

Ways In Which an Improvement Network Might Have a Sustained Impact

Codify what the network learns and share it: A Deck of Cards

A multi-district improvement network focused on supporting students on a pathway to college and career. Network leaders took the strategies that were successful within the network and created a deck of “playing cards”. This was an easy way to share what worked broadly in an accessible and playful way. The hub organization continued to use these strategies with new schools and districts focused on the same aim: supporting students on a pathway to college and career. The cards could also be shared with individuals, schools, and districts who could enact the strategies.

This strategy supported the continued use of change ideas for individuals and organizations focused on the same network aim.

Codify what the network learns and share it: Change packages

Many improvement networks build change packages that they share with participating schools/districts and/or the field.

A change package typically includes:

- Evidence-based strategies that have been tested in a range of contexts and proven to be effective.
- Advice about how to measure the strategies, including data trackers/tools to support data collection, analysis, and action.

This strategy supported the continued use of change ideas and continuous improvement methods for individuals and organizations focused on the same network aim.

Build capacity of key system actors who champion the work: School-level leaders

In the final year of an improvement network focused on math instruction in one district, all coaching work was focused on **building the capabilities of teacher leaders** to continue the work in sustainable ways specific to their school context:

- How to design and run effective team meetings
- How to lead inquiry cycles

Network leaders also **built school leader capabilities** by sharing information they needed to support their teacher leaders and establishing a regular meeting routine between the principal and the teacher leader.

This strategy supported the continued use of continuous improvement methods within school-based improvement teams.

Embed the work into existing structures: Utilize district professional learning routines

The executive director of K-12 math develops, facilitates, and sustains professional learning for all math educators in the district. The network hub supported his ability to integrate continuous improvement work in the PLCs he leads in the district. As the continuous improvement work took root in math, he began to work with the district leads social studies and English to integrate continuous improvement into their district-level professional learning structures and routines.

This strategy scaled the use of continuous improvement methods in new content areas across the whole district.

What strategies might you use to sustain the impact of your improvement work?