IL-EMPOWER IMPROVEMENT PLANNING

A self-guided set of learning sessions for a Tier 3 and / or Tier 4 school to conduct a high quality needs assessment process and develop a school improvement plan for next year.

Readiness and Needs Assessment

**Phase I: Getting Ready**
Ensure that stakeholders of the school are familiar with the Illinois Quality Framework and identify a representative team to lead needs assessment and school improvement. Develop an understanding of the impact of collaboration and partnerships in the school improvement process. Organizational change theory aligned with the Illinois Quality Framework will set the stage for creating a comprehensive plan for whole school improvement.

**Phase II: Self-Assessment**
Complete the self-assessment, discuss results and share the results with stakeholders.

**Phase III: Identifying Improvement Priorities**
Use a CEC team to visit your school to meet with stakeholder groups to add more depth and breadth to your self-assessment. Using your data and the CEC report, identify strengths and the most critical opportunities for improvement.

Improvement Plan Development

**Phase IV: Focusing Direction**
Analyze root causes of school strengths and prioritized opportunities for improvement and develop your school improvement goals.

**Phase V: Building Collaborative Culture**
Ensure that relationships among stakeholders are positive, respectful, and supportive to promote voice, engagement, and input from stakeholders. Ensure school and district decision-making structures are effective and efficient.

**Phase VI: Deepening Learning**
Conduct action research and select strategies to address the priority opportunities for improvement. Develop manageable and aligned action plans that include a professional learning plan with the needed time and resources to achieve results.

**Phase VII: Securing Accountability**
Organize the improvement work so that data norms, habits, and systems are in place to track improvement progress and make adjustments where progress is not happening. Create systems to communicate results to stakeholders.

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