

MODULE 7

Answering “How will we get to where we want to be?” With Continuous Improvement Planning

OVERVIEW

Develop Your Plan to Support Implementation of Your Shared Vision.

Your school’s Continuous School Improvement Plan defines the allocation of resources to implement your shared vision, so answers the question: “How are we going to get to where we want to be?” in the framework. The Plan is informed by the difference between the needs identified in data analysis (via your aggregated implications) and the shared vision. Your needs assessment work and the problem-solving cycle, in particular, identify specific needs of the school program and potential solutions. The mission and vision define teaching and learning excellence for which the school program should aim. So, aggregate implications for planning from comprehensive data analysis, compared to the shared vision, drive the contents of a highly effective plan. A plan that is clear and detailed, based on core values and beliefs and best practice research with support structures, gets implemented.

Link Your Plan to the Nine Standards of Accreditation. The development of a CSI Plan, then, provides the school an opportunity to transform its vision of excellence into strategic action steps that introduce change related to areas of need and create a higher level of internal accountability. The CSI Plan is comprised of multiple goals that align with one or more of the Standards for Accreditation of Seventh-day Adventist Schools and the school-wide learning outcomes. Each goal is further delineated to include specific objectives, measurement, tasks or actions steps, person(s) responsible, resources, and timeline. Key elements in implementation of the plan include leadership structure, collaboration, professional learning, and partnerships.

The CSI Plan is a living document. Every year, you will examine your school’s goals and objectives and analyze your data to determine if your goals have been met. Adjust your school improvement plan accordingly to ensure that all goals and objectives are being addressed. Think of how you will meet them and how they will be measured. Steps in the process:

1. **Set Goals.** Goals are the intended outcomes of the vision. They are stated in broad, general terms.
2. **Develop Rationale.** Write a rationale statement for each goal based on the needs identified through data analysis.
3. **Identify Objectives.** Objective statements are narrow, specific, and measurable. They must be grounded in the data.
4. **Determine measurement.** Determine what assessment tools and strategies will be used to know if the objectives have been met.
5. **Identify tasks.** List the actions that need to be accomplished to achieve the objectives.
6. **Identify person(s).** Identify the individual(s) or group(s) responsible for completing the tasks.
7. **Determine resources.** Determine the resources required of each task.
8. **Establish timeline.** Consider a reasonable timeline for the tasks.
9. **Vote approval.** Obtain approval for the CSI Plan from the School Board.
10. **Continue Cycle.**

READ

Bernhardt, V.L. (2018). *Data analysis for Continuous School Improvement (4th ed.)*. New York, NY: Routledge.

Chapter 10

<https://www.routledge.com/Data-Analysis-for-Continuous-School-Improvement/Bernhardt/p/book/9781138294622>

[Download a book order form that contains a 20% off discount code.](#)

DO

- [PPT To Support This Module](#)

Facilitation Guides:

- Creating CSI Plan, p 370.
- Leadership Structure, p 378.
- Professional Learning Calendar, p 382.
- Creating Partnerships, p 384.
- [Continuous School Improvement Planning Instructions](#)

Templates:

- [Sample Continuous School Improvement Plan](#)

Handouts:

- [Link of Adventist Education to Continuous School Improvement and Accreditation](#)

REFER

Examples/Additional Reference Items:

- Examples of:
 - Plan, p 130.
 - Leadership Structure, p 138.
 - Partnerships, p 143.
 - Professional Learning Calendar, p 141.
- [Accreditation Standards](#)
- [Standards for Accreditation of Seventh-day Adventist Schools](#)
- Aggregated Implications, p 341.

Videos:

- [Planning to Implement the Vision](#)
- [Planning to Implement the Vision \(SWUC\)](#)
- [Accreditation Standards](#)

REFLECTION QUESTIONS

**Additional reflection Qs available at the end of each chapter.*

1. Why are leadership, professional learning, and partnership development important to Continuous School Improvement and the CSI Plan?
2. How does the CSI Plan and cycle fit in with the NAD school accreditation process, including the Self-study required every six years?