

Improvement Science 101 for Teams

a structured approach to improving your systems & practices

How can we prevent further declines in enrollment?

How can we increase student engagement?

How can we better connect with our families and
community partners?

How can we improve instruction to more effectively meet
the needs of ALL students?

It's been a chaotic autumn. Our school systems are stressed as never before. Strategies that used to work well are no longer effective. Long-hidden inequities have come into clear view.

This is a moment to reflect on our practices and to revise our systems. Beginning in January, a team of Improvement Science Facilitators at NEWESD 101 will launch a series of Zoom-based trainings that will help you and your colleagues see your structures, identify opportunities for change, design new practices, and measure impact.

Improvement Science emphasizes deliberate, guided conversation informed by data. At its heart, it asks three key questions:

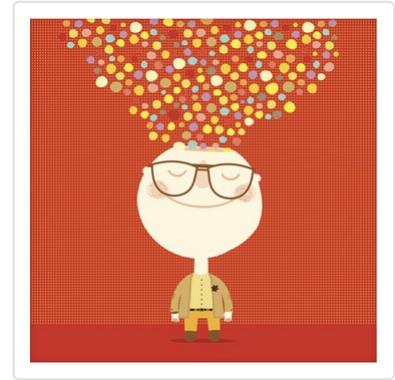
- What specifically are we trying to accomplish?
- What changes might we introduce?
- How will we know if a change is an improvement?

Your team will learn to use Improvement Science tools across a series of seven 2-hour trainings. After each guided session, your team will **work independently to make decisions and complete action steps** in advance of the next session. Improvement Science focuses on

learning by doing. This training series will provide an opportunity to *do the work* and build your skills as you build your change ideas.

Assembling your team

We encourage you to identify Improvement Teams that will guide your approach to system improvement. **The ideal learning teams will be composed of staff who put plans into practice.** We recommend 3-7 people per team; our Zoom breakout sessions will be team-specific so be sure to choose members who can reliably attend and participate. You are welcome to identify multiple teams per district. Consider:



- grade level teams plus relevant specialists (i.e. 3rd grade teachers, plus SpEd, PE, Art)
- building leadership plus department chairs, TOSAs, and/or instructional coaches
- cross-district staff focusing on a systemwide approach
- multi-grade vertical teams and curriculum specialists

What you'll learn

Every system is perfectly designed to get the results it gets

You'll learn how to investigate systems, identify opportunities for improvement, and use core improvement principles.

We cannot improve at scale what we cannot measure

You'll learn how to create a balanced system of measurement to monitor improvement across your school or district.

Improvement demands disciplined inquiry

You'll learn how to conduct small tests of change and determine whether those changes should be deployed at scale.

When you'll learn it

Improvement teams will meet for guided exploration from 3pm-5pm on each date below.

- Wednesday, January 27, 2021
- Wednesday, February 10, 2021
- Wednesday, March 10, 2021
- Wednesday, March 24, 2021
- Wednesday, April 14, 2021
- Wednesday, May 5, 2021
- Wednesday, June 2, 2021

Calendar invites, with embedded Zoom links, will be provided upon registration. **Your team will also meet independently between each formal session.**

Consider calendaring your team's independent meeting dates now...you might meet the afternoon of (or the day after) each formal session so that your team can discuss concepts in more depth, plus one or two additional times during each action period. As an example, during the first action period, you might meet with your team from January 28 to debrief the formal session, and again on February 3 and February 8 for building-specific planning. Please work with your team to schedule these dates upon registration, as the conversations you have with your team are *where the work gets done*.

Our goal is to prepare you and your team to launch a large-scale test of change in Fall 2021, as a new school year begins. We do plan to offer in-district coaching next fall and will work with participating teams to determine what that will look like.

Costs and clock hours

The fee for each team is \$500, which covers formal training on each of the seven dates listed above. Whether you have 3 people on your team or 7 people, it's the same cost.

Up to 14 clock hours will be available, pending approval, for an additional cost of up to \$42.

Register your team by calling Mary Kempel, 509-456-2715



NEWESD 101 Improvement Facilitators

Dianna Harrington, Program Coordinator
Jennifer Ireland, Regional Literacy Coordinator
Steve Schreiner, Technology & Learning Coordinator
Jaime Taylor, Special Education Coordinator

 4202 South Regal Street, Spok...  509-323-2734
 esd101.net