NORTH DAKOTA DEPARTMENT OF PUBLIC INSTRUCTION

Structuring for Growth

First, Seek to Understand

- Engage with the willing at each level of the K–12 system (SEA, REA, LEA) to develop networked learning communities.
- Examine local achievement data to identify an "opportunity space" within early-adopter schools.
- Create cross-department teams to engage in root cause analysis within early-adopter schools.

Build a Common Roadmap

- Engage cross-department teams around a common approach to continuous improvement.
- Develop measurable and ambitious goals.
- Develop a working theory of improvement that provides for adaptations to context and coordination across school, district, region, and state.

Learn Through Doing

- Engage in collectively developing practical measurement plans to study evidence-based practices and their usability in a local context.
- Engage in deepening teacher, coach, and leader capacities to embed evidence-based practices using rapid inquiry cycles.

Approach the Work With Humility

Through ongoing data collection:

- Identify each process failure in order to learn and improve locally and statewide.
- Establish a commitment to document and share what has been tried, what was learned, and what might be tried next to create and refine "proof of concept" to scale reliably.