Montgomery County Schools

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TO: Board of Education

FROM: Dale Ellis

DATE: October 3, 2011

SUBJ: INFORMATION ITEM (SAT PDSA)

Due to recently announce performance on SAT, the district will be taking the process through a PDSA cycle. Attached is a rationale for using the PDSA process and the actual PDSA template on improving the SAT performance.

I will be available to answer any questions you may have.

What is Continuous Improvement?

- It is a mindset, a process to get better at what we do on a daily basis.
- All teachers use it every day. It permeates our thinking but not always our actions.
- The key is to get it from the inner mind to the outer consciousness.
- That which is written and shared is more likely to be accomplished.
- What does it look like?

What we call continuous improvement is really the "scientific method."

It has been around for a long time.

There are many ways to illustrate it, but the best way in my opinion is the Plan, Do, Study, Act (PDSA) cycle.

PLAN – Identify the issue. What needs to be improved? What does the data tell us? Do we need additional data to clarify the issue? What approach will we need to use to get the desired outcome? What resources will we need to accomplish the SMART goal? What is the SMART goal?

DO – What specific strategies will we use to accomplish the SMART goal? Who is responsible for each action step? What is the timeline for implementation and review? (Deployment plans)

STUDY – What does the new round of data show? Did the strategies work?

ACT – If the strategies worked, continue on the current path. If not, what can we do differently to impact the results? Repeat cycle until desired results are achieved.

The School Improvement Plans approved by the Board in September were PDSA's that will be reviewed quarterly.

The same process can be used for district (and classroom) gaps.

Page Street is piloting the classroom PDSA this year.

Montgomery County Schools

District Plan, Do, Study, Act (PDSA) Template

A Continuous Improvement Tool

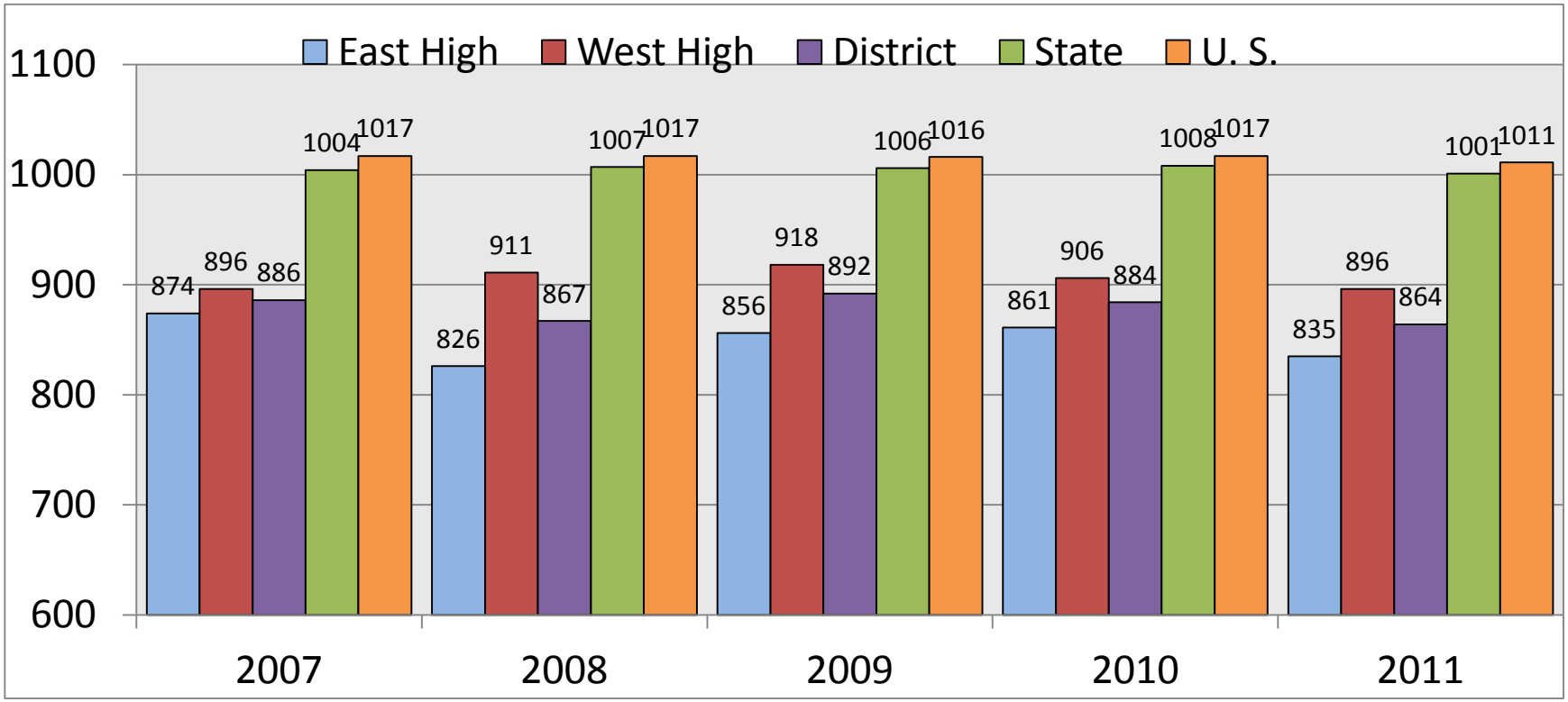
Department/School Name: Learning Division	School Year: 2011-2012	Quarter: 1	Date: September 27, 2011

Target SMART Goal/Measure: (What needs to be improved and what specific outcomes need to occur? What is the condition and data that supports the need for improvement? Who are the direct customers of the improvement and how will it benefit them?)

MCS will increase performance on SAT (ACT-Spring 2012) by 10% during school years 2011-12, 2011-12, 2012-13.

Insert (or attach) data table to support the selection of the Target SMART Goal outlined above

Data from the last 4 years indicate that:



		Quarter 1	Quarter 2	Quarter 3	Quarter 4	Summer
Study	Data analysis: (SWOT) analysis	Quarter 1 1. What does the data tell us? • 20 point drop in math/reading composite in 2011. • 28 point drop in 2 years • % taking SAT has also dropped. 2. Not tell us? • Why such a sharp decrease. 3. Celebration(s)? • Performance relatively stable – scores virtually the same as 2008 4. OFIs? • Did not sustain or improve increases of 2009. • Need to better prepare students for the test due to its importance to their college choice.	Quarter 2 1. What does the data tell us? 2. Not tell us? 3. Celebration(s)? 4. OFIs?	Quarter 3 1. What does the data tell us? 2. Not tell us? 3. Celebration(s)? 4. OFIs?	Quarter 4 1. What does the data tell us? 2. Not tell us? 3. Celebration(s)? 4. OFIs?	Summer 1. What does the data tell us? 2. Not tell us? 3. Celebration(s)? 4. OFIs?

Plan	Identify Key Strategy	Quarter 1 5. Next step? • After School preparation program • Class with MCC • Revise College preparation process to generate more interest in college as a post-secondary choice. • Reading/Writing across the curriculum. • Study feasibility of summer study skills – math/reading/ writing workshop. • English I word of the day to develop vocabulary	Quarter 2 5. Next step? (revise to address Identified OFIs)	Quarter 3 5. Next step? (revise to address Identified OFIs)	Quarter 4 5. Next step? (revise to address Identified OFIs)	Summer 5. Next step? (revise to address Identified OFIs)
Plan	Person(s) Responsible for ensuring the strategy is deployed	Supt. – Asst. Supt. – HS Principals and IF's				
Plan	Resources Available (include $ encumbered and name of budget)	Quarter 1 $2,000 need for outside trainer (Local)	Quarter 2	Quarter 3	Quarter 4	Summer

Plan	Resources Needed	• Outside trainer to work with students on test strategies • 2 teachers from each HS to work w/ students after school (Voluntary)				
Plan	Professional Development (Indicate title, content and audience)	None				
Plan	Parent and Community (Stakeholder) Involvement	Parental pickup if necessary				
Do	Create the deployment plan	Use the Quarter 1 deployment plan template below	Use the Quarter 2 deployment plan template below	Use the Quarter 3 deployment plan template below	Use the Quarter 4 deployment plan template below	
Study	Evaluation: 1. What data will you use to determine if the strategy was deployed? 2. What data will you use to determine if the strategy was deployed with fidelity? 3. What data will you use to determine if the strategy impacted the overall goal or target goal?	Quarter 1 1. Participant logs 2. Staff Survey (informal by prin) 3. Overall SAT and ACT data in 2012.	Quarter 2	Quarter 3	Quarter 4	Summer
Study	State the results for the current quarter	Quarter 1 1. What does the data tell us? 2. Not tell us? 3. Celebration(s)?	Quarter 2 1. What does the data tell us? 2. Not tell us? 3. Celebration(s)?	Quarter 3 1. What does the data tell us? 2. Not tell us? 3. Celebration(s)?	Quarter 4 1. What does the data tell us? 2. Not tell us? 3. Celebration(s)?	Summer 1. What does the data tell us? 2. Not tell us? 3. Celebration(s)?

Act/Plan	If target met, adjust target goal. If not, continue to quarter to answer remaining questions.	Quarter 1	Quarter 2	Quarter 3	Quarter 4	Summer

Steps (Provide detailed steps)	Quarter 1 Deployment Plan	Person(s) Responsible	Measure(s)	Action Step Completion Date
#1	SAT PDSA team formed and meet	Sue Hatley	Agenda	September 2011
#2	Strategies discussed and plan formulated	Dale Ellis	Agenda/PDSA template	September 2011
#3	Teachers identified for after-school program	Kennedy/Cagle	Teacher list	September 2011
#4	Implement after-school program	Selected teachers	Program documents	November 2011
#5	Identify support structure for teachers	Kinch/Absher	Follow-up docs	November 2011
#6	PDSA team meet to review cycle	PDSA Team	Agenda	November 2011

Steps (Provide detailed steps)	Quarter 2 Deployment Plan	Person(s) Responsible	Measure(s)	Action Step Completion Date
#1				
#2				
#3				
#4				
#5				

Steps (Provide detailed steps)	Quarter 3 Deployment Plan	Person(s) Responsible	Measure(s)	Action Step Completion Date
#1				
#2				
#3				
#4				
#5				

Steps (Provide detailed steps)	Quarter 4 Deployment Plan	Person(s) Responsible	Measure(s)	Action Step Completion Date
#1				
#2				
#3				

#4				
#5				
#6				
#7				
#8				
#9				