Developing Major Improvement Strategies

# Background:

Major improvement strategies respond to priority performance challenges, and should dissolve or eliminate the “root cause(s)” of the performance challenges. The steps in developing major improvement strategies include:

1. Focus on a priority performance challenge and the root cause(s).
2. Consider research.
3. Identify a desired future (if action is taken to dissolve root cause(s), from the perspective of various local stakeholders).
4. Identify strategies to get to the desired future.
5. Articulate a Theory of Action (If, then, and then).
6. Re-write as a major improvement strategy.

**Priority Performance Challenge(s):**

**Root Cause(s):**

Will dramatic change be required to address this root cause(s)? Yes No

# Develop a Theory of Action

1. **Preferred future.** If we eliminate the root causes of our performance challenges, what would our preferred future look like? Consider the following stakeholders:
   1. Students
   2. Staff members
   3. Leadership team
   4. Parents / Community

Examples:

* + All students monitor the progress of their learning towards grade level expectations on a weekly basis and set personal learning goals.
  + Teachers daily use data about learning formatively to refocus instruction on their students’ needs.
  + Staff members consistently implement identified practices in effective literacy instruction.

1. **Brainstorm Major strategies** that would result in our preferred future:  
   (Focus on root causes. Stay at the major strategy level.)
2. **Prioritize your possible strategies.**
3. Articulate a **Theory of Action** (for priority strategies)

|  |  |  |
| --- | --- | --- |
| ***If…*** | ***Then…*** | ***And…*** |
| This converts an explanation or process into an essential instructional practice.  Example: ***If*** teachers formatively assess students and continuously provide them information about their progress towards grade-level expectations in writing. | This describes what students will be able to do as a result.  Example: ***…Then*** students will have common understanding of their own writing and progress towards grade-level expectations and will be able to take action to close any gaps between current performance and the expectations. | This identifies how to evaluate the implementation of teacher practices and student learning.  Example: ***…And*** teacher records will show the progress students are making towards meeting grade-level writing expectations. |
|  |  |  |

1. Write as a **major improvement strategy**.