

What are the next steps to address the priorities and root causes?

5. Determine Next Steps



Now that the data has been examined and analyzed, the contributing factors found, and root causes determined, it is time to look forward to the actions steps needed to address the priorities and create opportunities to interrupt the status quo and improve schools. The team should seek the best activities, strategies, and interventions to address an identified root cause of a priority challenge. The [Connecticut State Department of Education Evidence-Based Practice Guides](#) will provide you with a list of leading practices that research suggests will increase the likelihood of improved student outcomes.

Use the **Brainstorming Next Steps to Address Root Causes** chart to determine potential next steps that are aligned to a root cause and correspond to the evidence and priority indicators. This chart can serve as the road map for building a continuous improvement plan that addresses a root cause and leads to a Continuous Cycle of Improvement built on a foundation of evidence and analysis. The next steps are not an action plan, but rather broadly defined interventions that will then need to be more thoroughly considered to develop an action plan that identifies who and how the next steps will be implemented and monitored for effectiveness.

A [Driver Diagram](#) is an additional tool that can assist the team in backward planning. The driver is a root cause and the team can plan backward to ensure the next step will impact outcomes and address the goal.

Brainstorming Next Steps to Address Root Causes			
Root Cause	Corresponding Evidence	Next Steps	Priority Indicators
Talent			
<p>Example:</p> <p>Due to a recent shift in administration or leadership, the instructional staff does not have a common vision of what effective instructional practice looks like.</p>	<p>Example:</p> <p>SBAC ELA SPI 38.6</p> <p>iReady 24.6% of student achieving grade level goal</p>	<p>Example:</p> <p>The staff, with the guidance of leadership, will develop a vision of effective instruction and develop a “look fors” tool with observable instructional practices to be used for instructional rounds.</p>	<p>Example:</p> <p>Instructional Practice</p>
Academics			
<p>Example:</p> <ul style="list-style-type: none"> Literacy program is not closely aligned to CCSS Teachers do not have targeted professional learning centered around new curriculum to unpack standards and assessments aligned to CCSS. 	<p>Example:</p> <ul style="list-style-type: none"> SBAC ELA SPI 38.6 iReady 24.6% of student achieving grade level goal 	<p>Example:</p> <p>Schedule weekly team time via grade level and vertical teaming with leadership support to engage staff in unpacking standards and developing instructional materials and assessments aligned to standards.</p>	<p>Example:</p> <p>Curriculum and instruction aligned to CCSS</p>
Climate and Culture			
<p>Example:</p> <ul style="list-style-type: none"> Most opportunities for family engagement provide little opportunity for two-way communication or partnership from family and community stakeholders. 	<p>Example:</p> <ul style="list-style-type: none"> 54% of parents indicated there are few opportunities to engage with the school 28% of teacher agree or strongly agree that families are engaged in this school 28.6% of students were chronically absent in 2018-19 	<p>Example:</p> <p>Invite families to be partners in student learning and to the decision-making table. This can be done through participation on school-wide committees, making conversations two-way, connecting through Power-School or other social media platforms.</p>	<p>Example:</p> <p>Family and Community engagement</p>
Operations			
<p>Example:</p> <ul style="list-style-type: none"> Teachers have little guidance and no professional learning on the use of class structure to support learning. Teachers do not have team time dedicated to collaborate and unpack grade-level standards 	<p>Example:</p> <ul style="list-style-type: none"> Instructional Rounds indicate the last 10 minutes of each period are not used for intentional instruction in 85% of classes observed Math SPI in 2018-19 was 32.7 	<p>Example:</p> <p>Provide professional learning and collaborative planning time focused on classroom structures, use of class time, and effective instructional tasks.</p>	<p>Example:</p> <p>Routines and Transitions</p>

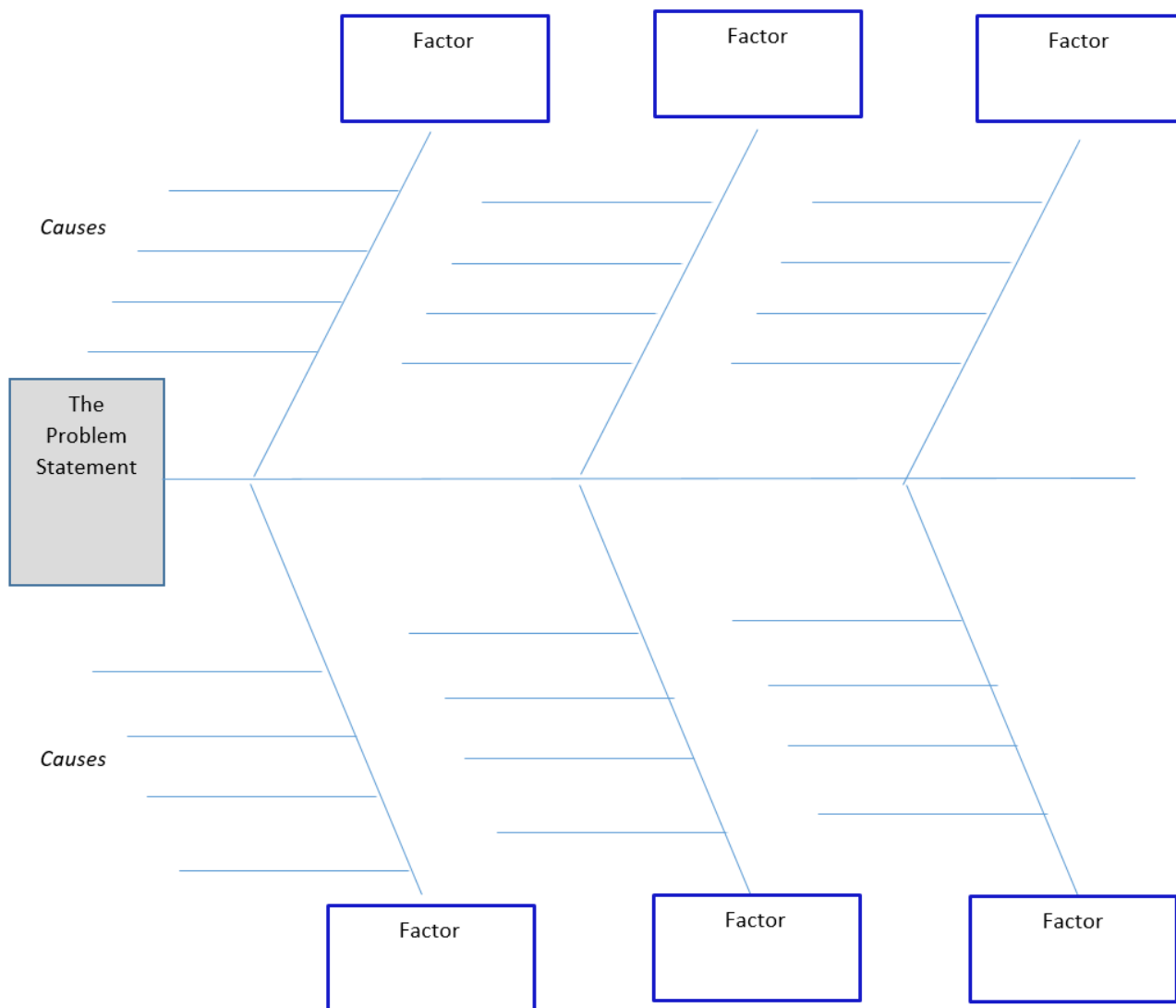
How can we ensure that the work we will do will positively impact student learning and outcomes?

Aligning our strategic plans and interventions to the needs of our students and community

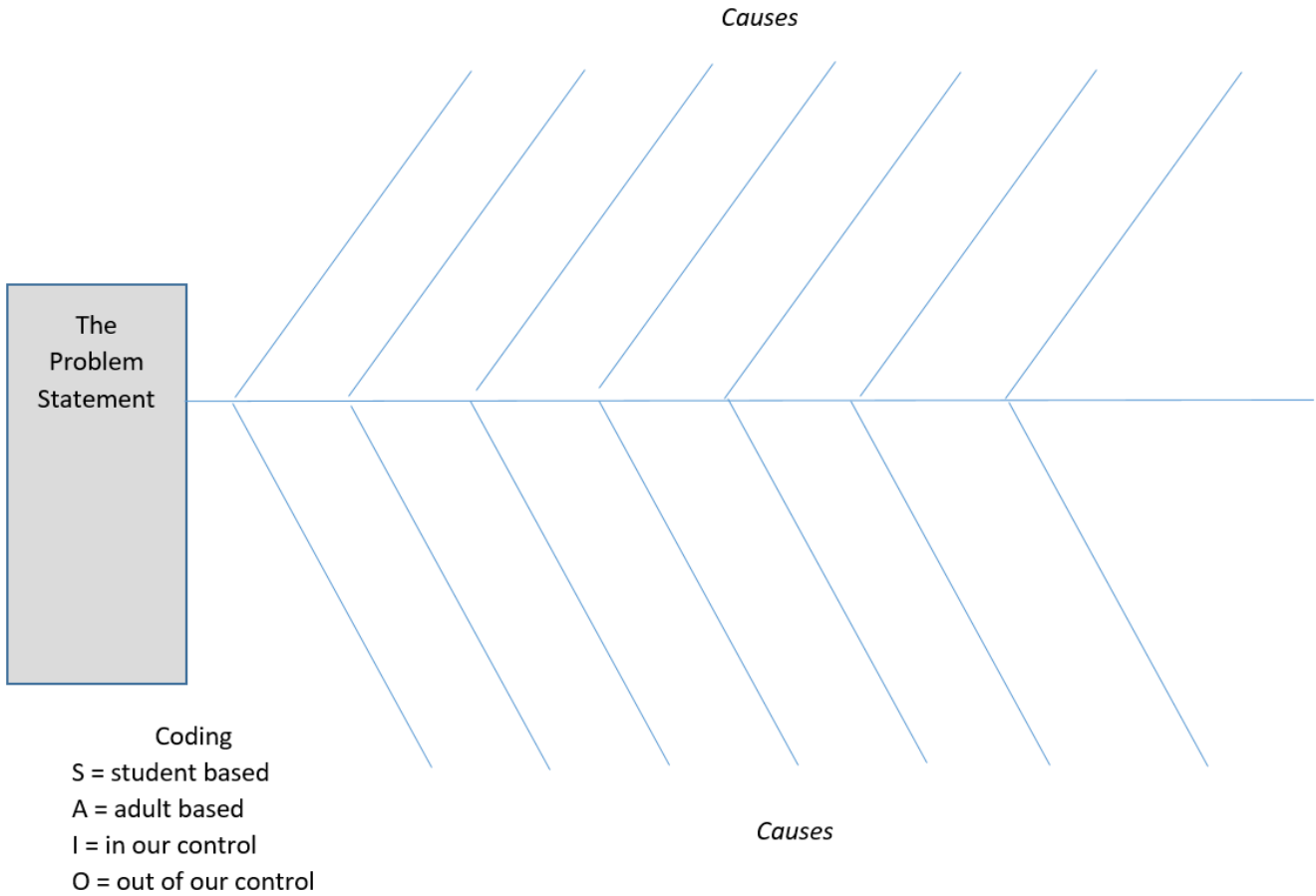
Call To Action

We began this process asking the question, “How can we ensure that the work we will do will positively impact student learning and outcomes?” This toolkit offers a process to create a road map that is ready to inform a continuous improvement plan, including selecting strategies, action planning, monitoring for outcomes and fidelity, evaluating, and reflecting to determine next steps. Aligned to the needs assessment and root cause analysis, ***Brainstorming Next Steps to Address Root Causes*** will lead to actions that are purposeful and designed to meet the needs of the organization in order to positively impact student learning and outcomes. By accurately identifying a root cause, resources and actions will address the true needs of students, the school, and the community. Once the continuous improvement plan is developed, implementation with fidelity, monitoring progress and outcomes, and reflecting on the work will be critical to ensuring success.

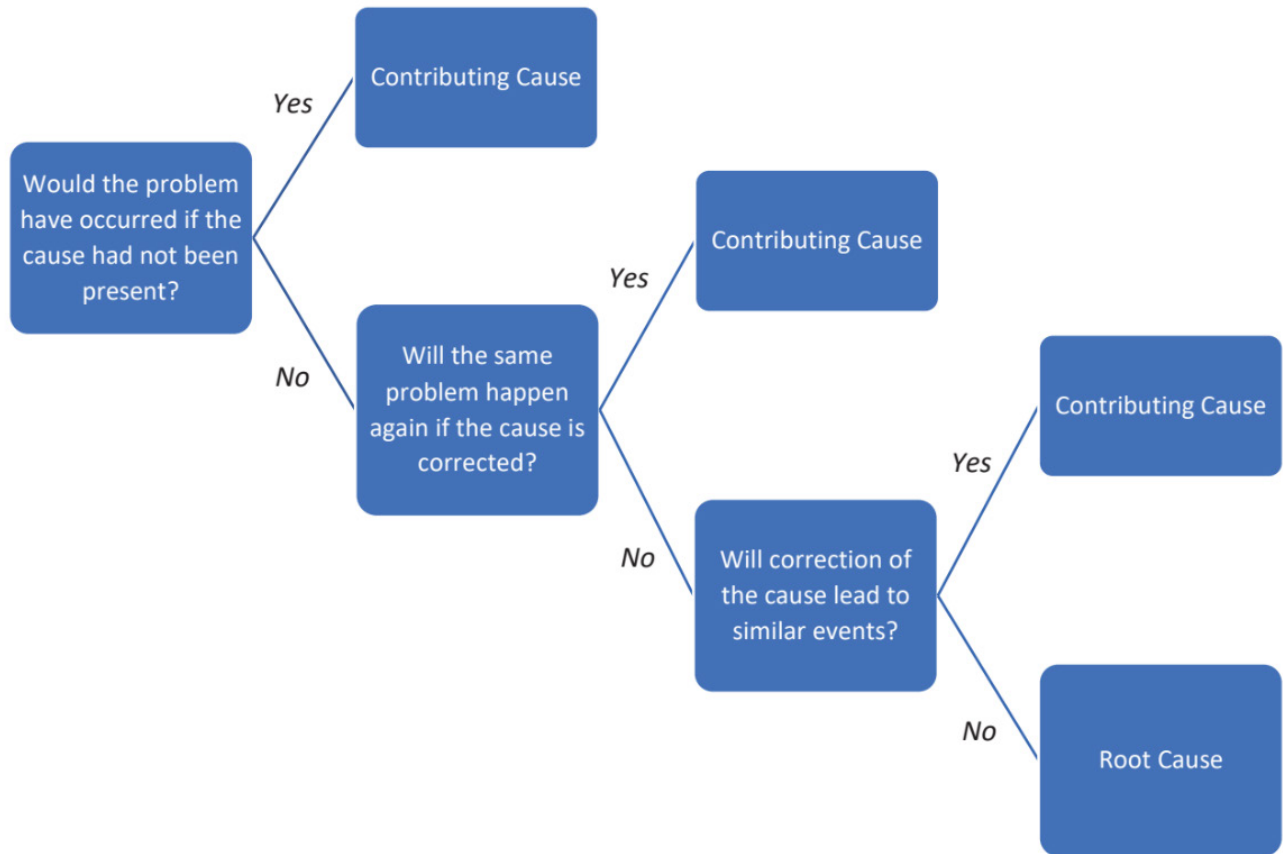
Fishbone Diagram



Fishbone 2 Diagram



Verifying Root Cause



Driver Diagram

Goal	Primary Drivers (Root Causes)	Secondary Drivers (The Where)	Action Steps (The How)
What do you want to accomplish, for whom and by when?			

Goal = What you want to accomplish or the priority concern

Primary Drivers = What you need to focus upon based on the root cause analysis

Secondary Drivers = Where in your system (structures/processes) should the focus of energy be to effect the Primary Drivers

Action Steps = The actions that will directly impact the goal aligned to the root cause