

Missouri Implementation Zones District Continuous Improvement 2020-2021

2020 SPDG Meeting

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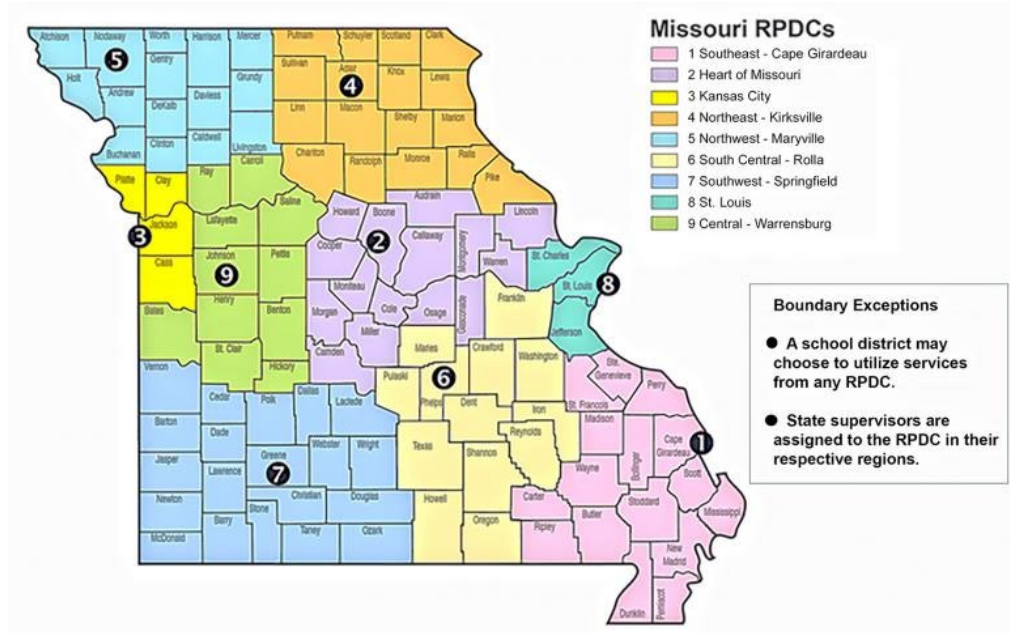


Missouri River

Session Flow

1. Background/context
2. Dilemmas
3. Piloting a solution (Implementation Zones)
4. Reflections thus far

Background, context, & dilemmas

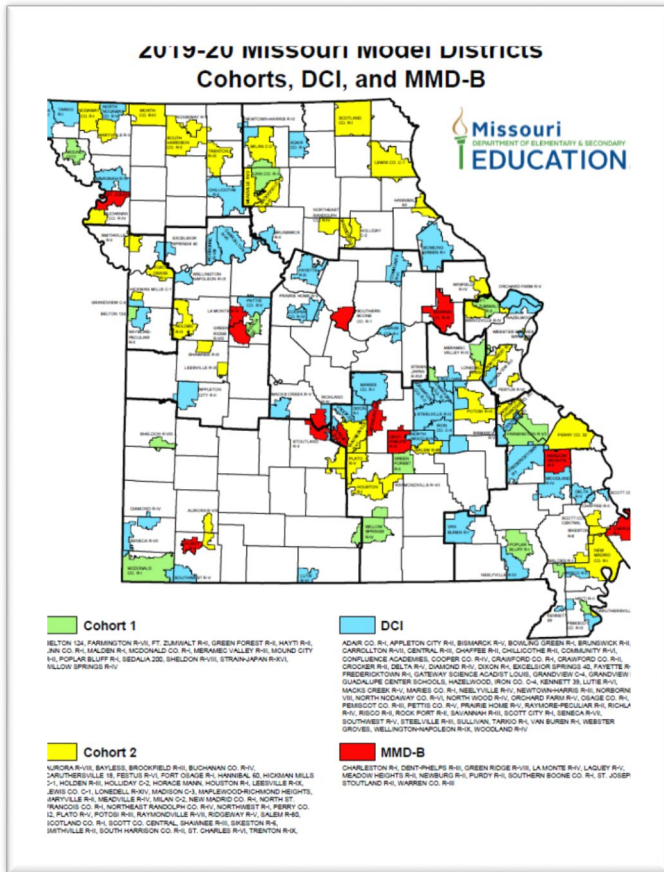


Statewide system of professional development support

- 9 regional PD centers and combined, approximately 60 PD providers
- Historically had functioned autonomously and independently.

Dilemmas: How do we:

1. Create a coordinated statewide PD system of support
2. Provide collaborative, real-time and applied opportunities for shared learning among PD providers



Background, context, & dilemmas

Scaling-up

- Increase in the number of participating districts
- Districts representing a range of sizes and geographical locations

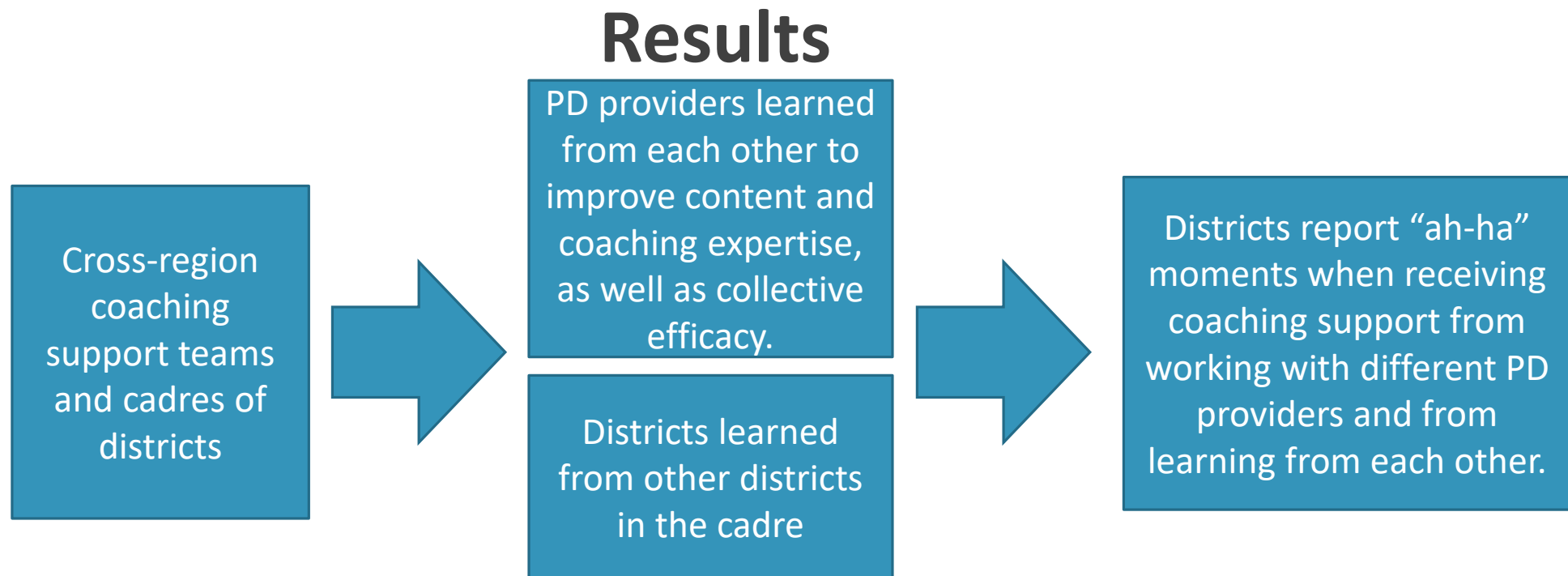
Dilemmas: How do we...?

1. Provide collaborative and applied opportunities for shared learning within and between districts
2. Created a coordinated system for matching district PD needs with PD provider(s) expertise
3. Distribute and balance PD provider FTE and expertise with district PD needs.

	2017-18	2018-19	2019-20	2020-21
Districts	21	69	147	132
Buildings	170	346	608	545

Reflections from 2017-2020: What was working and why?

Implemented cross-region teams of PD providers (coaching support teams) who worked with a cadre of district (generally organized by district size (enrollment) and location).





Reflections from 2017-2020: Dilemmas

The PD system has a (mostly) fixed FTE.

Our system of constructing district cadres/coaching support teams was not scalable

- Did not have a system for accommodating shifts in district participation and PD provider FTE.
- Lacked transparency necessary for full buy-in
- Data-identified district needs was a *secondary* consideration

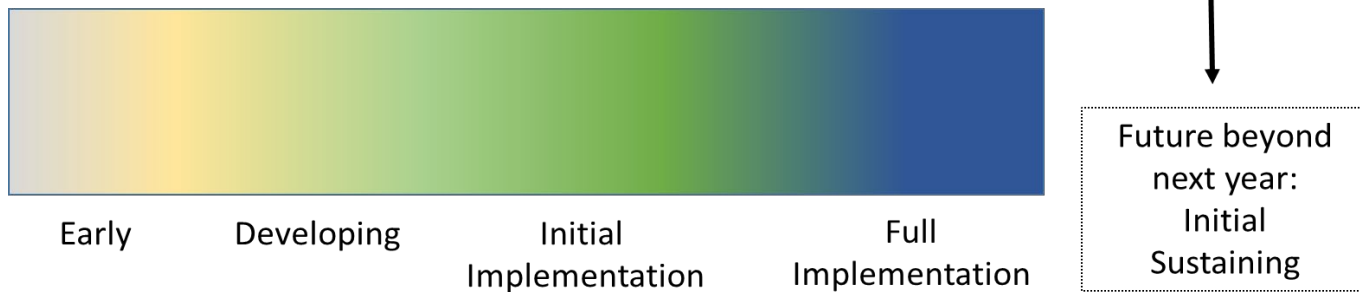


Implementation Zones



PILOTING A SOLUTION

The implementation zones approach accommodates...



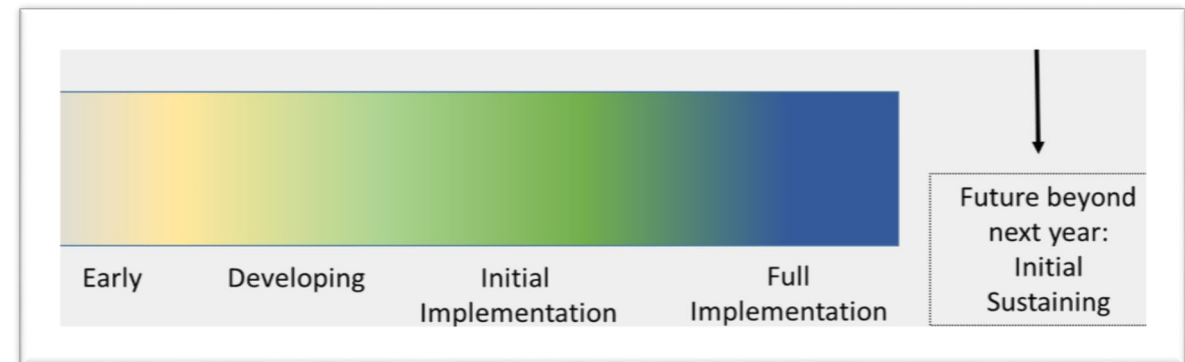
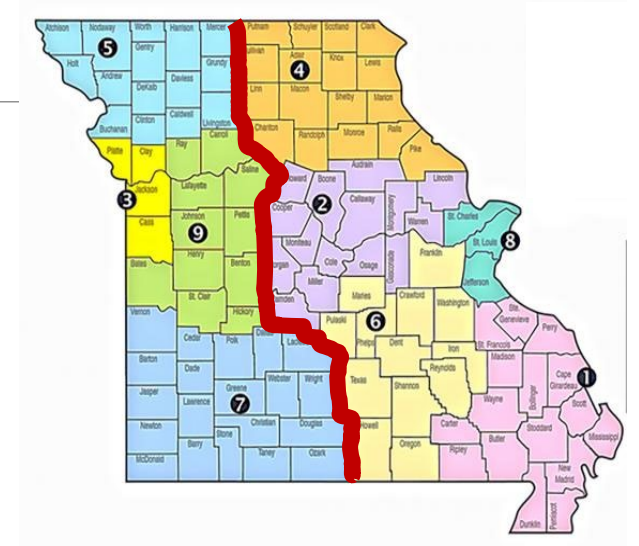
- Implementation that is messy, non-linear, and influenced by many factors.
- Differentiation of district context, needs, successes, and challenges.
- Bumps in the journey of improving instruction and school systems
- The reality that a district-wide initiative is a juggle of many parts.

Anatomy of implementation zones

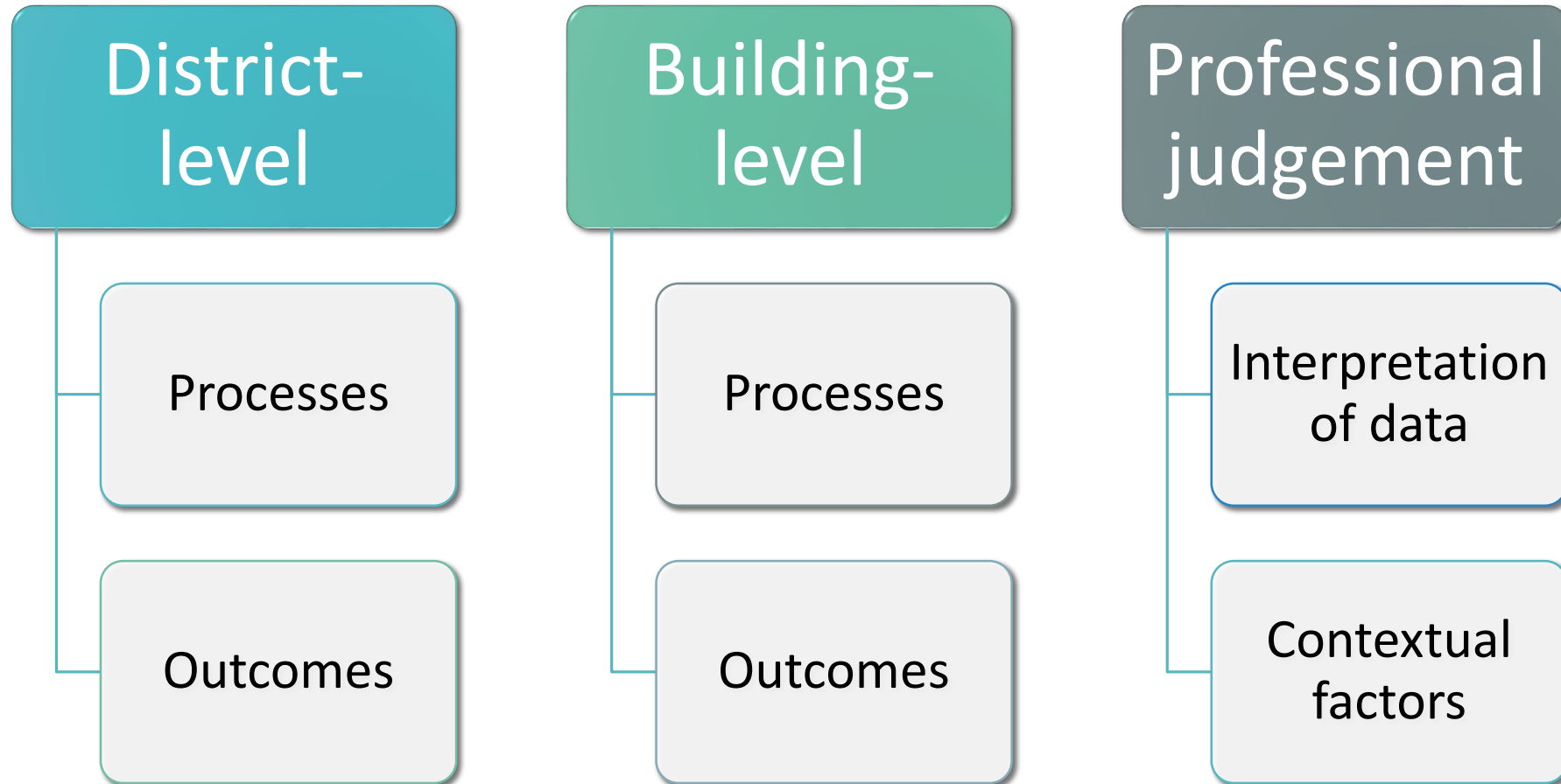
East/west sides of Missouri

Use of spring 2020 data to plot districts in zones

Create new role of Implementation Specialist to work with new districts to onboard and determine best zone placement



District implementation zone determination data



Coaching support team implementation zone determination

1. PD provider reported expertise, comfort, and preference
2. Supervisor (PD center director) reported expertise and fit for each PD provider
3. Location of PD provider's home center
4. PD provider FTE

Anticipated benefits of the implementation zones approach

1. Transparency as to cadre placement
2. Ease of placement for new districts
3. Clarity to the implementation processes toward sustainability (providing districts an increased understanding of the journey)
4. Focus (CST members specialize in implementation zones, narrowing the vast types of support they currently provide)

Anticipated benefits of the implementation zones approach

5. The opportunity for CST members and Facilitators to build expertise
6. More efficient use of time for CSTs and Facilitators – working with districts that have similar strengths and weaknesses
7. Improve the continuity of support

2020 Implementation Zones

Zone	Number of districts	
	West	East
Early	11	25
Developing	25	41
Initial implementation	8	21
Full implementation	2	6
New (implementation specialist)	9	11

Reflections from the initial implementation zone

“The focus on systems work and alignment makes so much sense. This work and support is filling my bucket.”---Dr. Shannon Holifield, Assistant Superintendent, Sikeston R-6

“The Initial Implementation Zone (District Dashboard) is easy to access all materials and puts the DCI links and resources all in one place. Love seeing all 19 Districts listed so if we want to reach out to another District who is doing similar work, we can do so at any time.” Bismarck DLT Team on 10.07.2020

“The zone placement makes more sense to move our entire District forward.”---Cindy Carey, Assistant Superintendent, Sullivan School District

General reflections

A major reset of a system, like implementation zones, can cause stress.

1. PD providers feel loss of not working with familiar districts; although report enjoying getting to know new districts.
2. Other state partners who are accustomed to influencing decisions on a case by case basis are having to catch-up in understanding how the new system works.

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Updated Materials

NOW AVAILABLE FOR DOWNLOAD!

Check out updated editions and new DCI materials. Versions for 2020 include Blueprint – Fourth Edition, Step-By-Step – Third Edition, Administrator’s Guide to Coaching – Second Edition, and Implementation Zones Guide – First Edition.



[Click Here](#)

Questions?

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