

# PLANNING FOR SUSTAINED IMPACT

How Can We Ensure Our Improvement Work Sticks?

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# THE NETWORK HEALTH PROJECT TEAM



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TURN AND TALK

**SAY HELLO!**

Introduce yourself

**SHARE YOUR  
CONTEXT**

What improvement work  
are you involved in that  
you hope to sustain?

## AGENDA

### Definition

- What does it mean to sustain the impact of an improvement network?

### Learning from the field

- What can we learn from other improvement networks and their sustainability efforts?

### Application

- What does this mean for your work?

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Framework to understand  
and support network  
development



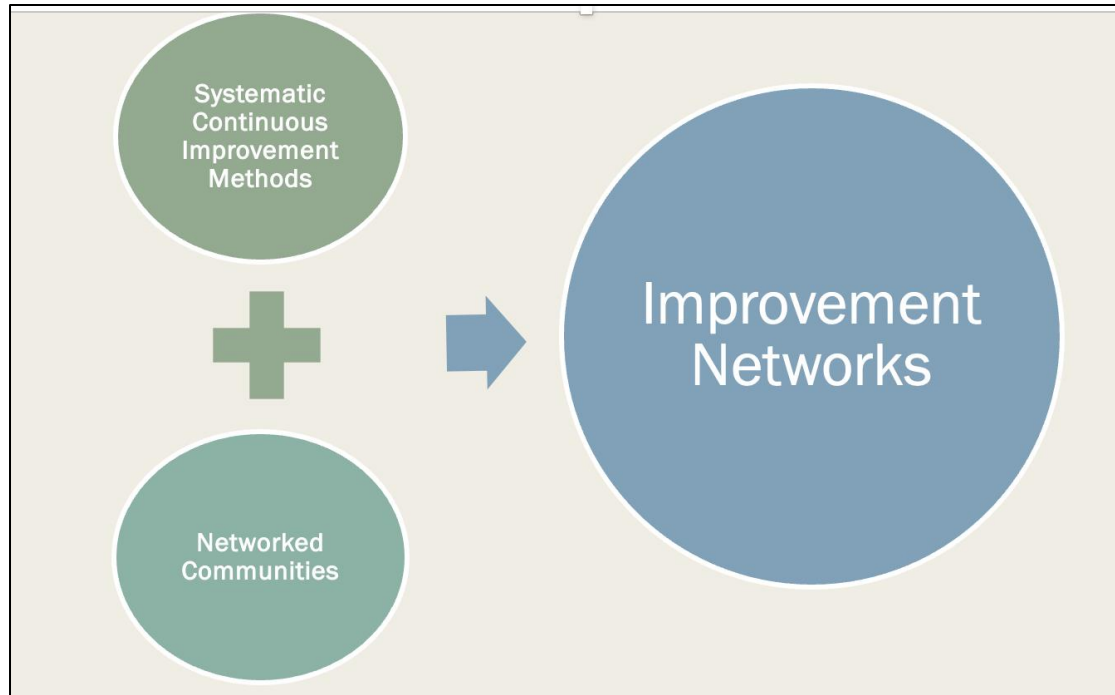
Learning from well-developed  
networks



38 improvement networks  
funded by the Gates  
Foundation

THE NETWORK  
HEALTH PROJECT

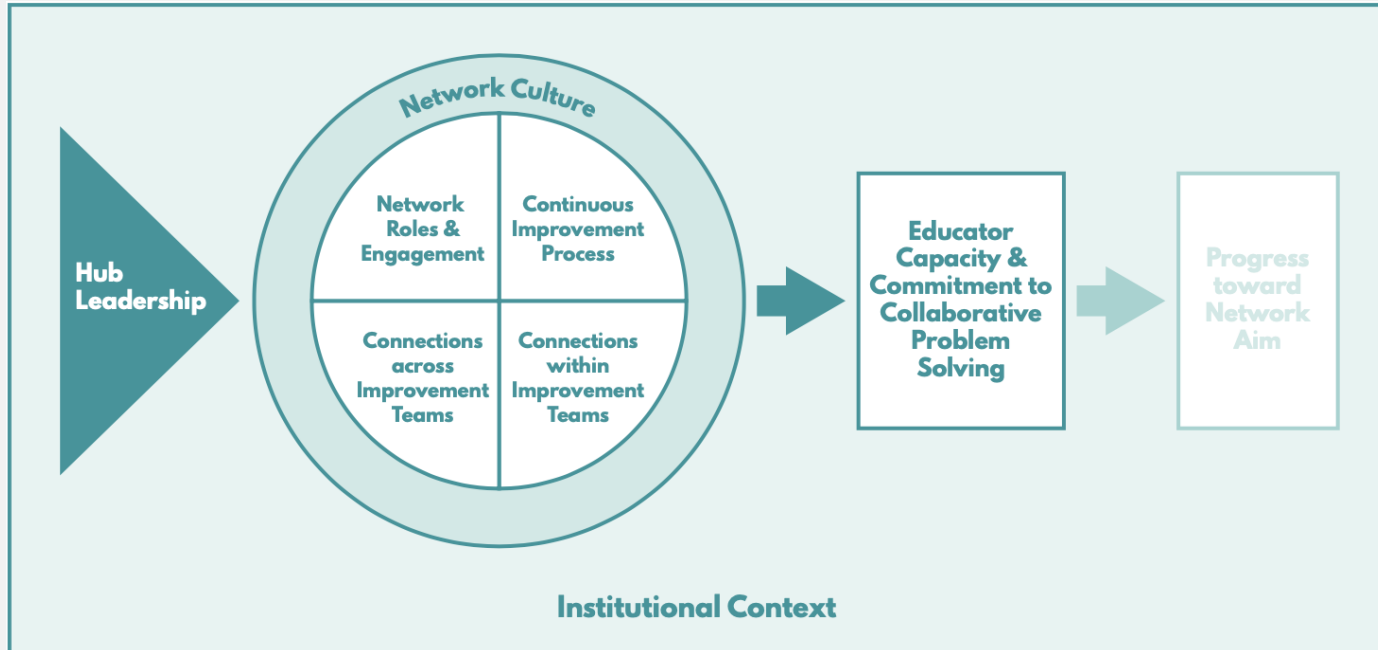
IMPROVEMENT  
NETWORKS  
INTEGRATE  
TWO BIG IDEAS



# WHAT IS AN IMPROVEMENT NETWORK?

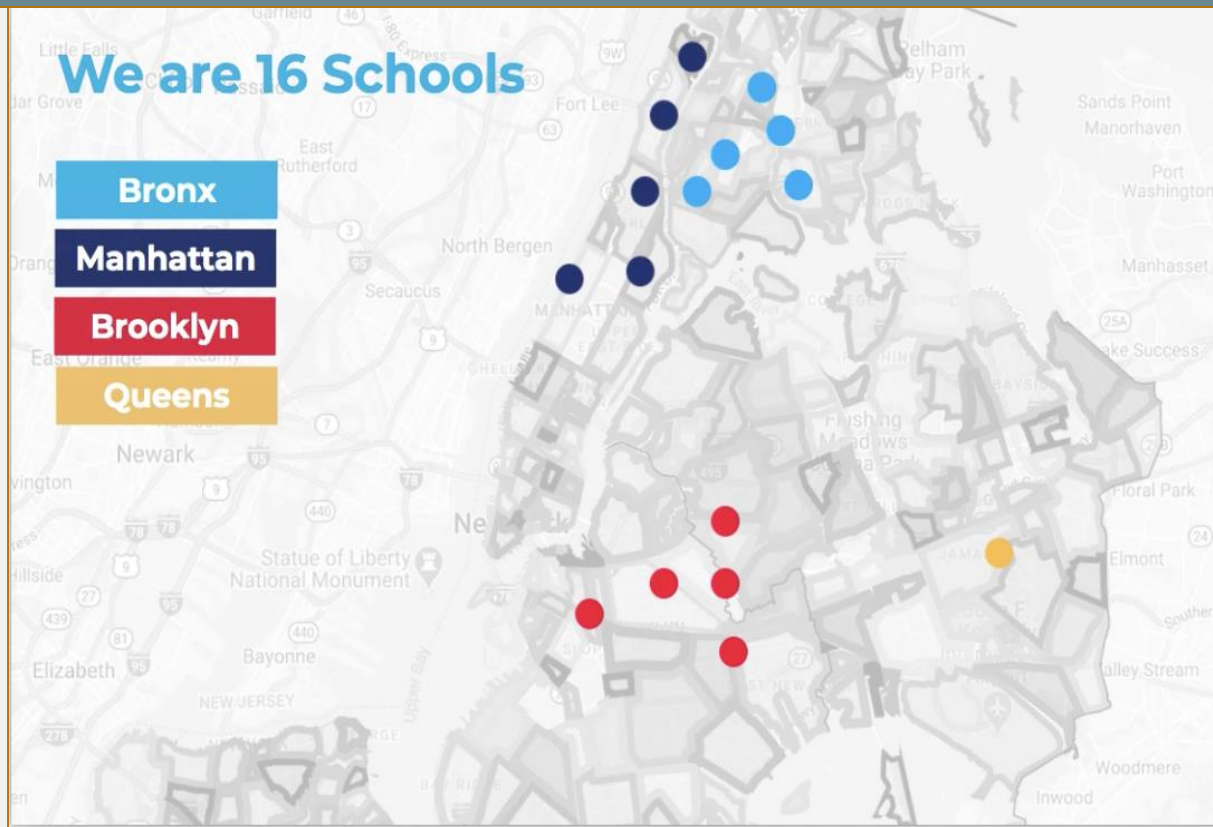


## The Improvement Network Health & Development Framework



# Teaching Matters Network for School Improvement

- Aim is to increase the percentage of students on-track to graduate from high school and academically prepared for college.
- Network structure & routines:
  - Teaching Matters – national professional learning organization – acts as hub
  - 16 NYC middle schools
  - Teaching Matters coaches working with 3 to 4 schools
  - Use continuous improvement cycles to test culturally responsive literacy practices
  - Track common metrics: student perceptions of classroom environment, teachers' uptake of inclusive routines, GPA, attendance
  - Codified successful strategies and worked to spread across the network & beyond



QUESTIONS?

DO YOU HAVE A VISION FOR WHAT WE MEAN BY  
AN IMPROVEMENT NETWORK?

# IMPROVEMENT NETWORKS AS TEMPORARY ORGANIZATIONS

# SUSTAINABILITY IN EDUCATION

New curriculum  
introduced

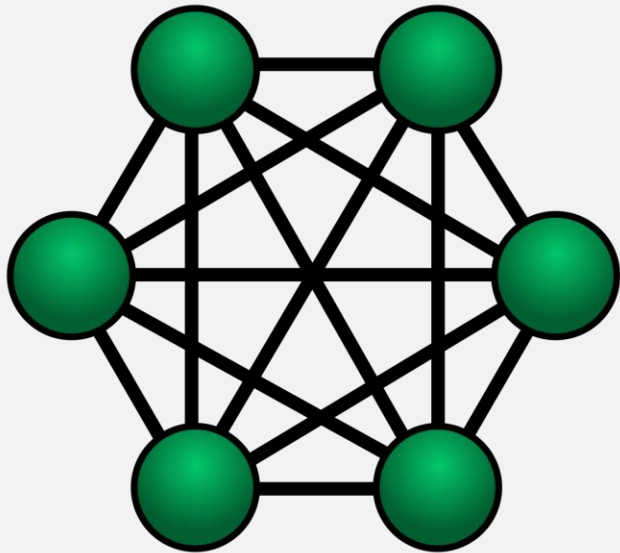
Teachers start to  
use the new  
curriculum

Teachers continue to  
use the curriculum  
after support for  
integrating it ends

WE CONCEPTUALIZE  
“SUSTAINED IMPACT”  
OF AN IMPROVEMENT NETWORK  
DIFFERENTLY

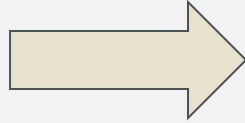
# HOW CAN IMPROVEMENT NETWORKS “SUSTAIN”?

The network  
sustains

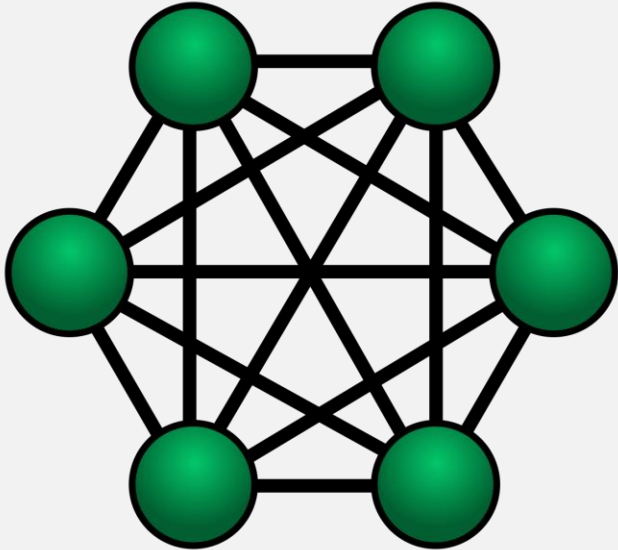


# HOW CAN IMPROVEMENT NETWORKS “SUSTAIN”?

The network  
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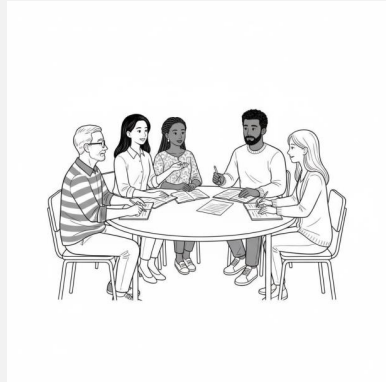
Sustaining the impact of the work at the  
**individual, school, and/or system level.**



HOW MIGHT AN IMPROVEMENT  
NETWORK HAVE A  
SUSTAINED IMPACT?

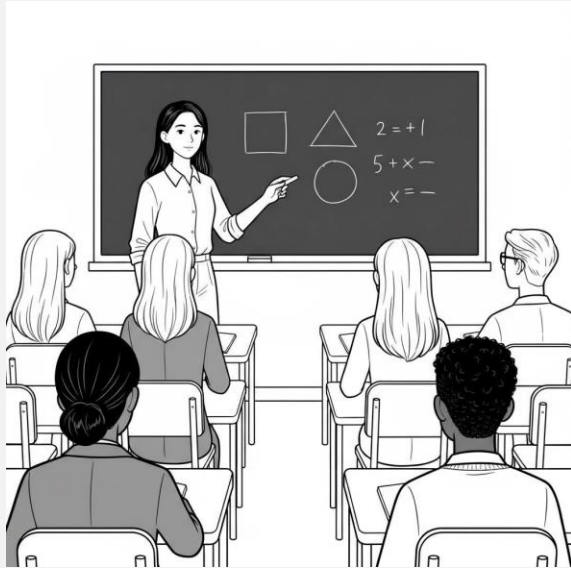
A school or a district  
might continue to focus  
their work on the  
network aim



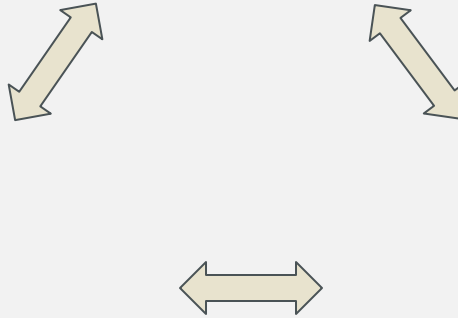


Individuals or school teams might continue to engage in continuous improvement practices on their own

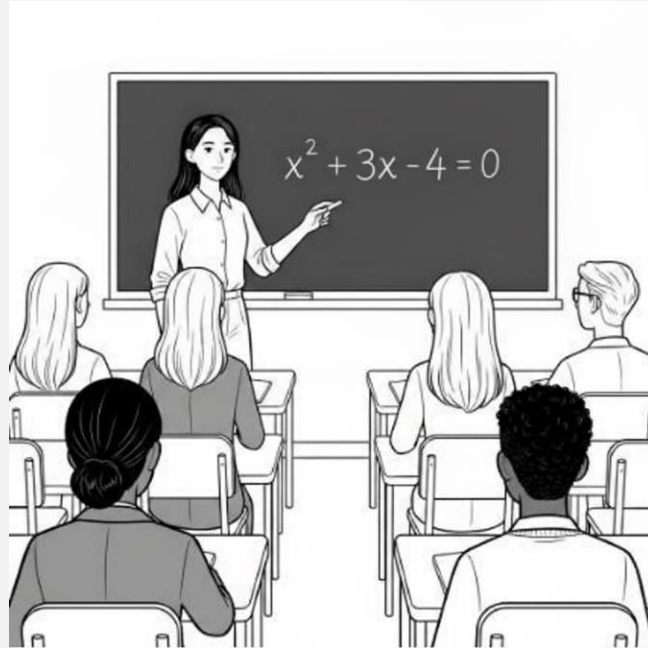
Improvement team members continue to test new strategies and meet with their teams to discuss.



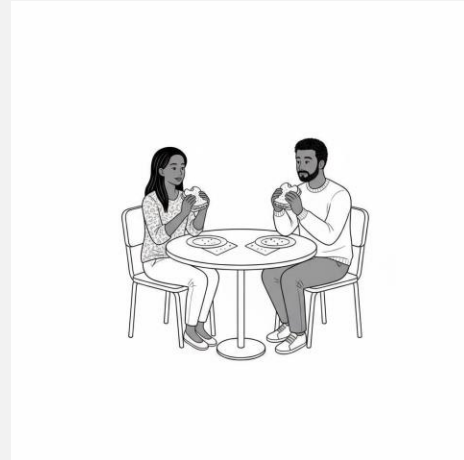
Improvement teams continue to share what they learn with other teams



Individuals might continue to use promising strategies they used when they were in the network.



Network members might continue to engage with each other informally



# WAYS IN WHICH THE IMPACT OF IMPROVEMENT NETWORKS CAN SUSTAIN

	In network leadership team	In school / district organization	In individual's practice
Improvement network continues			
Use continuous improvement methods			
Use change ideas / strategies			
Network aim			
Work on an improvement team			
Cross-team learning			
Stay connected to network colleagues			

# TURN & TALK

**In what ways  
do you hope  
your work  
sustains—  
what will  
sustain and at  
which level(s)?**

	<b>In network leadership team</b>	<b>In school / district organization</b>	<b>In individual' s practice</b>
Improvement network continues			
Use continuous improvement methods			
Use change ideas / strategies			
Network aim			
Work on an improvement team			
Cross-team learning			
Stay connected to network colleagues			

WHAT CAN WE LEARN  
FROM OTHER NETWORKS?

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## NETWORK LEADERS PLAN FOR SUSTAINED IMPACT

Codify what  
the network  
learns and  
share it

Build capacity  
of key system  
actors who  
champion the  
work

Embed the  
work into  
existing  
structures

## MULTI-DISTRICT COLLEGE & CAREER IMPROVEMENT NETWORK

Codify what  
the network  
learns and  
share it

Packaging successful  
strategies for supporting  
college and career readiness  
practices into a set of  
“playing cards”

## TEN SCHOOL MATH IMPROVEMENT NETWORK

Build capacity  
of key system  
actors who  
champion the  
work

Focused all coaching work in the final year on building the capabilities of teacher leaders

In tandem, built school leader capabilities

# ONE DISTRICT INSTRUCTIONAL IMPROVEMENT NETWORK

Integrated the continuous improvement routines into the district's professional development routines.

Build capacity of key system actors who champion the work

Embed the work into existing structures

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## READ AND DISCUSS

- Read examples of strategies improvement network leaders enacted to support sustained impact.
- Discuss with your partner
  - Would any of these strategies work in your improvement context?
  - What would you have to change to make them work?



WHOLE GROUP  
SHARE IDEAS AND NEXT STEPS

THANK YOU FOR  
LEARNING WITH US

PLEASE SHARE FEEDBACK  
(3 QUESTION SURVEY)

WHAT WILL YOU TAKE AWAY  
FROM THIS SESSION?

WHAT COULD WE HAVE DONE  
DIFFERENTLY TO IMPROVE THIS  
SESSION?

WHAT DO YOU WANT TO LEARN  
MORE ABOUT?

