Engaging in Continuous Improvement with eProve Strategies

Date: September 5, 2019
Presenter: Andre L. Harrison
Email: andre.harrison@cognia.org
Cell: 334-322-2666
Learning Targets

1. Define Continuous Improvement
2. Understand the Cognia Improvement Network’s Continuous Improvement System (CIS)
3. Review deep yet simplified continuous improvement process.
4. Examine and utilize the inFocus Strategic Thinking and Improvement Planning Process.
6. Utilize the eProve™ strategies tool to support its transition within Alabama schools for 2019-2020 school year.
Anticipation Guide Activity
100 Years Ago... Now... 100 Years from Now
What Do You Think?

• Do classrooms today look like they did 100 years ago? All…Some…Few?

• Do you think the basic fundamentals we’ve always used in education just need to be executed better?

• Is technology being utilized effectively in today’s classrooms?
Why Engage in Continuous Improvement?

Schools that excel at continuous improvement

- Demonstrate a commitment to the practice
- Adopt a research-based framework
- Take a holistic approach spanning academic and non-academic measures
- Implement a balanced assessment system
- Examine the whole learning environment, beyond the curriculum
- Use data to define strategies and priorities
- Embed measurement science in the improvement process
- Bring in community voices
Continuous Improvement???

“I want you to find a bold and innovative way to do everything exactly the same way we’ve done it for 25 years…”
Event or Journey?

Continuous improvement is a journey!

Why do we treat it as an event?
Every institution, regardless of where they are today, can be better tomorrow.
Congnia Continuous Improvement System

**Continuous Improvement System**

- Imagine the possibilities
- Communicate with Stakeholder
- Plot the Journey
- Initiate the Journey
- Build on Momentum and Capacity
- Reflect to evaluate and adjust
ALABAMA CONFERENCE

October 1-2, 2019

Frazer Memorial
United Methodist Church
Montgomery, Alabama

http://www.cvent.com/d/qyg3n8
Cognia Tools to Support Continuous Improvement
### Use/Reporting

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<td>strategies</td>
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Coming soon:
- analytics
- assessments
eProve™ Users Roles and Permissions

- Observer
- Instructor
- Admin
- Team Lead
- Team Member
- Reviewer
- Contributor

* PII access available

- Viewer
- Editor
- Administrator

- eProve STRATEGIES
  - Viewer
  - Editor
  - Admin

- eProve SURVEYS
  - Viewer
  - Editor
  - Administrator

- eProve WORKSPACE
  - Team Lead
  - Team Member
  - Reviewer
  - Contributor

- eProve DIAGNOSTICS
  - User
  - Administrator
Cognia eProve™ Strategies supports your Continuous Improvement Journey...
A quick summary...

<table>
<thead>
<tr>
<th>Envisioning</th>
<th>Planning</th>
<th>Implementing</th>
<th>Evaluating</th>
</tr>
</thead>
<tbody>
<tr>
<td>Determine Current Reality</td>
<td>Create Objectives and Critical Initiatives</td>
<td>Design Implementation Plan</td>
<td>Determine Impact of Critical Initiatives</td>
</tr>
<tr>
<td>Explore The Future</td>
<td>Identify Outcomes and Key Measures</td>
<td>Assign and Communicate Responsibilities</td>
<td>Judge Success of Annual Plan</td>
</tr>
<tr>
<td>Synthesize Results</td>
<td>Develop Strategy Map</td>
<td>Enact and Monitor Progress</td>
<td>Address Implications for Future Work</td>
</tr>
<tr>
<td></td>
<td>Develop Annual Plan</td>
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</table>
eProve™ Strategies

Resources

- The inFocus Guide
- Frequently Asked Questions
- Glossary
- Tagging Explained

https://padlet.com/andrel_harrison1970/StrategicThinkingResourcesAlabamaSchools
Guiding Principles

• Move to strategic thinking

• Engage in futures thinking

• Align to the Cognia continuous improvement system

• Use a theory of action to continuously evaluate
“Continuous improvement is an **embedded** behavior within the **culture** of a school that **constantly** focuses on the conditions, processes, and practices that will **improve teaching and learning.**”

~ Mark A. Elgart, ED.D.
Phase 1: Envisioning

- Determine current reality
- Explore the future
- Synthesize Results

- Understand reality from three perspectives
- ‘See’ what lies ahead
- Determine priorities/strategic themes
- Ensure alignment
## Determine the Current Reality

Information that Matters Template (pages 19-21)

<table>
<thead>
<tr>
<th>THE LEARNER</th>
<th>THE INSTITUTION</th>
<th>THE COMMUNITY</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Ask questions like:</strong></td>
<td><strong>Ask questions like:</strong></td>
<td><strong>Ask questions like:</strong></td>
</tr>
<tr>
<td>What did we learn from a review of the ...</td>
<td>What did we learn from a review of the ...</td>
<td>What did we learn from a review of the ...</td>
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<tr>
<td>• Learner achievement data?</td>
<td>• Institution profile data?</td>
<td>• Community profile data?</td>
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<tr>
<td>• Learner perceptions?</td>
<td>• Stakeholder perceptions?</td>
<td>• Community partnership/volunteer data?</td>
</tr>
<tr>
<td>• Learner behaviors?</td>
<td>• Institution generated information?</td>
<td>What is obvious for each?</td>
</tr>
<tr>
<td>What is obvious for each?</td>
<td>What is obvious for each?</td>
<td>What is obvious for each?</td>
</tr>
</tbody>
</table>
Schools/Systems Currently…

What is the current reality of your school or system?

- How do you know?
Phase 2: Planning

- Turn priorities into objectives
- Determine critical initiatives
- Determine anticipated results
- Create visual representation of long-term direction
- Prioritize focus for coming year
- Develop annual improvement plan

- Create objectives and identify critical initiatives
- Identify outcomes and key measures
- Develop strategy map
- Develop annual plan
Phase 3: Implementing

- **Design implementation plan**
  - Make actionable activities, timelines, measures
  - Determine who is responsible
  - Decide on targets
  - Conduct progress monitoring, make adjustments
  - Keep stakeholders informed, involved

**ACIP**

- **Enact and monitor progress**
- **Assign and communicate responsibilities**
Phase 4: Evaluating

- Determine results
- Verify implementation fidelity
- Describe findings
- Make informed decisions

Determine impact of critical initiatives

Address implications for future work

Judge success of annual plan
Output of Planning Phase – Strategy Map

**Vision**
Our vision is that every student is achieving at his or her maximum potential in an engaging, inspiring and challenging environment.

**Mission**
To ensure all students receive a world-class education that prepares them for success in college, career, and life.

**Beliefs**
We believe all students can learn given equitable opportunities. It is our responsibility to prepare students for the future and provide a safe and secure learning environment.

**Personalized Learning Experiences**
- **Objectives**: Provide more active, personalized learning opportunities to support student readiness for middle school.
- **Critical Initiatives**: Create curriculum, materials aligned for support of instructional practices that promote personalized learning.
- **Key Measures**: Materials inventories, curriculum distribution lists, teacher surveys, classroom observation, student engagement surveys.

**Staff Stability**
- **Objectives**: Provide choice programs for professional development toward advanced certification programs to stabilize teaching staff.
- **Critical Initiatives**: Conduct leadership development group to establish needs and identify potential programs.
- **Key Measures**: Participation rates for choice programs, completion rates for choice programs, staff surveys, teacher retention data.

**External Stakeholder Engagement**
- **Objectives**: Provide proactive communication and strategic involvement opportunities for parents and other community members.
- **Critical Initiatives**: Conduct audit of community engagement.
- **Key Measures**: Communication record data, stakeholder surveys.

**Engaging Learning Environment**
- **Objectives**: Develop school environment where all students feel intellectually safe and have opportunities to succeed.
- **Critical Initiatives**: Conduct school-wide diagnostic student interest and engagement assessment.
- **Key Measures**: Student surveys, parent surveys, support staff inventories, student portfolios.

**Technology**
- **Objectives**: Provide appropriate and sufficient technology resources to students and teachers in all classrooms.
- **Critical Initiatives**: Revise school technology plan.
- **Key Measures**: Technology needs assessment data, student observation ratings, student inventories, technology integration plans/essays.

## Objective
Provide more active, personalized learning opportunities to support student readiness

### Critical Initiative
- **Invest in curriculum, materials aligned to/in support of instructional practices that promote personalized learning**
  - **Start Date:** 08/01/2018  
  - **End Date:** 05/31/2019

### Key Measures
- Material inventories; curriculum distribution list
- Classroom walkthrough data

### Critical Initiative
- **Provide professional development for personalized learning**
  - **Start Date:** 08/01/2018  
  - **End Date:** 05/31/2019

### Key Measures
- Teacher Survey
- Classroom observation; teacher evaluation
Output of Implementing Phase – Annual Implementation Plan

08/01/2018 - 05/31/2019

Critical Initiative
Provide professional development for personalized learning

Objective: Provide more active, personalized learning opportunities to support student readiness

Activity
Collect data regarding teachers’ current knowledge

<table>
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<tr>
<th>Person responsible:</th>
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<th>Required Resources:</th>
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<td>Financial Resource:</td>
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<tr>
<td>Other Resource:</td>
<td>staff surveys</td>
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<table>
<thead>
<tr>
<th>Activity Measure(s)</th>
<th>Benchmark(s)</th>
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</thead>
<tbody>
<tr>
<td>Classroom observations, Teacher self-assessment surveys, Professional learning credits (PLC) minutes</td>
<td>Benchmark:</td>
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</tbody>
</table>
### Activity – where are you?

1. No Clue/Not Started
2. Working on it
3. DONE!

<table>
<thead>
<tr>
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<tr>
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<td>Evaluating</td>
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### Guidelines for Vision, Mission, and Beliefs (page 30)

<table>
<thead>
<tr>
<th>GUIDING PRINCIPLE</th>
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<tr>
<td>Vision statement</td>
<td>Communicates the future the institution strives to achieve</td>
<td>Use inspiring words that are clear to anyone; keep statement to less than 30 words; use future tense - 120 Characters</td>
</tr>
<tr>
<td>Mission statement</td>
<td>Communicates why the institution exists</td>
<td>Use words that are clear to anyone; write concise statements; keep statement to less than 30 words; use present tense - 120 Characters</td>
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<tr>
<td>Beliefs</td>
<td>Communicates what the institution holds as its fundamental criteria guiding all decisions and actions; what the institution knows to be true</td>
<td>Use words that align with the mission and vision statements; can be stated as bulleted items; keep the list of beliefs succinct so they are easily remembered - 300 Characters</td>
</tr>
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</table>
We should **NEVER** give up the **opportunity** to say something **great** about our **schools**.
Compliance Monitoring
Why Compliance Monitoring

• Provides an easy and consistent way to provide evidence of practice and outcomes aligned to state and federal legislation

• Connects your identified practices with actions for continuous improvement

• Merges process and documentation tools
# Roles and Responsibilities

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<tr>
<th>State</th>
<th>Institutions (Districts)</th>
<th>Review Team</th>
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<tr>
<td>Oversees the development and management of compliance monitoring assurances</td>
<td>Conducts self-assessment and provides evidence to support compliance monitoring</td>
<td>Reviews the district/institution self-assessment and evidences</td>
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<tr>
<td>Builds criteria for selecting district/institution and schedules reviews</td>
<td>Makes available the completed self-assessment for the review team</td>
<td>Completes review team assessment and creates findings for compliance monitoring review</td>
</tr>
<tr>
<td>Reviews reports on the outcome of the review and outlines areas for continuous improvement</td>
<td>Provides additional evidence and supportive feedback in communication with review team</td>
<td>Provides ongoing feedback and monitors district/institution responses</td>
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# eProve™ Strategies

## Plans

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<th>District</th>
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*Go to strategies*
## My Plans

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<th>End Date</th>
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<td>Abha Shah</td>
<td>08/28/2018</td>
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# Manage Users

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<tr>
<td>Jennifer Baker</td>
<td>Kentucky Department of Education (KDE)</td>
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<tr>
<td>Jamee Barton</td>
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<td>Christina Benassi</td>
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**Add User**

**Email**

**Role**

- Select role
- Viewer
- Editor
- Admin

[Cancel] [Save]
Sending ACIP to eProve Workspace...
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</tbody>
</table>
In this Envisioning subphase, the institution determines its Priorities and Strategic Themes and ensures there is alignment with its Vision, Mission, and Beliefs.

Download the guide to learn about the

### Edit Priority Statement

#### Priority Statement

1. **Institution’s Vision:**

   To guide all learners toward their personal achievement.

2. **Institution’s Mission:**

   To build a community of lifetime learners.

3. **Institution’s Beliefs:**

   - We believe teachers can change.
   - We believe learning is a lifelong process.
   - We believe learning can lead to personal growth.

   **Strategic Theme**

   Personalization

   **Select a Tag**

   Impact of Instruction

   Remaining: 105

   Remaining: 10

Is your work completed? Yes

Actions

Add New

Next
Objective
Provide more active, personalized learning opportunities to support student readiness.

Critical Initiative
Invest in curriculum, materials aligned to/in support of instruction.

Critical Initiative
Provide professional development for personalized learning.

Critical Initiative
Implement personalized learning program to increase student engagement.

Objective
Provide proactive communication and strategic involvement opportunities for family/community members.

Critical Initiative
Objective
Provide more active, personalized learning opportunities to support student readiness

Critical Initiative
Invest in curriculum, materials aligned to/in support of instructional practices that promote personalized learning

Intended Outcome(s)
Teachers will have resources necessary to implement active reading strategies with fidelity

Key Measure(s)
- Material inventories; curriculum distribution list
- Classroom walkthrough data

Intended Outcome(s)
All staff will gain knowledge necessary to transition into personalized learning instruction

Key Measure(s)
- Teacher Survey
- Classroom observation; teacher evaluation
**Vision**
Every student is achieving at his or her maximum potential in an engaging, inspiring, and challenging environment.

**Mission**
To ensure all students receive a world class education that prepares them for success in college, career and life.

**Beliefs**
We believe all students can learn given equitable opportunities. It is our responsibilities to prepare for the future and provide a safe and secure learning environment.

**Personalization**
- Objectives: Provide more active, personalized learning opportunities to support...
- Critical Initiatives: Invest in curriculum; materials aligned to/in support of instruction; provide professional development for personalized learning; implement personalized learning program to increase student engagement.
- Key Measures: Material inventories; curriculum distribution list; classroom walkthrough date; teacher survey; classroom observation; teacher evaluation; student engagement survey; classroom observations; student performance on readiness benchmarks.

**Stakeholder Engagement**
- Objectives: Provide proactive communication and strategic involvement opportunities.
- Critical Initiatives: Conduct audit of community engagement; implement advisory board; redistribute counseling resources.
- Key Measures:
## Annual Improvement Plan Template (page 46)

<table>
<thead>
<tr>
<th>INSTITUTION NAME:</th>
<th>TERM:</th>
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<tr>
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<td>Key Measures:</td>
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<td>Objective 3:</td>
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<td>Key Measures:</td>
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<td></td>
<td>Critical Initiatives:</td>
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</table>
Annual Improvement Plan Tips

- Refer to the Strategy Map
- Select the focus for one year
- Ensure you have a vision for the order of priorities (long term order)
- Know this order can change…data will drive the order
Critical Initiative
Invest in curriculum, materials aligned to/in support of instructional practices that promote personalized learning

Start Date: 08/01/2018  End Date: 05/31/2019
Objective: Provide more active, personalized learning opportunities to support student readiness

Critical Initiative
Provide professional development for personalized learning

Start Date: 08/01/2018  End Date: 05/31/2019
Objective: Provide more active, personalized learning opportunities to support student readiness

Critical Initiative
Conduct audit of community engagement

Start Date: 08/01/2018  End Date: 05/31/2019
Objective: Provide proactive communication and strategic involvement opportunities for family/community members

Critical Initiative
Redistribute counseling resources
Mission
To ensure all students receive a world-class education that prepares them for success in college, career and life.

Resources

Critical Initiatives
Invest in curriculum, materials aligned to/in support of instructional practices that promote personalized learning

Key Measures
- Material inventories; curriculum distribution list
- Classroom walkthrough data

Intended Outcome(s)
- Teachers will have resources necessary to implement active reading strategies with fidelity

Objectives
- Provide more active, personalized learning opportunities to support student readiness

Vision
Every student is achieving at his or her maximum potential in an engaging, inspiring, and challenging environment.
Understanding the progress of the Annual Improvement Plan should inform decision-making for the future. You can document the findings in a narrative format in the space provided below. This information will remain here, but you might want to save it in another format for future use. You also can upload documents that help substantiate your findings.

Download the guide to learn more about evaluating the success of the Annual Improvement Plan.

Use the space below to document your findings.

Enter findings here

Upload documents.

<table>
<thead>
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<th>File Name</th>
<th>Description</th>
<th>Actions</th>
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<tbody>
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<td>No Attachments Added</td>
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<tr>
<td>Critical Initiative</td>
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<tr>
<td><strong>Personalization</strong></td>
<td>Invest in curriculum materials aligned to/in support of instructional practices that promote p(...). Provide professional development for personalized learning. Implement personalized learning program to increase student engagement.</td>
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<tr>
<td><strong>Stakeholder Engagement</strong></td>
<td>Conduct audit of community engagement.</td>
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</tbody>
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**Key Measures**

**Intended Outcome(s)**
THE REAL VOYAGE OF DISCOVERY CONSISTS NOT IN SEEKING NEW LANDSCAPES BUT IN HAVING NEW EYES.

- MARCEL PROUST
Next Steps

- Identify who will be part of the leadership team working through the Strategic Thinking and Improvement Process
- Determine target completion date for entire process
- Create a timeline for completing phases and subphases
- Utilize the *inFocus Guidebook* in conjunction with eProve™ strategies to complete your work
Creative Leadership
TRANSFORMS
SCHOOLS!!!
Knowledge is Opportunity

For more information contact:
We Know Schools Because We’re in Schools

Cognia Improvement Network is a global nonprofit that has the knowledge to help schools improve outcomes for all learners.
Thank you for joining us in creating a world of opportunities for every learner!