

<p align="center">PDSA <i>Plan-Do-Study Act</i></p>	<p align="center">PEER Improvement Model <i>Plan – Engage – Evaluate – Refine/Redirect</i></p>
<p>Business / Industry Model Cycle Focus - Change Outcome – products, profit, processes Steps are not fluid All steps required</p>	<p>Education Model Linear Focus - Improvement Outcome – increased student achievement Steps 2 & 3 are fluid Step 4 –Use only if needed</p>
<p>Plan:</p> <ol style="list-style-type: none"> 1. Identify a problem 2. Assemble team 3. Formulate a theory 4. Define success metrics 5. Establish a plan 	<p>Plan:</p> <ol style="list-style-type: none"> 1. Assemble School Improvement Team (leaders / teachers / parents) 2. Analyze multiple data sets 3. Identify areas consistently indicating a need for improvement 4. Determine improvement strategies to address the identified areas for improvement. <ol style="list-style-type: none"> a. Research-based, best practices 5. Finalize plan with artifacts, evidence, timeline, person responsible
<p>Do:</p> <ol style="list-style-type: none"> 1. Communicate the plan to those involved 2. Implement the plan 	<p>Engage:</p> <ol style="list-style-type: none"> 1. Communicate the plan to the entire school staff. 2. PEER teams form small groups to review the plan. <ol style="list-style-type: none"> a. PEER Teams = common grades or content areas b. All teachers are part of a PEER team 3. PEER teams identify the School Improvement Plan steps/strategies that apply to them 4. PEER Teams determine how their team will effectively implement their parts of the plan <ol style="list-style-type: none"> a. Teams develop their own small improvement plan b. PEER Team determines data to collect, analyze, and evaluate for each part of their plan 5. Each PEER Team communicates their plan to School Improvement Team.
<p>Study:</p> <ol style="list-style-type: none"> 1. Monitor the outcomes 2. Test for Validity 	<p>Evaluate:</p> <ol style="list-style-type: none"> 1. PEER Team jointly analyzes identified data / evidence 2. PEER Team communicates data with School Improvement Team 3. School Improvement Team reviews data from all PEER teams and considers these questions. <ol style="list-style-type: none"> a. Are we implementing the plan? b. Are we implementing it effectively? 4. If the answer to questions is YES – continue the plan. If the answer to the questions is NO- Go to Refine/Redirect
<p>Act:</p> <ol style="list-style-type: none"> 1. Closes the cycle 2. Amend the goal, change methods, reformulate a theory. 	<p>Refine / Redirect</p> <ol style="list-style-type: none"> 1. Use only if needed 2. Refine – Adjust step(s) or data collected. Clarify steps. Sharpen the focus. 3. Redirect – Support PEER teams with professional learning, additional monitoring, or clarification of expectations.