



## DEVELOP A SUSTAINABLE IMPROVEMENT PLAN THAT MEETS EXPECTATIONS

### Plan Development Support

Gain highly structured, expert-facilitated support for your team in developing a thoughtful and strategic improvement plan that adheres to the Massachusetts Department of Elementary and Secondary Education (MA DESE) Sustainable Improvement Plan Template and provides a concrete foundation for goals achievement.

#### The Plan Development Process

##### ASSESS

- Identify Stakeholders
- Analyze and Explore Current State
- Articulate Desired State:  
*Define a vision, goals, benchmarks, indicators, and/or expectations*
- Assess Assets and Challenges
- Prioritize Goals

##### PLAN

- Perform Root Cause Analysis
- Identify Strategic Objectives:  
*Define a set of strategic initiatives aligned to each goal*
- Develop SMART goals
- Determine Progress Monitoring:  
*Set milestones to assess progress toward achieving success measure*
- Identify Strategies:  
*Articulate clear, direct connection between strategies and major goals*
- Document Improvement Plan

1

**Assess Current State.** SchoolWorks helps your team gather key insights about the organization's current state to inform the planning process. A formal review report may be utilized, if applicable. In the absence of a formal review report, insights may be gathered via a combination of document/data review, interviews and focus groups. Data gathered during this phase will form the foundation of the planning process.

2

**Engage in Facilitated Plan Development.** A SchoolWorks facilitator will lead the school planning team through the process of creating a custom data-informed Sustainable Improvement Plan via the steps described at left. The process will be executed via a full-day on-site workshop (or series of smaller workshops), for up to 15 stakeholders.

3

**Create a Finalized Plan.** Following the Workshop, the SchoolWorks team will develop and refine the Sustainable Improvement Plan to meet MA DESE expectations. After the initial input session, this process will be conducted remotely via a series of virtual meetings with key stakeholders and collaboratively shared draft documents.

*SchoolWorks is an approved Priority Partner, serving the Massachusetts Department of Elementary and Secondary Education and its schools and districts for more than 20 years.*

The resulting Sustainable Improvement Plan will provide a concrete foundation for goals achievement, specifying evidence-based strategies the school will use to improve performance and setting clear and specific implementation benchmarks to enable monitoring.