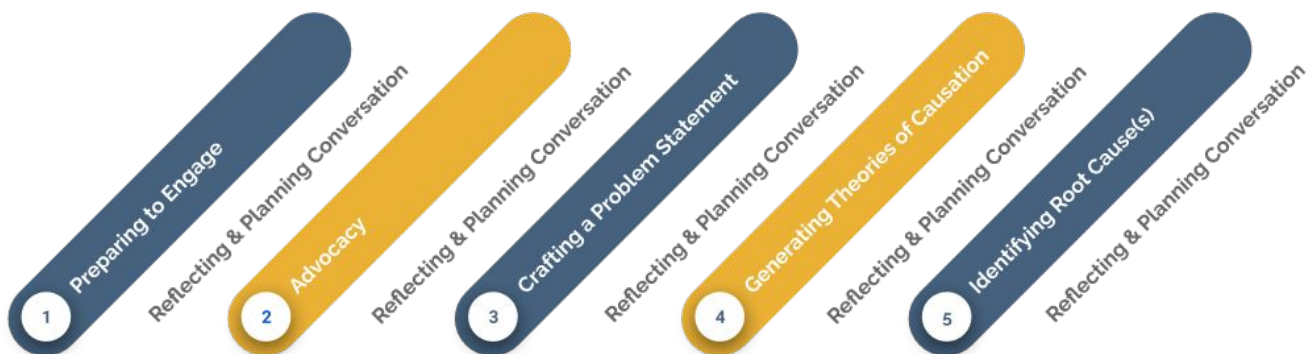


# Module 5:

## Identifying Root Causes



Participants will be able to describe the purpose of **"collaborative"** and **"on demand"** portions of each module. Participants will also learn how to use the **Norms of Collaboration**.

Participants will be able to describe the **Collaborative Cycle** and how it relates to the Root Cause Analysis process. Participants will also **identify communities** represented in their student population for **advocacy**.

Participants will **analyze data** from the system. Based on that data the team will be able to **craft a problem statement** worth pursuing.

Participants will **generate multiple theories** for why the problem is persisting. Participants will then **test their theories** with **additional data**.

Participants will search for **underlying factors** for their theories of causation. These deeper factors will then connect to **evidence-based action planning**.

*Sessions include an on-demand task, team collaboration (with or without KLN facilitation) and a reflecting and planning conversation with the building leader and a KLN coach.*



## **Video Links:**

<https://www.ksdetasn.org/resources/3017>

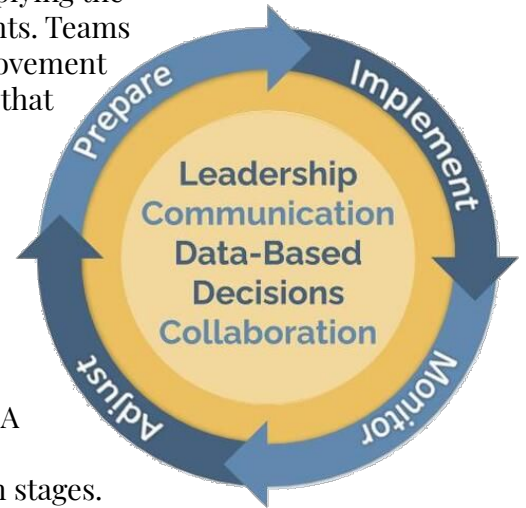
# Implement

## Why:

Implementation is a process (not an event). The result of intentionally applying the process is an increased likelihood that efforts will be successful for students. Teams can become quickly frustrated when the efforts they put into school improvement do not yield the intended results. A well aligned evidence-based practice, that is not producing results, can typically be traced back to a root cause of implementation efforts.

## What:

Research suggests it can take from two to four years to fully and successfully operationalize an evidence-based program, practice, or effective innovation. Once a team has chosen an evidence-based practice, it should move through the implementation stages until fully sustainable. A team may have more than one evidence-based practice moving through implementation at a time. Each practice goes through the implementation stages.



## How:

### Implementation Stages

- **Exploration**- Once a potential root cause has been identified, the team uses research to select an evidence-based practice. The leadership team utilizes Wise Ways in KansaStar to select and assess an indicator of effective practice that best aligns with the identified root cause.
- **Installation**-During this stage, leadership teams will create an actionable plan addressing how the indicator will look when fully implemented and sustained (desired state). They will also identify resources (e.g. staffing, materials, funds, energy, strategies, policies, professional learning, coaching) needed to implement the plan, and how they will monitor and make adjustments including using a self-correcting feedback loop.
- **Initial Implementation**- This stage is about growth and development of the practitioner(s) as they practice and try out new skills and innovations. During implementation, the team carries out the actions and continues to monitor and adjust, using data and a self-correcting feedback loop, until the evidence-based practice is at the level described in full implementation. The team continues to add action and mark “completed actions” until they believe the indicator has reached full implementation.
- **Full Implementation**- Full implementation is achieved when the new practice or approach has stabilized and the team is seeing consistent use of the new practice resulting in improved student outcomes. During this stage, the team determines if the evidence-based practice has reached full implementation. Once they have made that determination the team marks the objective as met, reflects on the experience, plans for sustaining their efforts, and provides evidence of full implementation.

*The Kansas State Department of Education (KSDE) provides the KansaStar online school improvement process to Kansas Schools at no cost. KansaStar is a web-based platform that guides the Leadership Team (district, school, or both) in documenting/tracking its improvement and managing the continuous cycle of assessing, planning, implementing, and progress of evidence based practices. KansaStar houses the Title I Schoolwide Supplemental form, and can be used for your schoolwide improvement plan for Kansas Education Systems Accreditation (KESA). Schools working with the Kansas Learning Network use this tool to navigate the implementation process.*

After identifying a root cause or causes in module 5, the team is ready to move into the phase of Implementation. The following brief provides an overview of where the team is headed.

As you read, consider the following:

- Collaboration is the foundation to root cause analysis work. What strengths did the team demonstrate, and how might they be applied to future implementation work?
- When in implementation, what is most important for the team to pay attention to about itself?
- If the team holds true to the stages of implementation, what long term effects might that have for your school?