



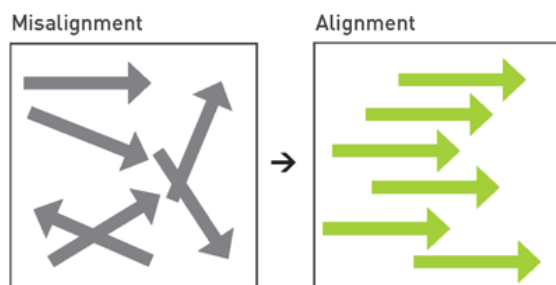
GUIDE

# Improvement Plan

... because success does not happen “by chance”!

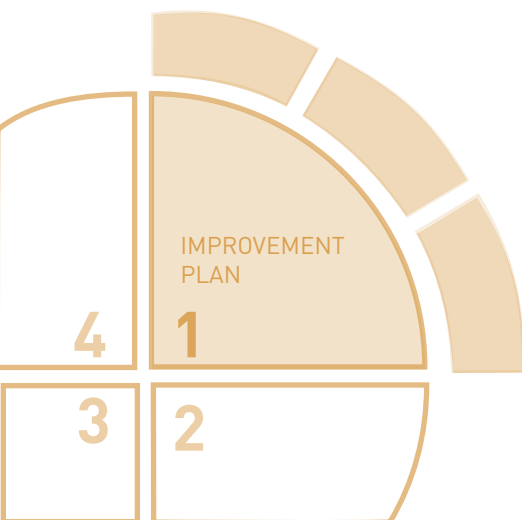
A primary aim of planning is to facilitate **unity of purpose**, or **alignment**. Alignment is the process of reaching mutual understanding about common goals. Alignment gives shared meaning to the work of the school or school district, thereby enabling successful accomplishment of the goals of the organization.

Alignment, like a magnet, is a force that coalesces and focuses all stakeholders and propels them forward as one. It ensures that the organization is in balance; it makes certain that all parts and all parties ‘fit’ well together and are moving in the same direction.



## WHAT YOU WILL DO

The Eye on the Goal™ school improvement system begins with the development of a results-focused Improvement Plan that aligns all stakeholders on their shared goals for student learning and development. The process consists of three stages.



## INSTRUCTIONAL FOCUS:

- Analyze current state of student learning and development, using Performance Fact’s 4-Lens™ protocol to explore student data from multiple sources – academic achievement, academic tenacity and socio-emotional resiliency.
- Discover “root cause” of the current state of student learning, using our rubric of 16 high-leverage practices to assess the effectiveness of current professional practices.
- Clarify your instructional vision, the professional practices you will implement, and the vital signs you will monitor.

## PROFESSIONAL LEARNING PLAN:

- Select the professional development themes that will strengthen teaching, leadership and organizational capacity.
- Align the PD themes to the differentiated continuous learning needs of practitioners.
- Calendar PD and collegial collaboration up front, including setting aside “sacred time” throughout the year for practitioners to enhance effectiveness of standards-aligned instruction, deepen knowledge of content and build communities of effective practice.

## MOTIVATING COMMITMENT:

- Align people, time and money to your Improvement Plan.
- Detail key action-steps and milestones of progress.
- Inspire follow-through and accountability for performance among all stakeholders.