



Realizing the Proven Promise of Continuous Improvement

Empowering educators to select, implement, and assess small-scale changes in their classrooms has a big impact.



We all know the role educators can play in preparing students with the skills and mindsets for lasting success.

City Year partners with educators to ensure they can realize this vision, creating learning environments where students can build on their strengths and thrive. Through **continuous improvement**, City Year supports teachers, administrators, and partners in creating, implementing, and evaluating manageable changes in their schools that advance shared, community-wide goals to improve student outcomes.

What is Continuous Improvement?

Continuous improvement (CI) is a structured, data-driven process that educators can use to first identify strategic actions to take and then access, test, evaluate, and refine a series of small-scale changes that help students realize long-lasting gains in academic performance and engagement.



THE BENEFITS OF CI INCLUDE SHARING OF RESOURCES AND IDEAS AND REALIZING THAT YOU ARE NOT ALONE IN THE EFFORTS TO IMPROVE STUDENT PERFORMANCE AND SUCCESS.

- Educator, Milwaukee Public Schools

Implementing Small-Scale, Yet Significant Changes

City Year supports educators in developing meaningful school-wide goals, which may range from decreased chronic absenteeism and increased engagement to stronger academic performance. We then support educator-led teams as they utilize data to identify critical improvements and make small changes to classroom and school-wide practices that address students' needs, providing access to peers and experts. Over time, these small changes can help drive meaningful progress towards important goals. Continuous improvement works best as a collective endeavor, **empowering educators** to leverage the input of a team of students, City Year staff, parents, and community leaders to devise and implement changes that serve a school-wide aim.

A Four-Step Process

With the support of the community-wide team, educators can leverage the simple, intuitive, and replicable four-step process of continuous improvement to design, implement, and assess small-scale changes in the classroom.

1 Set a goal

Work with community-wide teams through root cause analysis, setting an aim to address the issues underlying a school-wide challenge.

2 Select & Try

Leverage evidence-based resources and expert guidance to select and test specific change ideas that can help make progress against that goal.

3 Analyze

Use a data-driven approach to assess the impact of those change ideas and work with your school-wide team to adjust those changes based on results.

4 Share

Share and discuss the most promising change ideas with a broader network of educators throughout the school year.

The Power of a National Network

City Year, in partnership with Johns Hopkins University, convenes a growing, national network of educators from our Network for School Improvement partner schools, currently situated in Milwaukee and Tulsa Public Schools. Through this network, we ensure educators have the time and space to exchange and elevate promising change ideas that boost student outcomes and advance shared goals. As a result, more educators can access the guidance they need to work for—and with—their students to reveal their strengths and assure lasting success.

Learn More About Our Proven Process

Through our intentionally designed approach to improvement, we ensure educators have the supports and structures to introduce small-scale changes that cumulatively propel students to success. For more information on how you can realize the promise of continuous improvement, explore our set of additional resources on continuous improvement here, which includes our learning module.

W: <http://www.cityyear.org>