



IGS Board Meeting

An Improvement Process for All
April 26, 2023

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An Improvement Process For All Learners

The most powerful way to improve outcomes for students is through the adults in the organization.

Leadership Collaborative Meetings

- The Improvement Process
- Strategies to Support and Enrich Learning
- Communities of Practice
 - Learning Targets & Success Criteria
 - Data Cycles
 - Evidence to Evaluate Impact

The Key Practices

Focus

- Leadership coaching practices
- Strategies of effective leadership coaching
- Coaching stances

Action

Principals asked open-ended coaching questions to gauge their staffs' understanding of the academic and social dimensions of learning. The responses provided a baseline and informed next steps.

Strategies to Support Learning

Focus

- Examined the Five Types of Equity-driven Leadership Thinking
- Principals assessed their knowledge, skills, dispositions on the five types of leadership thinking which include:
 - Systems
 - Data & Design
 - Climate & Culture
 - Learnership
 - Operational

Action

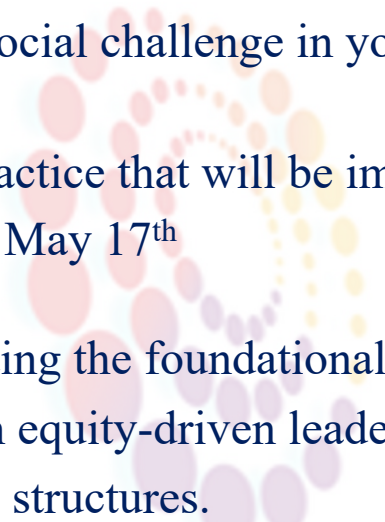
Identified a challenge, strategy, and evidence that will be used to determine improvement.

Communities of Practice

Focus

- Educators work together in collaborative teams rather than in isolation and take collective responsibility for student learning.
- Educators establish a guaranteed and viable curriculum that specifies the knowledge, skills and dispositions students are expected to acquire, unit by unit.
- Educators use an assessment process that includes frequent, team-developed, common formative assessments based on the guaranteed and viable curriculum.

Putting It Into Action

1. The Leadership Collaborative members are engaged in action research
 - Identify an academic or social challenge in your building, department, or area of responsibility
 - Identify a professional practice that will be implemented and monitored
 - Results will be shared on May 17th
 2. Principals are engaged in drafting the foundational elements of their school improvement plan that folds in equity-driven leadership thinking, coaching practices, and the community of practice structures.
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A Holistic Organization

Strategic Planning

- Strategic planning is a dynamic process that generates a future-oriented plan for the organization.
- It is a highly engaging process that includes stakeholder voices.
- Weaknesses and threats are reframed into a result-oriented actionable plan that builds shared accountability across the organization.
- The result is a comprehensive strategic plan for driving the overall improvement process across the organization.

Proposal

Appreciative Inquiry

Organizations flourish when they focus on human ideals, achievements, and best practices. An Inquiry strategy will provide the frame for the intentional and collective effort. The strategy includes the following dimensions:

1. Define: Affirmative Topic for each focus area
2. Discover: Make meaning (i.e., Equity Audit)
3. Dream: Visioning and dialoging about the desired future state
4. Design: Identify the desired actions, alignment, and outcomes (organizational architecture)
5. Deliver: Innovation and metrics through which the future will be made real (organizational ideal)

Source: The Essentials of Appreciative Inquiry: A Roadmap for Creating Positive Futures (Mohr and Watkins, 2002)

Impact

Impact

The Intergenerational Schools can catalyze student outcomes, improve the academic and social dimensions of learning, and actualize its vision of the intergenerational student experience. This comprehensive process will include aligned goals, actions, and the evidence for evaluating the collective impact of the following conditions of each school and the organization:

1. General and Social Characteristics
2. Students
3. Practices
4. Resources
5. Governance



Thank You

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