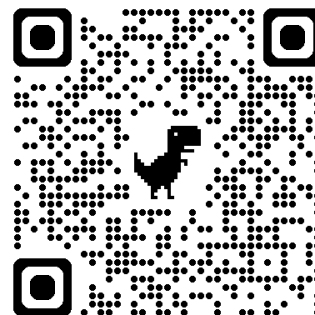


The Network Health Project's Measure of Improvement Network Member Experience

Adapted from Perlman, H., Bryk, A. S., & Russell, J. L. (2025). Measuring Educators' Perceived Benefits of Participation in Educational Improvement Networks. Peabody Journal of Education, 100(1), 82-99.

We posit that engagement in improvement networks can offer members great benefit in three categories.

We built and tested a set of survey items that, taken together as a measure, distinguishes between networks, offering a survey tool that hub leaders might use to understand how their members are experiencing network participation.



Perceptions that participation is valuable and worthwhile

At a foundational level, we posit that members must generally perceive that their participation in improvement networks is worthwhile and valuable in order to maintain engagement and motivation.

Holistic valuation: Willingness/commitment to invest time

- I value the opportunity to be part of [NETWORK NAME]
- [NETWORK NAME] is worth the time it takes
- I am willing to give up other professional commitments to stay engaged in this network

Perceptions related to collective efficacy in pursuit of a specific improvement aim

NICs are social learning systems that enable educators to collaboratively address complex problems together. Effective professional learning communities (in this case, improvement networks) build a sense of collective efficacy by establishing individual member engagement in activities and promoting belief in the group's capacity and capability to execute planned actions to accomplish a shared goal to support students' educational needs (Goddard et al., 2015; Voelkel & Chrispeels, 2017).

Benefit: Collective pursuit of a valued improvement aim

- I believe our work is making a difference for the students we serve
- The work we do in this network has the potential to improve of [NETWORK PROBLEM] at our school(s)
- Feeling a part of a larger community aiming to accomplish something important together

Perceptions related to developing individual capabilities for problem solving

Improvement networks promote the use of continuous improvement methodologies in the context of a networked social learning infrastructure to build educator capacity for collaborative problem solving (Bryk et al., 2015; Russell et al., 2019). Potential benefits accruing from this individual learning resonant with findings on productive professional learning communities that document how intentionally designed structures and routines can create opportunities to build individual teachers' knowledge and capabilities (Coburn et al., 2012; Horn & Kane, 2015; Little et al., 2003).

Benefit: Strengthening individual capabilities in support of collaborative problem solving

- I believe engaging in [INQUIRY ROUTINES] will help us improve [NETWORK PROBLEM]
- Learning how to use improvement tools and methods (e.g., [INQUIRY ROUTINES], analyzing data)
- Getting access to new ideas from colleagues at other schools or from researchers associate with the network

How to measure your network’s participatory benefits

1. Customize the survey items, changing colored phrases to those meaningful for your network participants
2. Give improvement team members and improvement team leads the set of nine questions (Table 1)
3. Average each member’s score across the items, using the scoring table (Table 2)
4. Average all scores across the network.
5. The range in the least-developed improvement networks in 2021 is 3.08–3.74.
6. The range of means in the well-developed networks is 4.08–4.43.

Table 1. The Network Health Project’s Improvement Network Participant Experience Survey Tool

How much added value, if any, have you experienced in terms of:	none	a little	a moderate amount	a lot	a great deal
Learning how to use improvement tools and methods (e.g., [INQUIRY ROUTINES], analyzing data)					
Getting access to new ideas from colleagues at other schools or from researchers associated with the network					
Feeling a part of a larger community aiming to accomplish something important together					

Please indicate the extent to which you agree with the following statements about your work in this network:	do not agree	slightly agree	moderately agree	agree	strongly agree
I believe our work is making a difference for the students we serve					
I believe engaging in [INQUIRY ROUTINES] will help us improve [NETWORK PROBLEM]					
The work we do in this network has the potential to improve [NETWORK PROBLEM] at our school(s)					

Please indicate the extent to which you agree with the following statements:	do not agree	slightly agree	moderately agree	agree	strongly agree
I value the opportunity to be part of [NETWORK NAME]					
[NETWORK NAME] is worth the time it takes					
I am willing to give up other professional commitments to stay engaged in this network					

Table 2. Scoring table

1	2	3	4	5
none	a little	a moderate amount	a lot	a great deal
do not agree	slightly agree	moderately agree	agree	strongly agree