

Turnaround Leadership Development Program Provider Information: 2020-21

Provider Name	Design Improvement Program University of Denver – Morgridge College of Education
Contact Person	Susan Korach
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Link to Program Information on Provider Website	https://morgridge.du.edu/programs/educational-leadership-policy-studies/
Provider Contact Required Before Submitting EASI Application?	Susan.korach@du.edu / 303.871.2212

Program Overview	The University of Denver’s <i>Design Improvement (DI)</i> Program is a collaborative effort between the Educational Leadership and Policy Studies Department in the Morgridge College of Education and school(s) and district(s). It is a robust and customizable program that integrates Design Thinking with Improvement Science to train school and/or district leadership teams to design and accelerate improvement efforts that will lead to increased outcomes for students and leadership capacity to create and sustain productive system-level change <i>with an ongoing emphasis on equity</i> .
Program Areas of Focus	<ul style="list-style-type: none"> • Enhance capacity of leaders and school advocates to build sustainable structures through Design Thinking and Improvement Science to: <ul style="list-style-type: none"> ✓ Understand problems of equity affecting student outcomes ✓ Collaboratively designing solutions and systems ✓ Fluidly monitor and evaluate progress ✓ Adjust to ensure both quick wins and long-term results to improve student outcomes • Enact quick cycles of improvement to build new patterns of behavior, increase momentum and improve the trajectory of student outcomes to: <ul style="list-style-type: none"> ✓ Identify clear indicators of success ✓ Utilize data to question, pivot and make strategic decisions ✓ Simplify and align systems to design and monitor improved practice • Foster a Networked Improvement Community (NIC) to: <ul style="list-style-type: none"> ✓ Learn from and with other schools ✓ Share failures and best practices to accelerate learning
Program Location	The <i>Design Improvement</i> workshops are held at the University of Denver campus and the coaching and support occurs within the school/district and/or virtually. Our flexible model allows us to expand delivery options in order to partner with regions and districts throughout Colorado.
Program Duration	The Design Improvement Program is a two-year program beginning in April 2020 with a Kickoff event and culminating in May 2022 with a presentation of learning to the school community.
Program Touch Points	<p>Year One</p> <p>Needs Analysis – utilizing stakeholder interviews, data gathering and research to discover the unique challenges faced by the school/district.</p> <p>Action Learning Challenges – using the Design Thinking/ Improvement Science methodologies and tools teams will work to Discover, Interpret,</p>

	<p>Ideate, Experiment, and Evolve solutions to the challenges facing their sites and create processes to monitor effectiveness. DU faculty serve as coaches/guides/mentors during implementation.</p> <p>Workshops- in addition to the Kickoff event in April and the two-day training in August, there are three, half-day workshops (fall, winter and spring) focusing on the integrated model of Design Thinking and Improvement Science (Design Improvement - DI), providing a knowledge base for 2-4 key site-based stakeholders. These workshops also provide an opportunity for the site team to engage and learn from other site teams in a networked improvement community.</p> <p>Site Coaching- each school DI team will partner with a coach for the duration of the program. This coach will provide expertise and ongoing support through site-based and/or virtual coaching sessions as the site addresses a specific problem or series of problems affecting optimal student learning and instructional excellence. Our philosophical approach to change deliberately, yet with urgency, builds sustainability of the process by expanding leadership in the school and leveraging the insights and strengths of students, teachers and communities.</p> <p>Sustainability Plan - sustainability is embedded in each workshop and supported during each coaching session. After repeating many PDSA cycles using precise monitoring and data collection practices, the Design Improvement process becomes embedded in each improvement effort.</p> <p>Year Two</p> <p>Workshops- continuation in Design Improvement workshops to practice their skills, orient new faculty and engage and learn from other school teams in a networked improvement community.</p> <p>Site Coaching- continuation with on-site and/or virtual coaching as needed by site and coach. Each site will have customized coaching goals.</p> <p>Sustainability Practice – coaches will provide feedback and support on the implementation of the sustainability plan developed in Year One.</p>
Participants this Program will serve	<input checked="" type="checkbox"/> Teachers <input checked="" type="checkbox"/> Aspiring Leaders <input checked="" type="checkbox"/> Current Principals <input checked="" type="checkbox"/> District Staff <input checked="" type="checkbox"/> Principal Supervisors <input checked="" type="checkbox"/> Other: Students, Parents, and Communities
Number of Seats Available summer or fall 2020	Availability to accept up to 15 sites in 2020-2022.
Cost per Participant	\$60,000 – 5-15 participants (1-2 sites) \$110,000 – 16-40 participants (3-8 sites) \$150,000 - 41-80 participants (9-15 sites) *a site may be a school, district or educational organization and other pricing schedules are available per consultation with provider
Application Process, Timeline, Due Dates	Contact Susan Korach (susan.korach@du.edu) to schedule a consultation to discuss needs and program entry. Once accepted, the dates for the spring kick-

	off and schedule of workshops will be collaboratively decided with the participants.
<i>Credential Issued (if any)</i>	<input type="checkbox"/> Master's Degree <input checked="" type="checkbox"/> Certificate of Completion <input type="checkbox"/> Type D License <input type="checkbox"/> Other: