFLECTION

What is one thing worth celebrating more consistently this year?

When conversations get stuck, ask:

- What’s one thing that’s working?
- Where have we seen progress?
- What have we learned?



4 LANGUAGE

Book: *Driven by Hope* - Pages 138-139

What This Sounds Like / What This Looks Like



5 TONE TUNE-UP

People adapt to whatever earns: _____.

If **negativity** earns belonging ... people become **negative**.

If **hope** earns belonging ... culture starts _____.

My Notes



