

District Initiative Update: Continuous Improvement Teams (CITs)


Committee of the Whole - September 2023



MN Commitments to Equity



Ten Minnesota Commitments to Equity

- 
1. Prioritize equity.
 2. Start from within.
 3. Measure what matters.
 4. Go local.
 5. Follow the money.
 6. Start early.
 7. Monitor implementation of standards.
 8. Value people.
 9. Improve conditions for learning.
 10. Give students options.



Presentation Overview

Overview of the CIT Initiative

A Brief History and Status Update

Meet the Principals

Questions?

Resources



Overview of the Continuous Improvement Teams Initiative



CITs and the Continuous Improvement Process

Implementing a solid CIT framework in our schools was identified as a key strategy to help improve student achievement. The CIT initiative is one of the district's Action Cards.

The CIT initiative uses a continuous improvement process based on processes promoted by the Minnesota Department of Education.

It was adapted for the Duluth Public Schools working in partnership with the Regional Centers of Excellence.

Overview of the CIT Initiative: The What, Why, Who



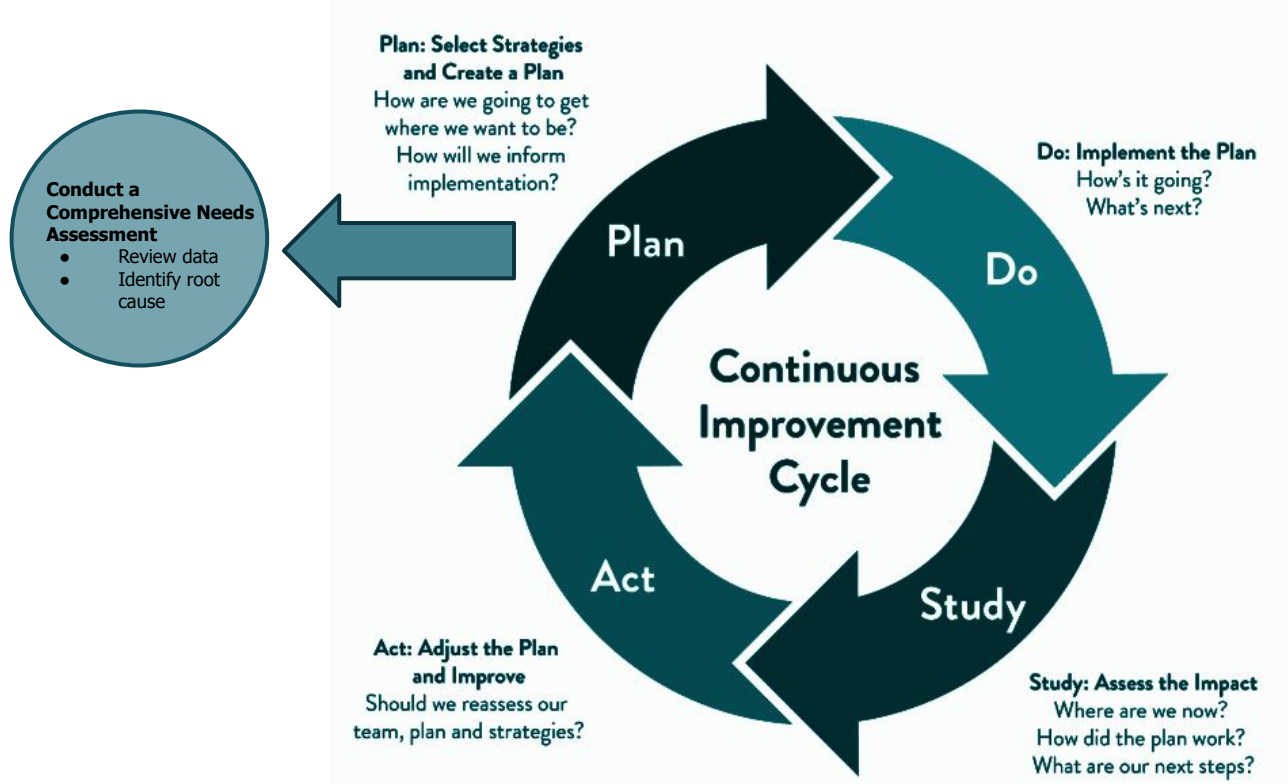
Continuous Improvement Process

- Encourages coherence and connections
- Shifts mindsets - growth is key
- Focuses on the “how” to do the work

Continuous Improvement Team (CIT)

- Provides leadership to guide each school’s continuous improvement work
- Represents a variety of perspectives

Overview of the CIT Initiative: The How



School Improvement Plan: The Tool

What is a SIP?

- A written plan to achieve the vision of the school
- It answers “How are we going to get to where we want to be?”
- Its primary purpose is to identify and implement the research-based strategies, practices, or programs that will address the root cause – strategies that the system can implement with the greatest likelihood of success

The Continuous Improvement Process: A Brief History and Status Update



CITs: Where We've Been

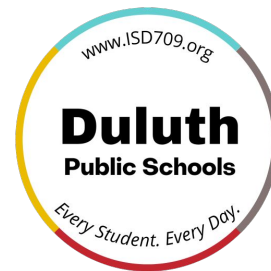
CITs are not new!

- Continuous Improvement Teams (CITs) were implemented in the Fall of 2016
- Teams received training and support through December 2018
- In January of 2018, the District experienced deep mid-year budget cuts and funding for initiative was rescinded
- From 2018-2021, schools continued with CITs as best they could without district guidance or support. This resulted in inconsistencies in practice across the district.

CITs: Where We've Been

In 2021-22, the district recommitted to CITs and prepared for a re-launch of the initiative

- Updated processes and procedures to align with Regional Center of Excellence (RCE) and MN Dept of Ed (MDE) expectations and timelines
- Developed tools and resources to support the initiative (ex: [Handbook](#))
- Assessed status of leadership teams using pre/post rubric
- Identified teams' needs based on the results of Leadership Rubric
- Proposed a roadmap for implementation



CITs: Where We've Been

In 2022-2023, the district re-launched CITs across the district

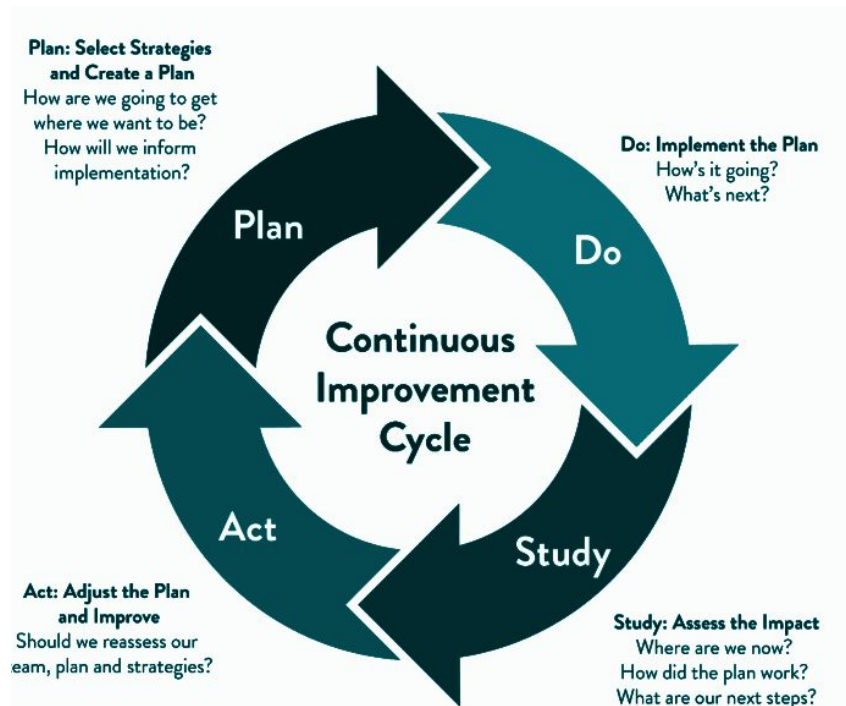
- Provided training and support using updated processes
- Monitored the use of updated processes
- Gathered feedback on training, processes, and support
- Made improvements based on feedback



Where Are We Now?

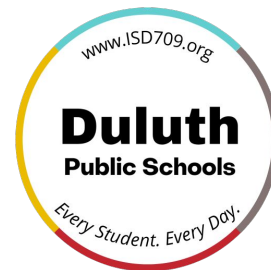
By the end of 2022-2023 (year 1), all schools:

- Formed a team to guide the work (CIT)
- Developed a schedule for the CIT to meet regularly
- Completed an initial Comprehensive Needs Assessment (CNA) and identified a Root Cause
- Set student outcome goals based on the data reviewed in their CNAs
- Identified a strategy or strategies to address the identified root cause
- Developed an action plan for implementing the strategies they selected



Where Are We Now?

Schools across the district vary in where they are in the process of implementing, monitoring, and evaluating the strategies that are included in their School Improvement Plans.



Where Are We Going?

Continue to support teams through initial implementation of the initiative, move towards full implementation or “standard practice”

- Continue to provide training and support using updated processes
- Continue to monitor the use of updated processes
- Continue to gather feedback on training, processes, and support
- Incorporate new resources from MDE into our practices
- Make improvements to the processes based on feedback



Meet the Principals



Meet the Principals

Introduce yourself (name and school)

1-2 things you are particularly proud of this related to your school's continuous improvement work

Optional: Something you want the SB to know about you, your CIT, or your school

1-2 minutes per principal - MAX



Questions?

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Additional Information

For additional information on what each school is doing to improve student achievement, you may access their most recent school improvement plan on their school's website under "About Us" (after October 15).

[District SIPs At-A-Glance](#)

[School Improvement Goals and Progress Report](#)

