



CHAPTER 8 TRY THIS: EMPOWER STAFF AS IMPROVERS



Consider moves you might make to increase staff ownership in their improvement work.

1. Describe your vision for staff ownership in improvement efforts in your school or district.

2. Identify a challenge related to staff ownership (vision-implementation gap).

- Challenge 1: Staff participate in the continuous improvement process when the leader provides time for it or directs them to do so, but they don't take the initiative to use it on their own or lead the process.
- Challenge 2: Staff use measurements that are required by the school, district, or state, rather than smaller, more frequent, and formative assessments that are directly tied to their students or daily work, and that help inform their improvement.
- Other _____

3. Choose a strategy and make a plan to implement it.

- Strategy 1: Build Capacity
 - Do staff know the phases of inquiry and have access and understanding to use tools associated with each phase?
 - Are staff empowered to select, monitor, and make decisions using measures that are meaningful for their students and work?
 - Do all staff engage in job-embedded improvement, no exceptions?



- Strategy 2: Distribute Leadership
 - Who are the key staff members who can take the lead?
 - What clear roles and support will you provide to scaffold success and gradually release leadership responsibly?
- Strategy 3: Provide Systems and Supports
 - How might you leverage existing meeting times or opportunities to systematize collaboration?
 - Do staff have processes and tools clearly marked, accessible, and in one place so they can easily find and use what they need when they need it?
 - How might you structure regularly scheduled learning networks across teams, across schools, and across departments?

4. Action Plan

Write your plan, including the who, what, when, where, and how. Be specific!

Follow-Up & Reflection

After one month, reflect on the impact of your chosen strategy. Did the change bring improvement? How do you know? What's next?