



Design Thinking: Unpacking Key Transformation Concepts

Logic Models

September 26, 2023

D97 Committee of the Whole Meeting

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Dr. Anna Colaner, Sr. Director of Data Analytics and Research

**What are you
trying to
achieve?**

**How will you
achieve it?**

SIPs: Where have we been?

Pre-2017

**SIP Work Localized,
Not Systematized**

Schools set their own improvement goals, but SIPs were not central to district & school management.

2017-2021

**Performance Fact
Partnership**

Utilized a consultant to kickstart SIP work & build tools. Platform for SIP work & project management (Eye on the Goal).

2021-2022

**D97 Homegrown
Approach**

New template created in Google Slides to improve collaboration & communication around SIP. Used elements of work with Performance Fact, along with learning around targeted universalism; Instituted trimester check-ins with principals.

2022-2023

**Iterated D97
Homegrown Approach**

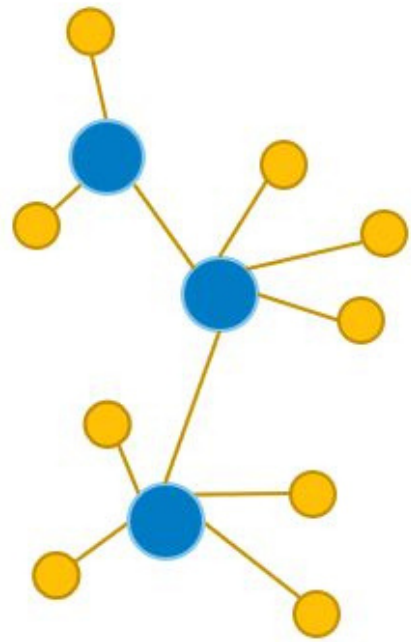
Layered in district goals & recommended school-based goals. Connected theory of change to implementation metrics. Stronger ties to UDL framework.

2023-2024

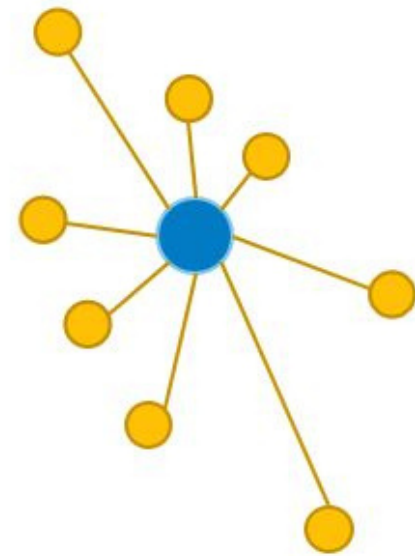
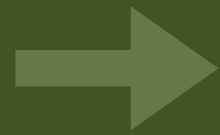
**Logic Model as Tool for
Student-Centered
Design**

Implemented logic models as primary tool for planning and communication. Explicit districtwide Theory of Change and direction to design for the focal student cohort. “Fixed” outcomes, “flexible” process (varies by grade- and subject-area teams)

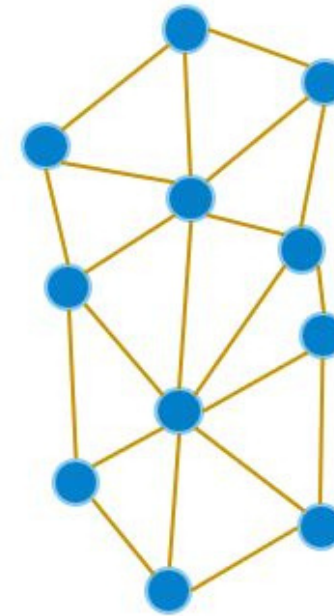
Moving toward distributed leadership



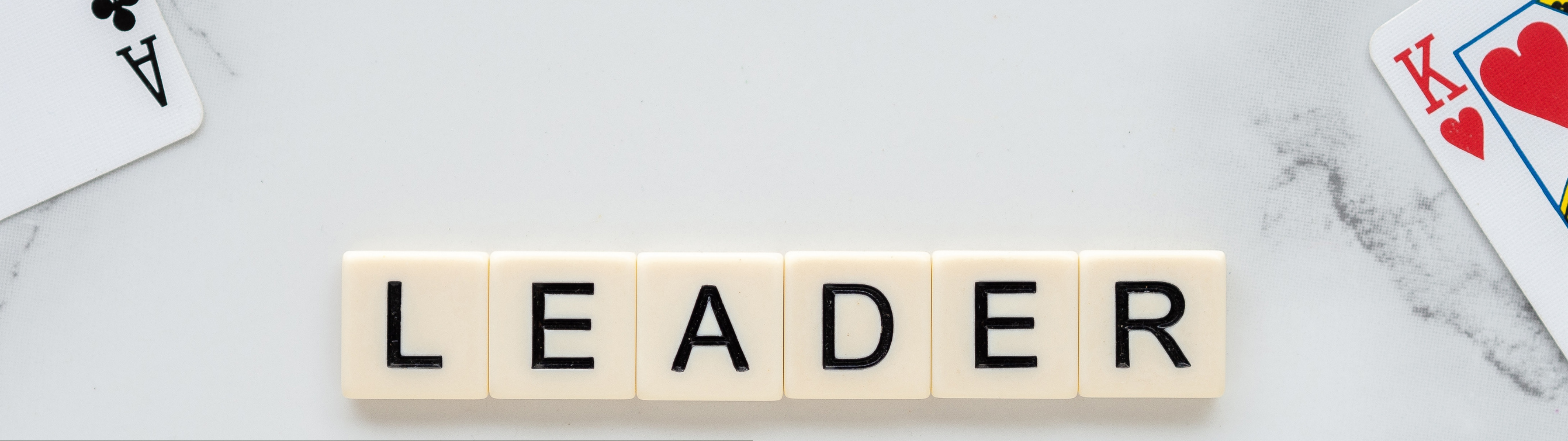
Decentralized



Centralized



Distributed



LEADER

“Top leaders are flipping the hierarchy upside down...Their job isn’t to be the smartest people in the room who have all the answers but rather to **architect the gameboard** where as many people as possible have permission to contribute the best of their expertise, their knowledge, their skills, and their ideas.”

-Kate Isaacs, MIT Sloan School of Management
Lecturer

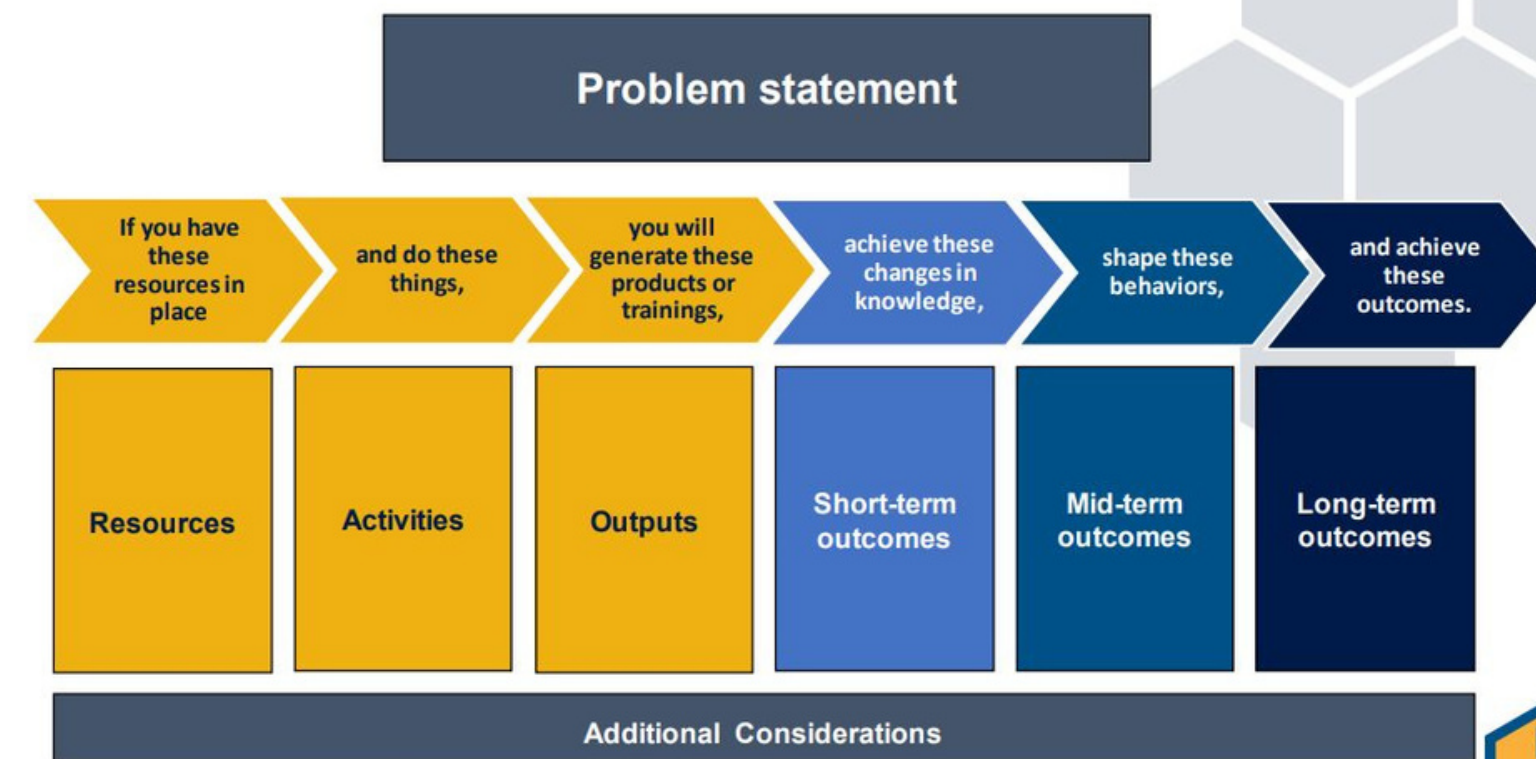
Source: <https://mitsloan.mit.edu/ideas-made-to-matter/why-distributed-leadership-future-management>

What is a logic model?

A graphical representation of the relationships between the parts of a program and its expected outcomes

A framework for program planning, implementation, and evaluation.

Components of a Logic Model^{1,2}



REL Central at Marzano Research
COLORADO KANSAS MISSOURI NEBRASKA NORTH DAKOTA SOUTH DAKOTA WYOMING

Additional Resources

• *Definitions of Logic Model Components*



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97 school
improvement
logic models...

use achievement of academic
competency and whole child
development to set the bar for student
success.

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value the collective efficacy of
practitioners in **closest proximity to
student experience**

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prioritizes changing adult practices to
support students in our **focal student
cohort** so that all students benefit.

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are fluid not static and are **expected to evolve** as staff members reflect on and hone their practice.

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recognize **out-of-school time**
opportunities as potential future spaces
for schools to collaborate with families for
competency-based student learning.

The power of logic models

[The reverse logic] approach begins with the end in mind... and asks a series of **“But how?”** questions...

At first, you may not agree with the answers that certain stakeholders give for these questions... But therein lies the power of logic models.

Thank you!

