

Improvement Teams: Small Steps, Meaningful Change

The Willamette Valley Regional Educator Network supports small groups of educators—called **Improvement Teams**—to explore and address challenges they care about.

Improvement Teams:

- Identify a shared focus for improvement
- Learn from data and lived experiences
- Test small, meaningful changes
- Reflect on what's working and adjust as needed

What do Improvement Teams look like?

Team Structure

Small groups of 2–8 educators (licensed, classified, and/or administrative) working toward a shared goal.

Approach

Teams begin with focused, manageable steps rather than large-scale initiatives. Over time, they learn from their efforts and build on what works.

Support

Each team partners with an Improvement Coach from the REN. Coaches guide teams through improvement cycles, collaboration, and inclusive stakeholder engagement. No one has to navigate this work alone.

Interested in starting an Improvement Team? We are currently connecting with teams interested in beginning this work. Reach out to one of our Improvement Coaches to learn more:

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Examples of Improvement Teams

- In a small rural district, staff noticed that many students were hesitant to report bullying. An Improvement Team gathered student input and began developing professional learning to help staff build trust, use affirming language, and respond effectively to harm.
- In a larger district, a departmental team focused on strengthening equity literacy and communication practices. Over time, the team expanded its work to include learning around identity, belonging, and consistent communication protocols.

Improvement Teams create space for educators to use their expertise, creativity, and collective problem-solving to improve something meaningful in their schools.

The WVREN is looking for Improvement Teams to address problems of practice related to **Culture and Climate** and/or **Relevant and Responsive High-Quality Instruction**.

