MICIP

MICHIGAN INTEGRATED CONTINUOUS IMPROVEMENT PROCESS

Overview of the MICIP Process
May 2020

MICHIGAN Department of Education

CENTER FOR EDUCATIONAL PERFORMANCE AND INFORMATION

MICIP MICHIGAN INTEGRATED CONTINUOUS IMPROVEMENT PROCESS

So What is MICIP?

Michigan's (All districts and ISDs)

Integrated (multiple processes that are integrated rather than isolated)

Continuous (ongoing, not artificially time-bound)

Improvement (setting goals and strategies based on the needs of the whole child / whole system)

System (District then school, implementation science, fidelity)

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MICIP Official Video

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Development Partnership

MICHIGAN Department of Education

CENTER FOR EDUCATIONAL PERFORMANCE AND INFORMATION

MAISA | MICHIGAN ASSOCIATION OF INTERMEDIATE SCHOOL ADMINISTRATORS
SUPPORTING REGIONAL EDUCATION SERVICE AGENCIES

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Assumptions

- Continuous
- Integrated
- Dependent Applications
  - MiSchoolData
  - MiDataHub
  - MiLaunchPad
  - MiStrategyBank

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The Essence of MICIP

The Michigan Integrated Continuous Improvement Process (MICIP) is a pathway for districts to improve student outcomes by assessing ***whole child*** **needs** to develop **plans** and coordinate **funds**.

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Why MICIP?

- Continuous Process
- Integrated
- Systems Thinking
- Equitable
- Understand the Whole Child
- Streamlined Data and Tools
- Assets and Needs

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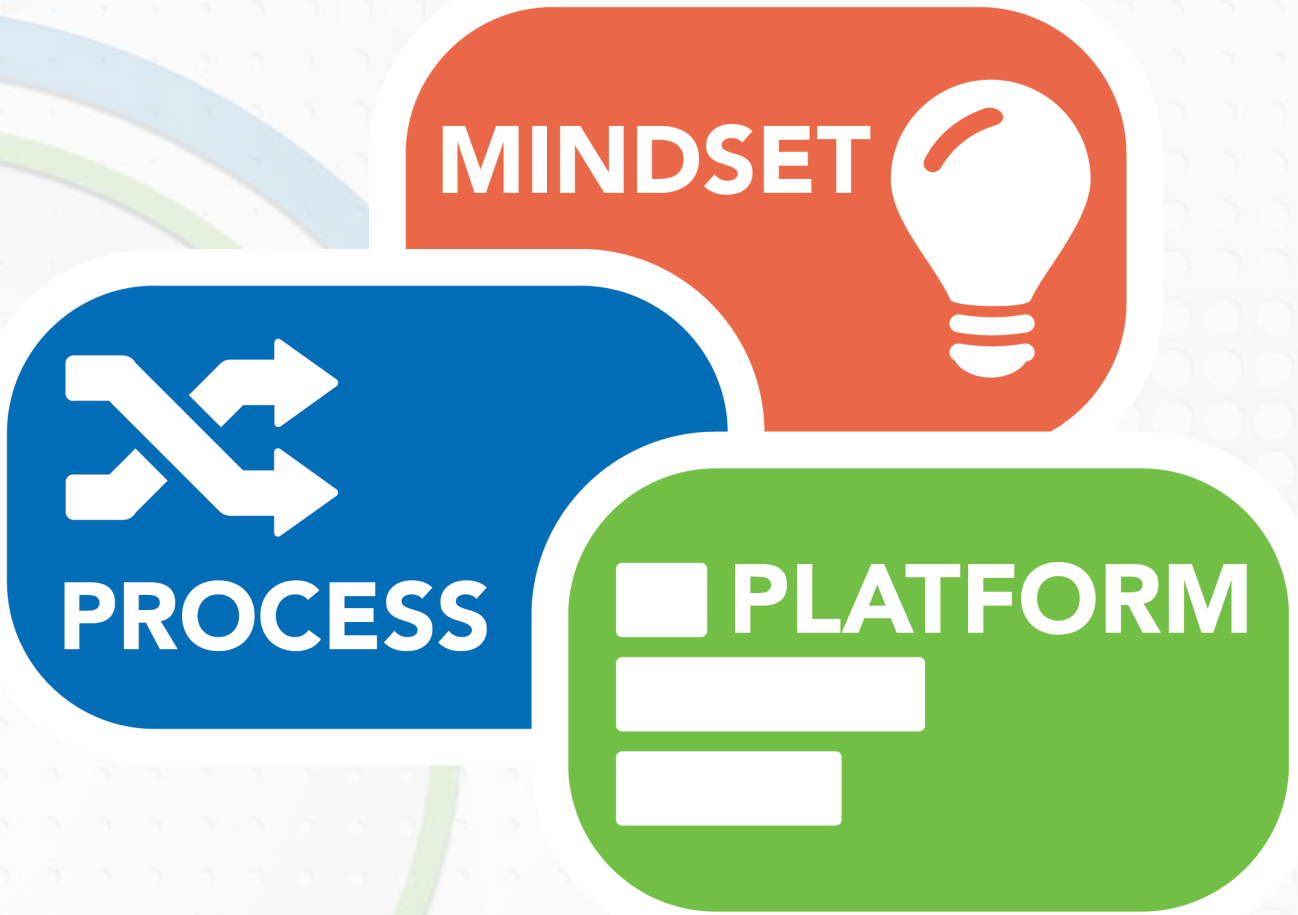
MICIP - Broadly speaking...



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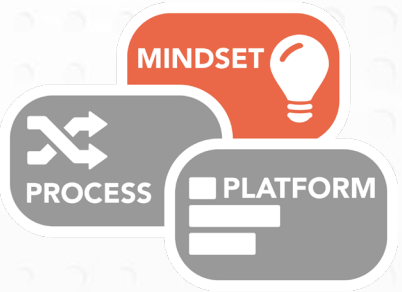
A Shift In Thinking



Continuous Improvement

Whole Child

Systems Thinking

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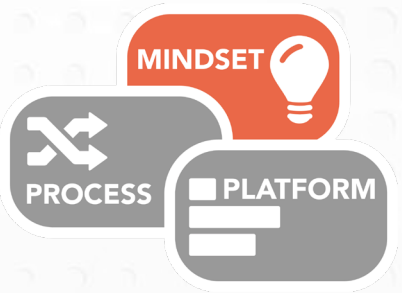
Continuous Improvement



- Same for All
- Ongoing
- Deeper Analysis

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The Whole Child

- A unique learner comprised of interacting dimensions such as cognitive, physical, behavioral, social, and emotional.

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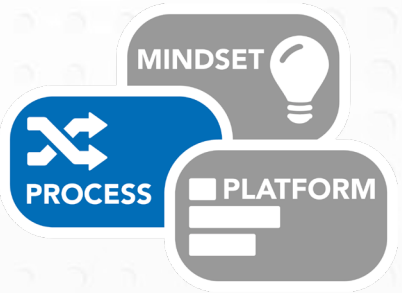
Systems Thinking

- A series of interdependent and aligned processes and people working together toward a common goal to bring desired results.

Michigan CIC



- MICIP is operationalized through the Michigan Continuous Improvement Cycle.

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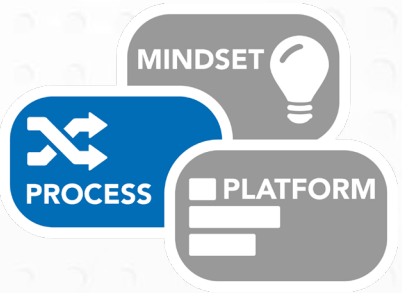
Current Challenges



- Isolated
- Whole Child
- Systems
- Maximizing Use of Funds
- Focus on Compliance Rather than Needs

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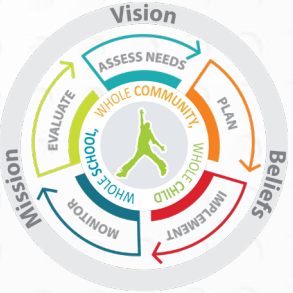
Assess Needs



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The Assess Needs Process

What are you looking at? What will you explore? How will you explore it?

Identify Area(s) of Inquiry

What do you see? What does the data say?

Data Discovery

- What are you currently doing to address your data?

Initial Initiative Inventory

How well is that working? How far are you from where you need to be?

Gap Analysis

What do you know?

Data Story Summary

Why are things the way they are?

Conduct Root Cause Analysis

Where is there an opportunity to grow?

Identify Challenge

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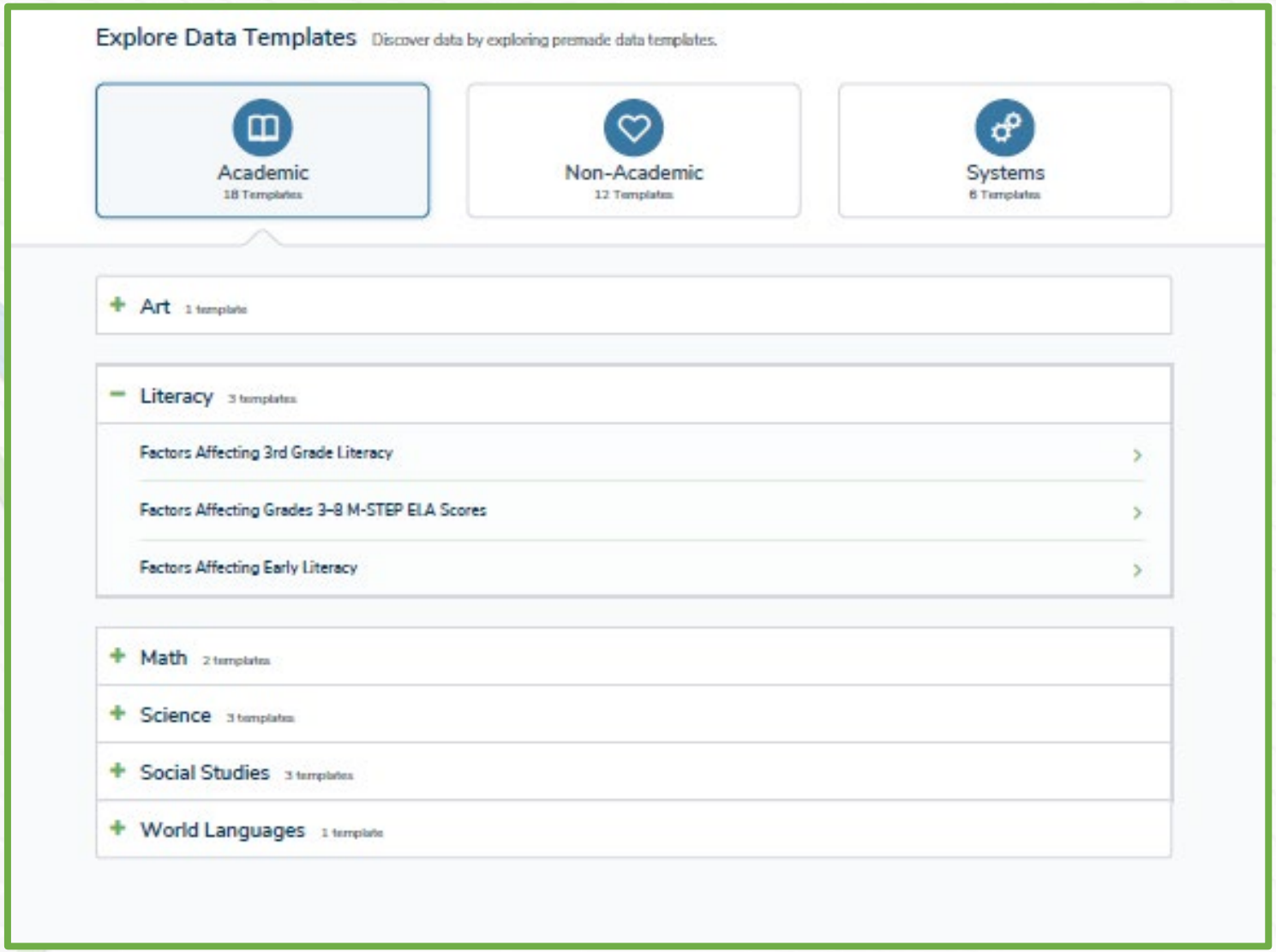
Identify Areas of Inquiry

- Based on your current work, what data will you explore?
- What protocol will you use to investigate it?



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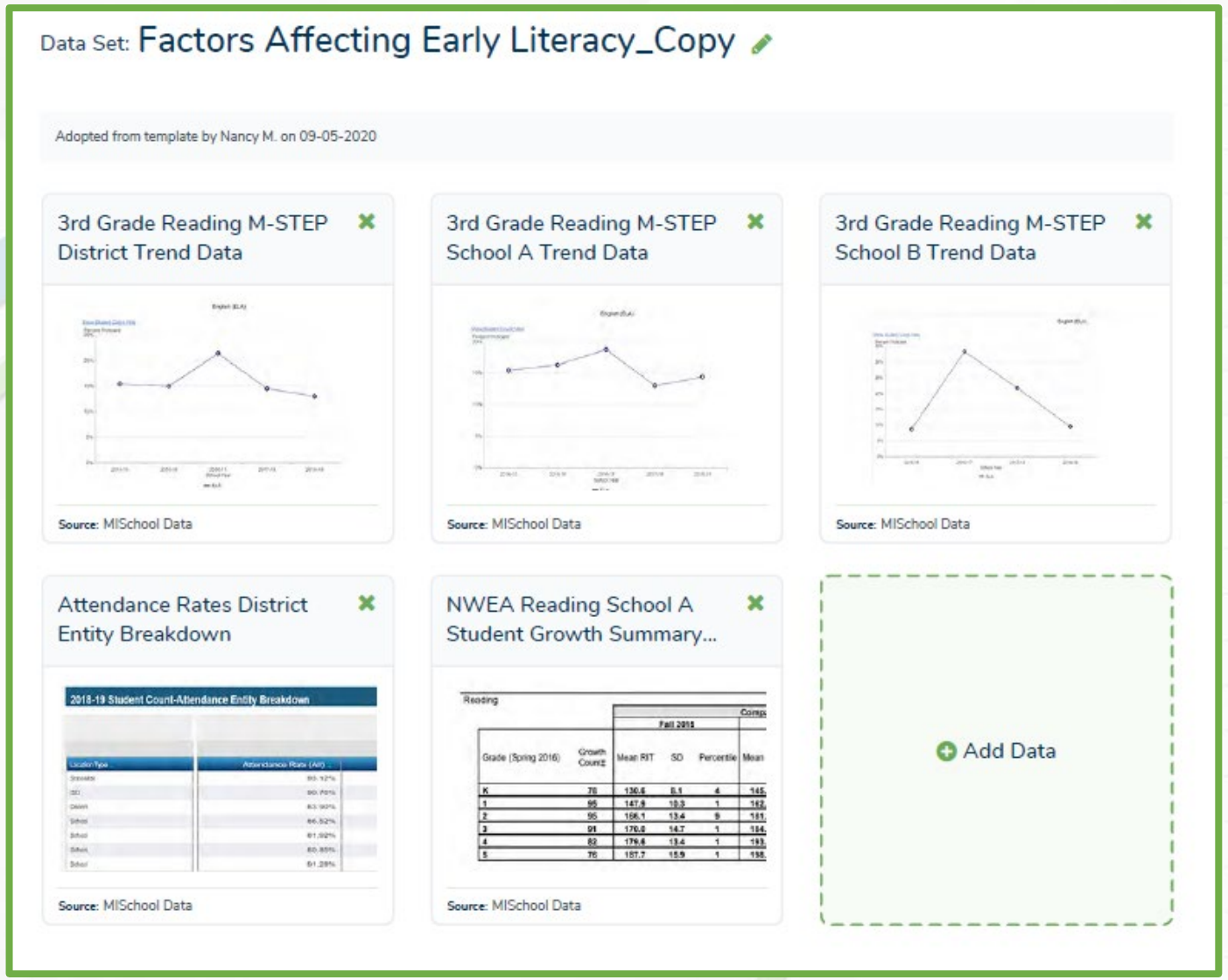

Data Discovery

What does the data say?

- Analyze data, looking for patterns and trends
- Identify, collect and analyze additional data
- Summarize data findings in the Initial Data Discovery Summary – What does your data say?

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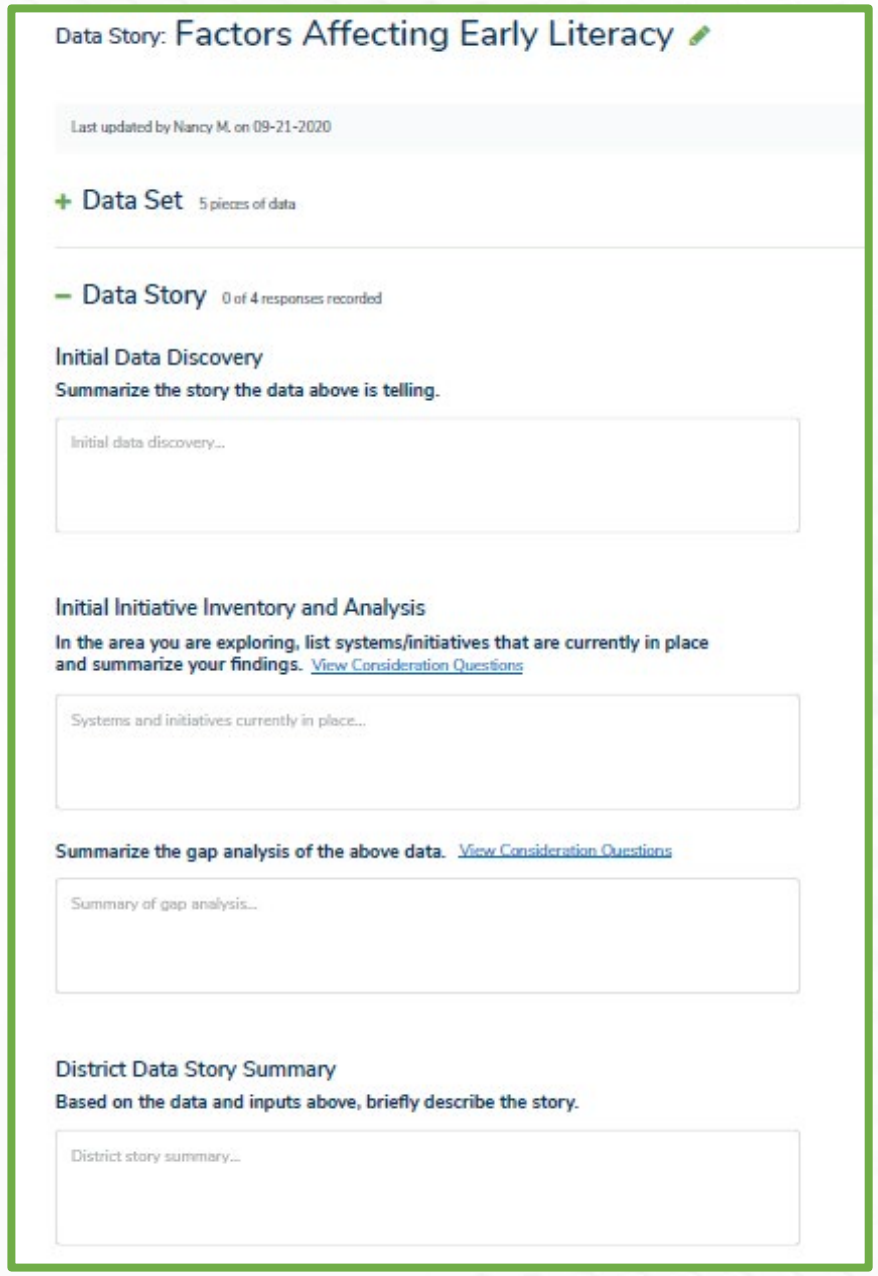
Initial Initiative Inventory, Gap Analysis, and Data Story Summary

- Initial Initiative Inventory – What are you currently doing to address your data?
- Gap Analysis – How well is that working? How far are you from where you need to be?
- Data Discovery + Initial Initiative Inventory + Gap Analysis = Data Story Summary



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Analyze the Root Cause – Why did this happen?

- Does our conclusion connect to the question?
- Do we need any other data to validate our findings

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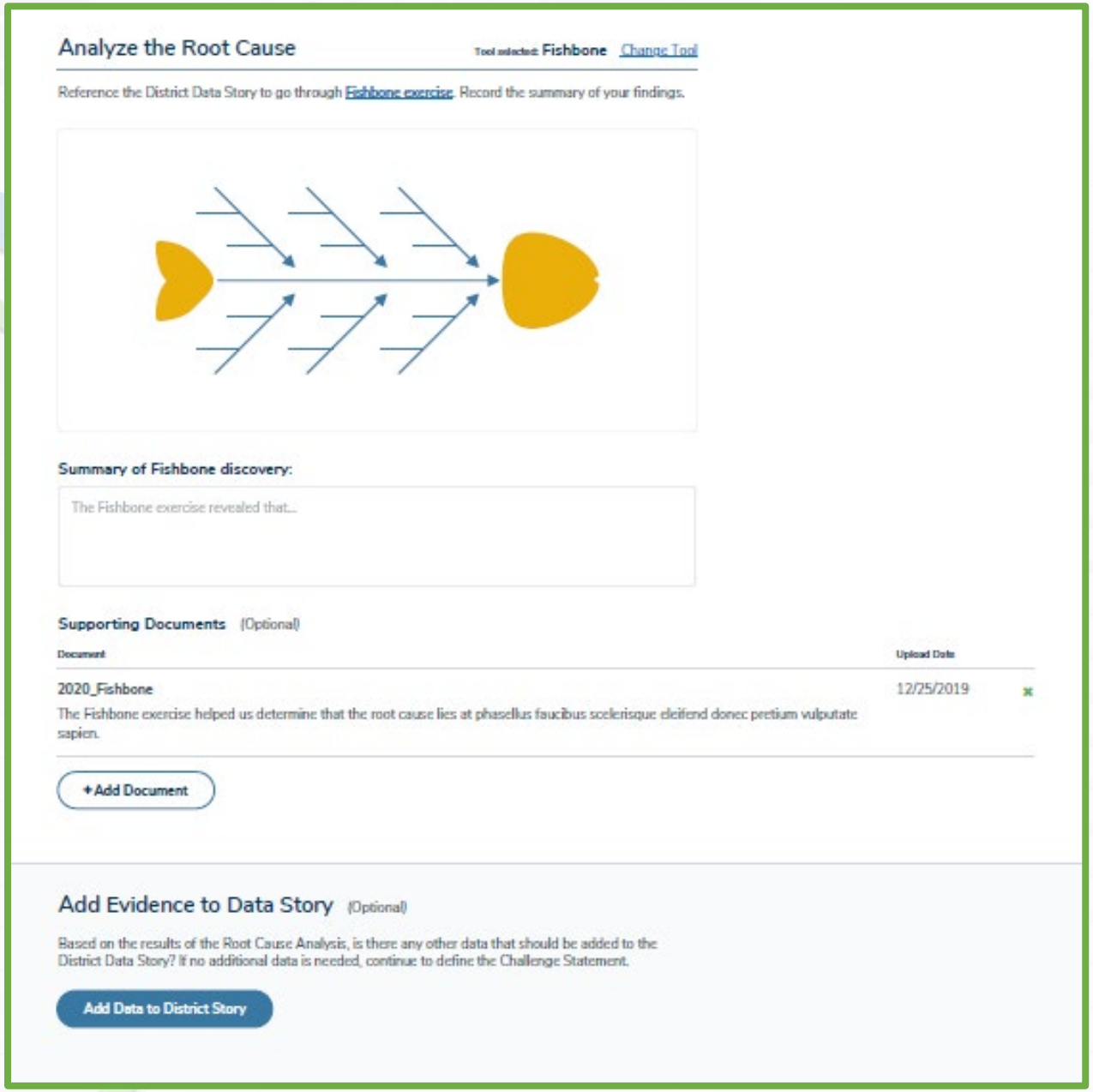

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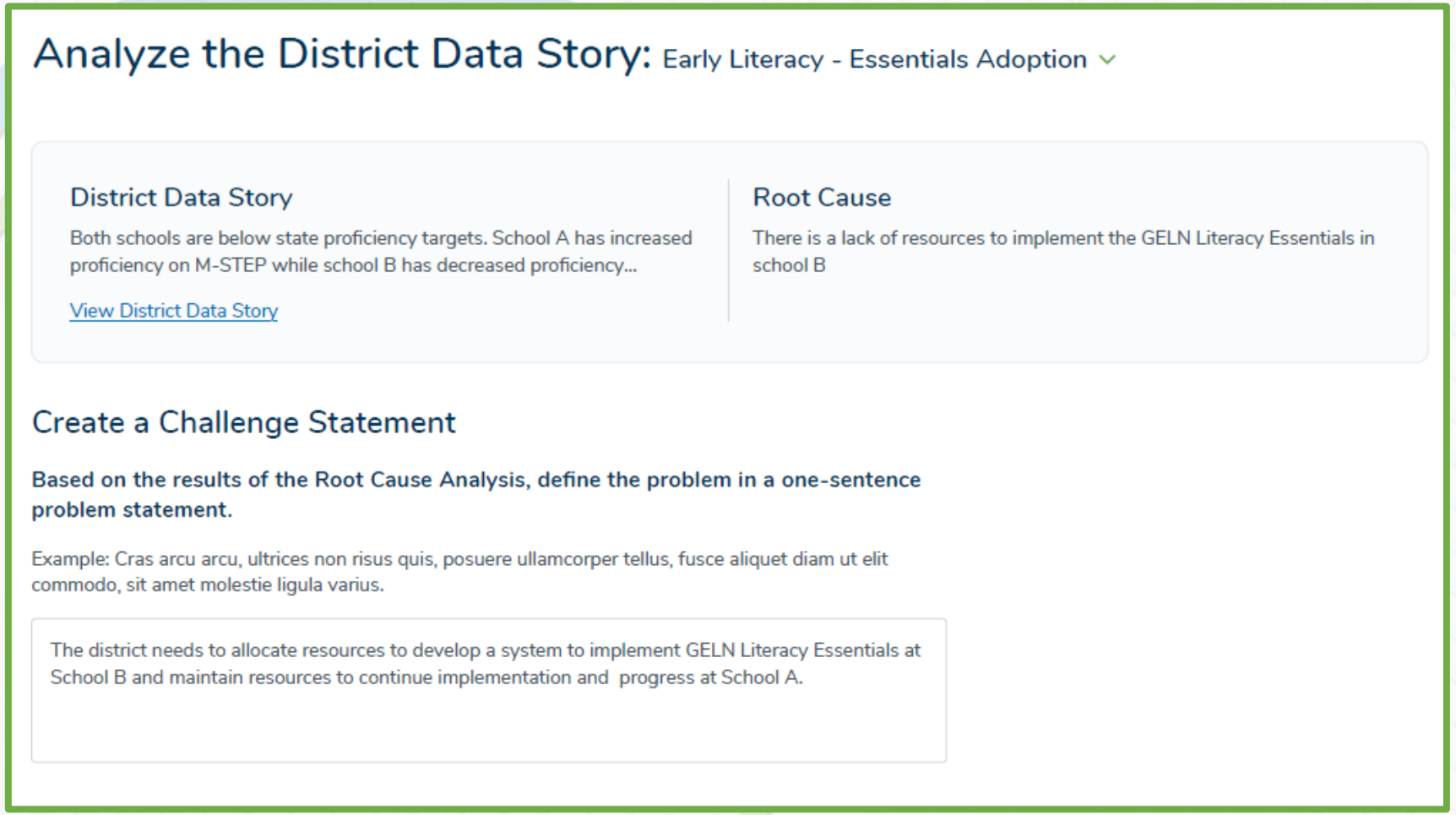
Write a Challenge or Opportunity for Growth Statement



- What do you need to address? - "If we do this, then this will happen."

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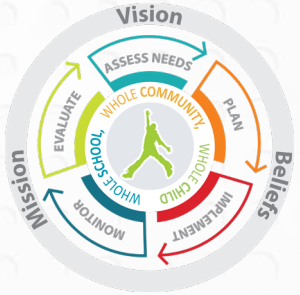
Planning



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Plan

- Challenge Statement
  - Goal
    - Interim Measures
    - End Targets
    - Strategy
      - Activity
      - Activity
    - Strategy
      - Activity
      - Activity
    - …

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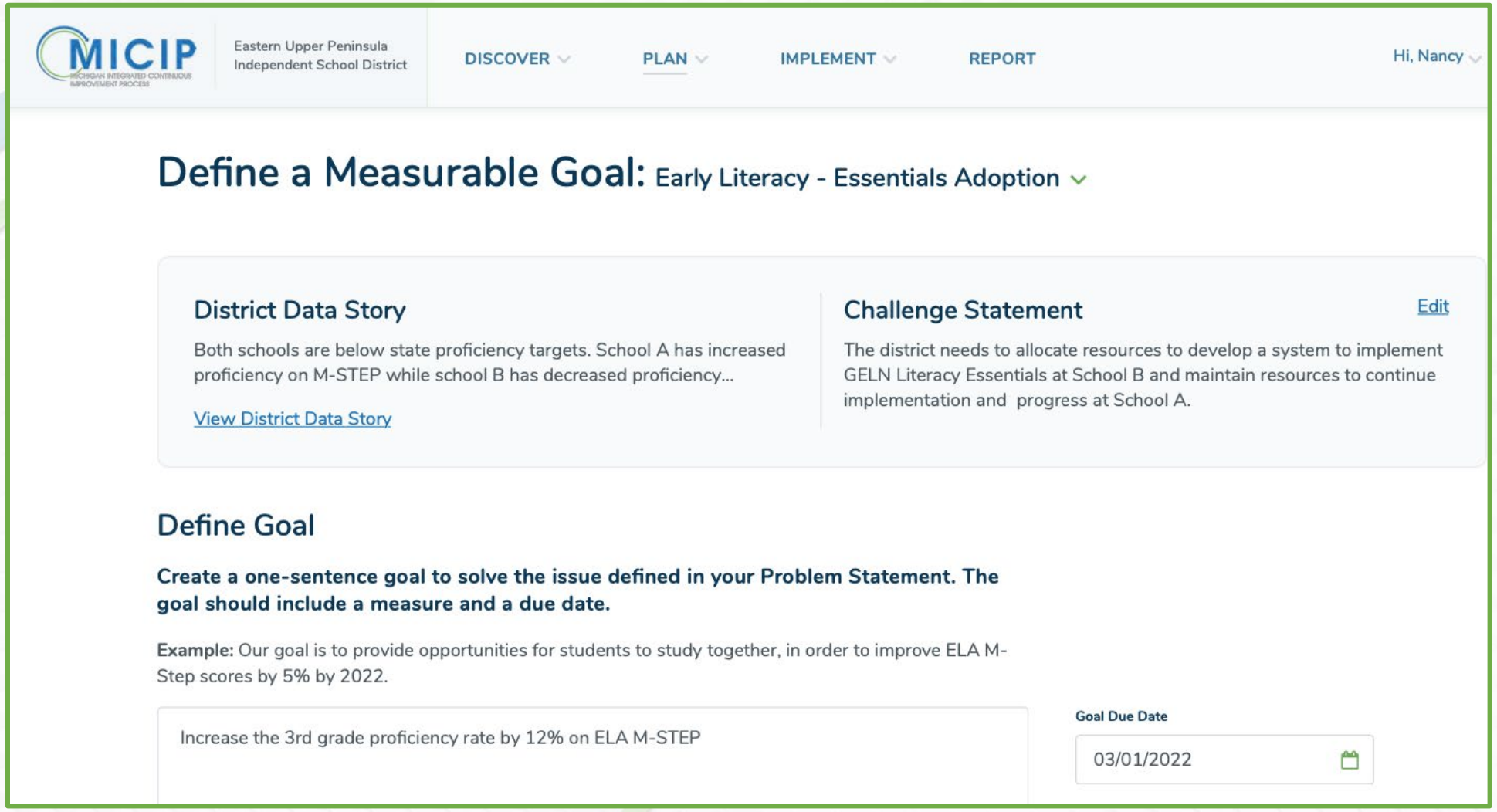
Challenge to Goal



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Name Goal

Name Goal

Create a short title for the goal. This is how it will be referred to in short, moving forward.

Example: Improve ELA M-Step

3rd Grade ELA M-STEP

Define Evaluation Impact Measures

End Targets

Add Measure

Interim Targets

Add Measure

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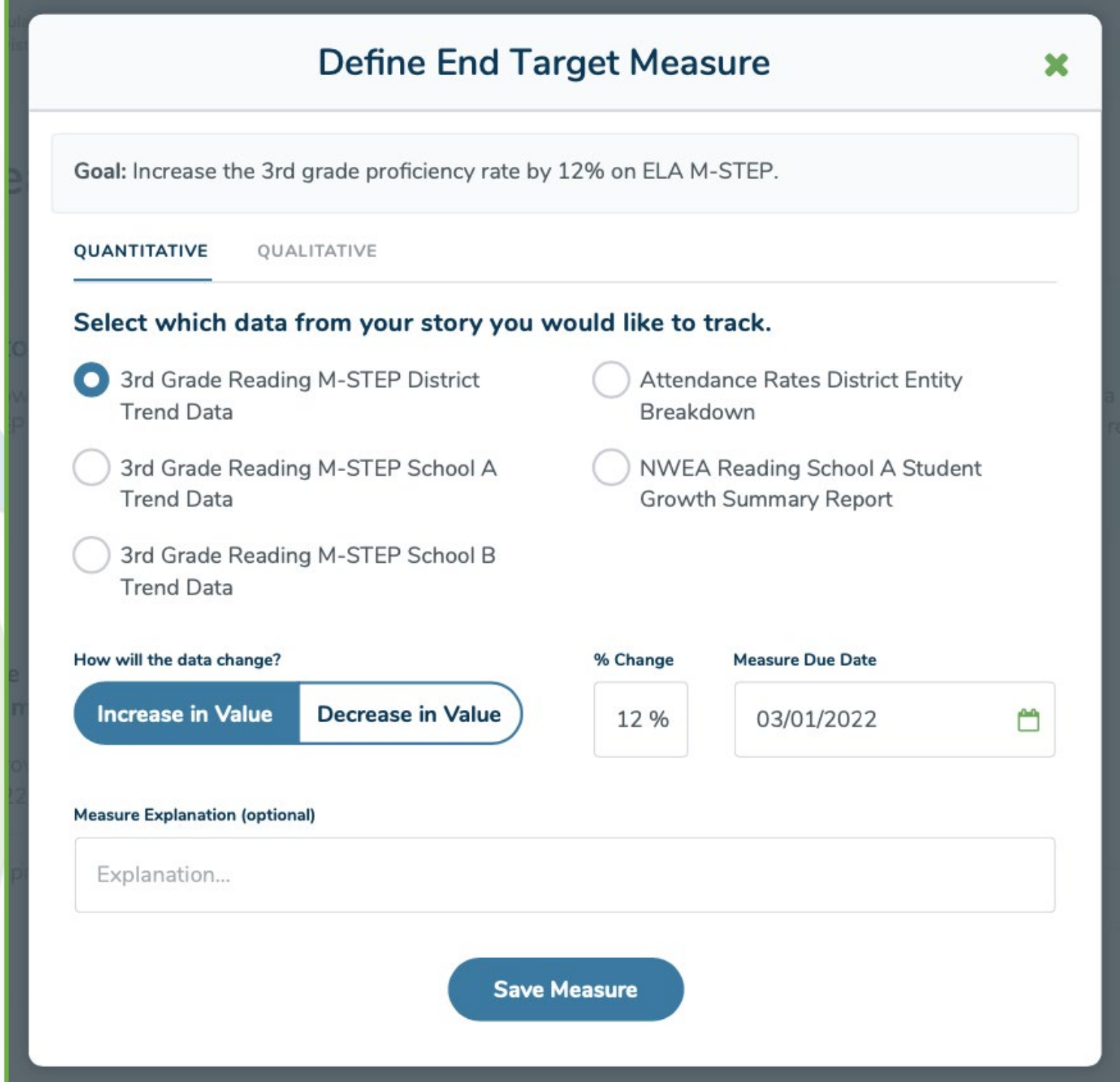
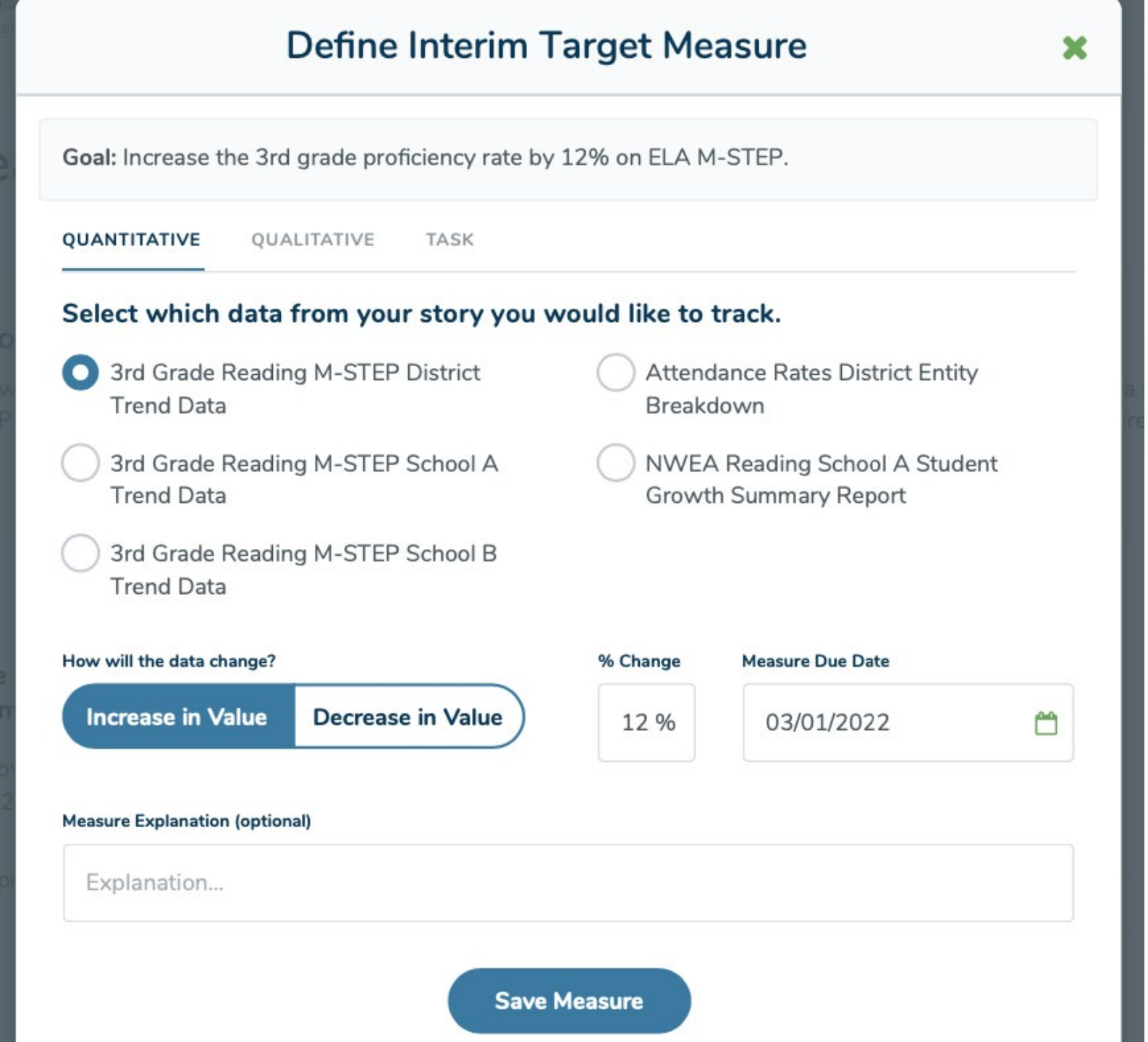
Define End Target Measure





Define Interim Target Measure

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Turn and Talk

- How might this be the same/ different than that processes that you / your schools currently use for creating and evaluating goals?
- What might your teams want to do to ensure that goals are open to considering the whole child?

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Strategy Addition

- Filter for Strategies
  - Find and Select
  - or Create if needed
- Evaluate Readiness
- Add to plan
- Plan Activities to implement
- Commit (add) Plan to Portfolio

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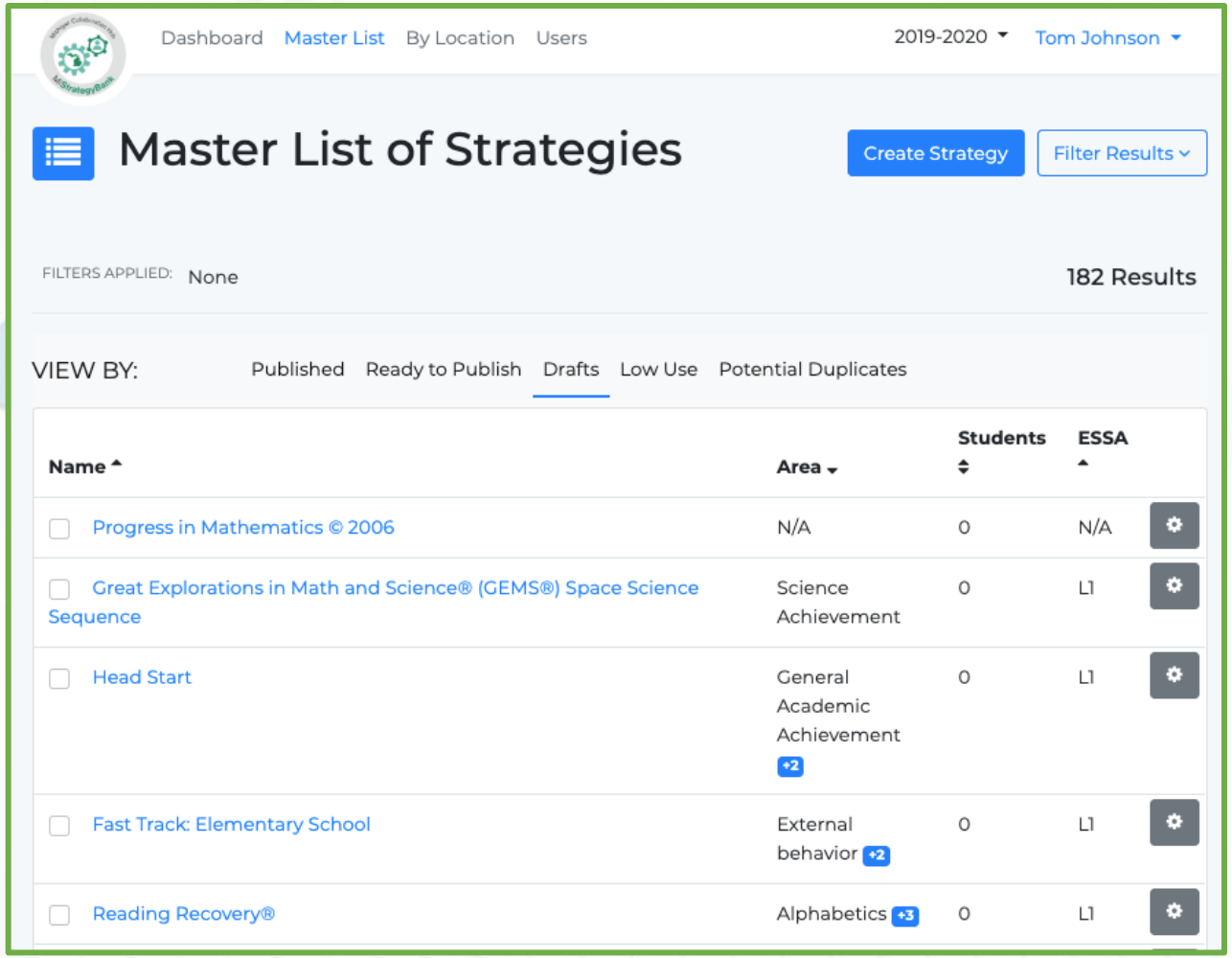
Filtering for Strategies in MiStrategyBank

- Interface Still in Design
- Similar to Naming Data Story
- Filtering and Tagging
  - Academic
    - Art
    - ELA
    - Math…
  - Non-Academic
    - Behavior
    - Attendance
    - Mental Health…
  - Systems
    - Finance
    - Technology
    - Facilities…



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Strategies - Readiness

Build Teacher Capacity through Instructional Coaching Aligned to the Essentials

Description

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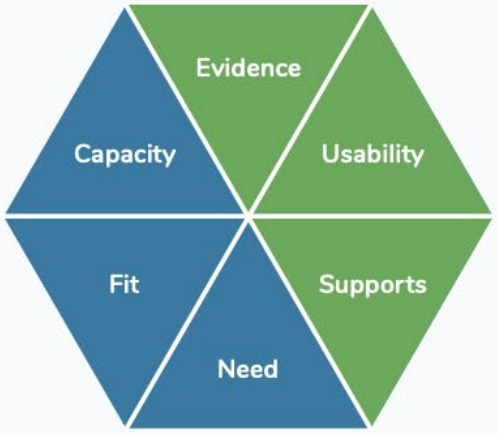

Learn More

Selection Considerations

Rate each category based on the current state of the district. Rating is based on a five point scale, with 5 being great and 1 poor. Click the wedges in the hexegon to learn more about each segment.

Evidence:	1	2	3	4	5	**Need:**	1	2	3	4	5
Usability:	1	2	3	4	5	**Fit:**	1	2	3	4	5
Supports:	1	2	3	4	5	**Capacity:**	1	2	3	4	5

Include in Strategy Implementation Plan

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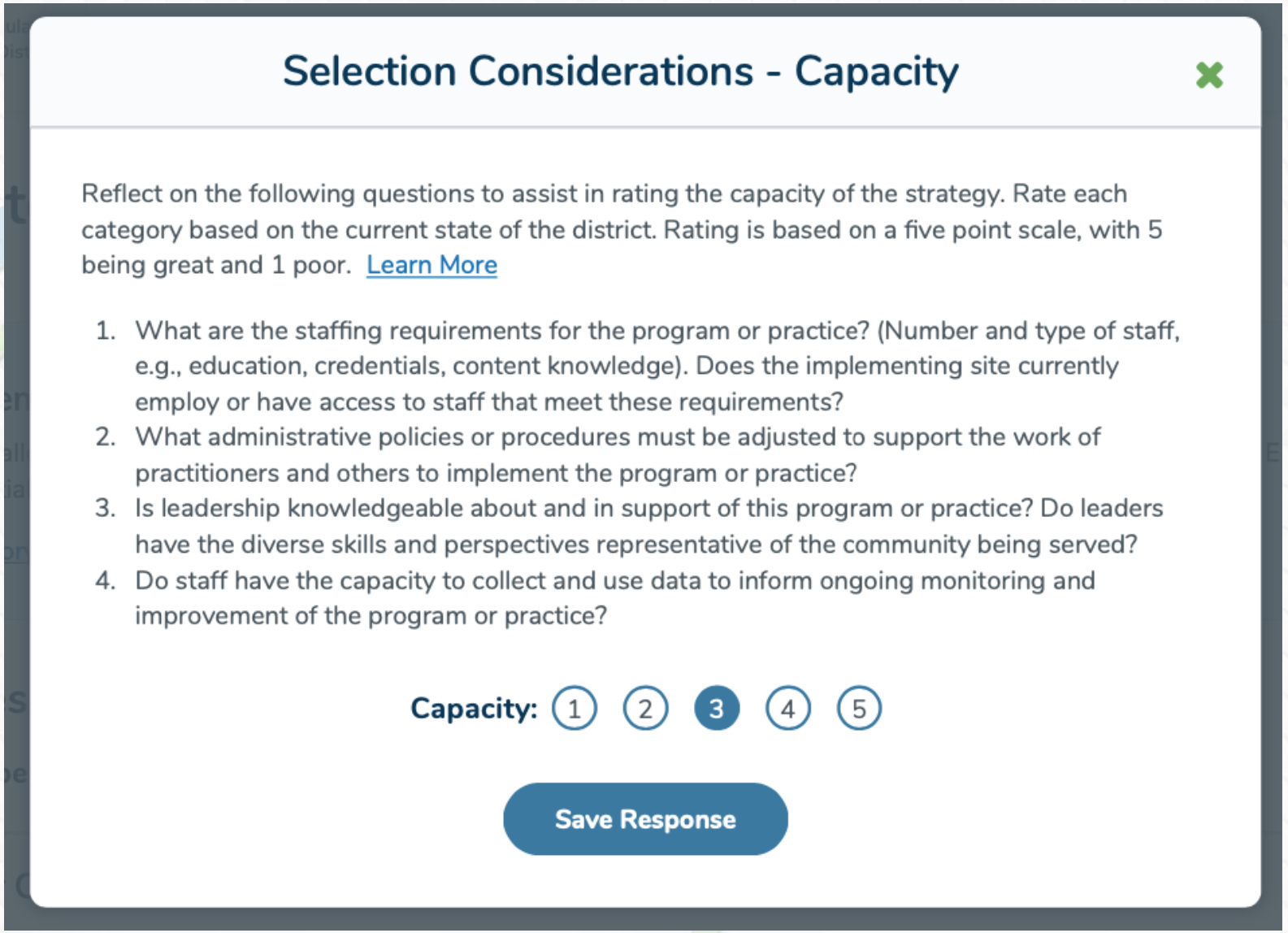

Capacity

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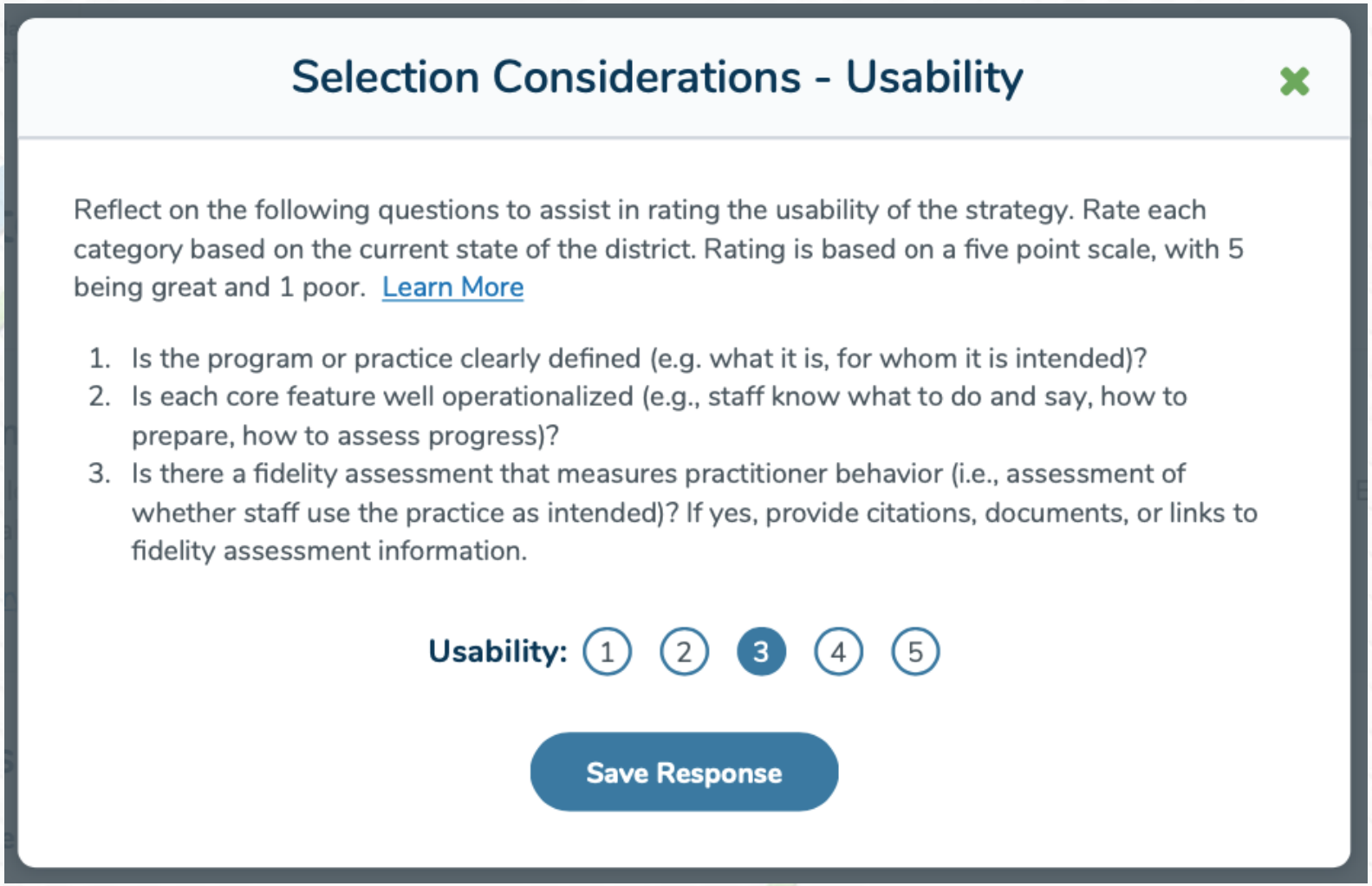

Usability

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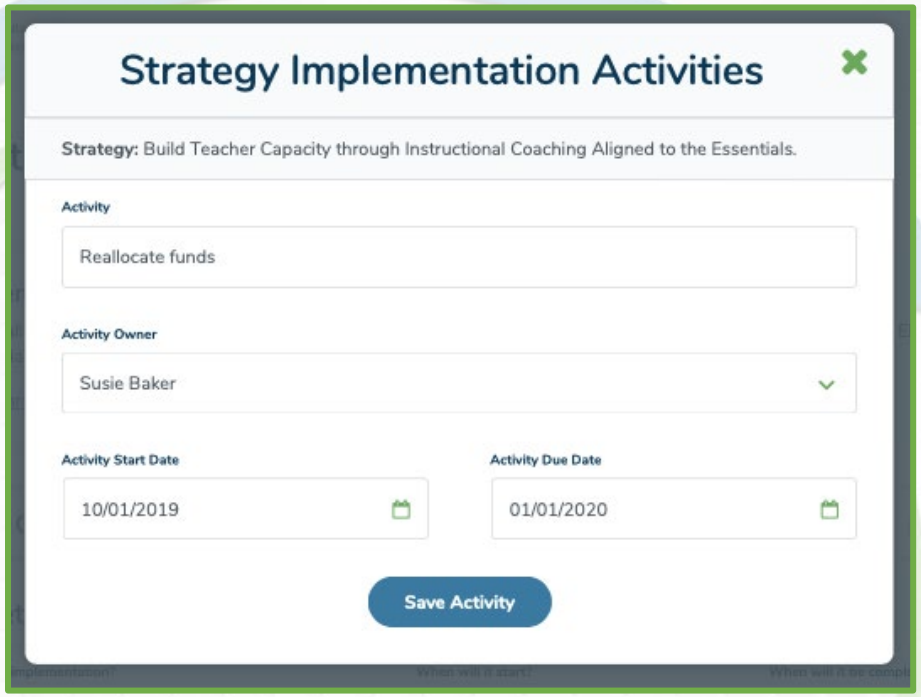
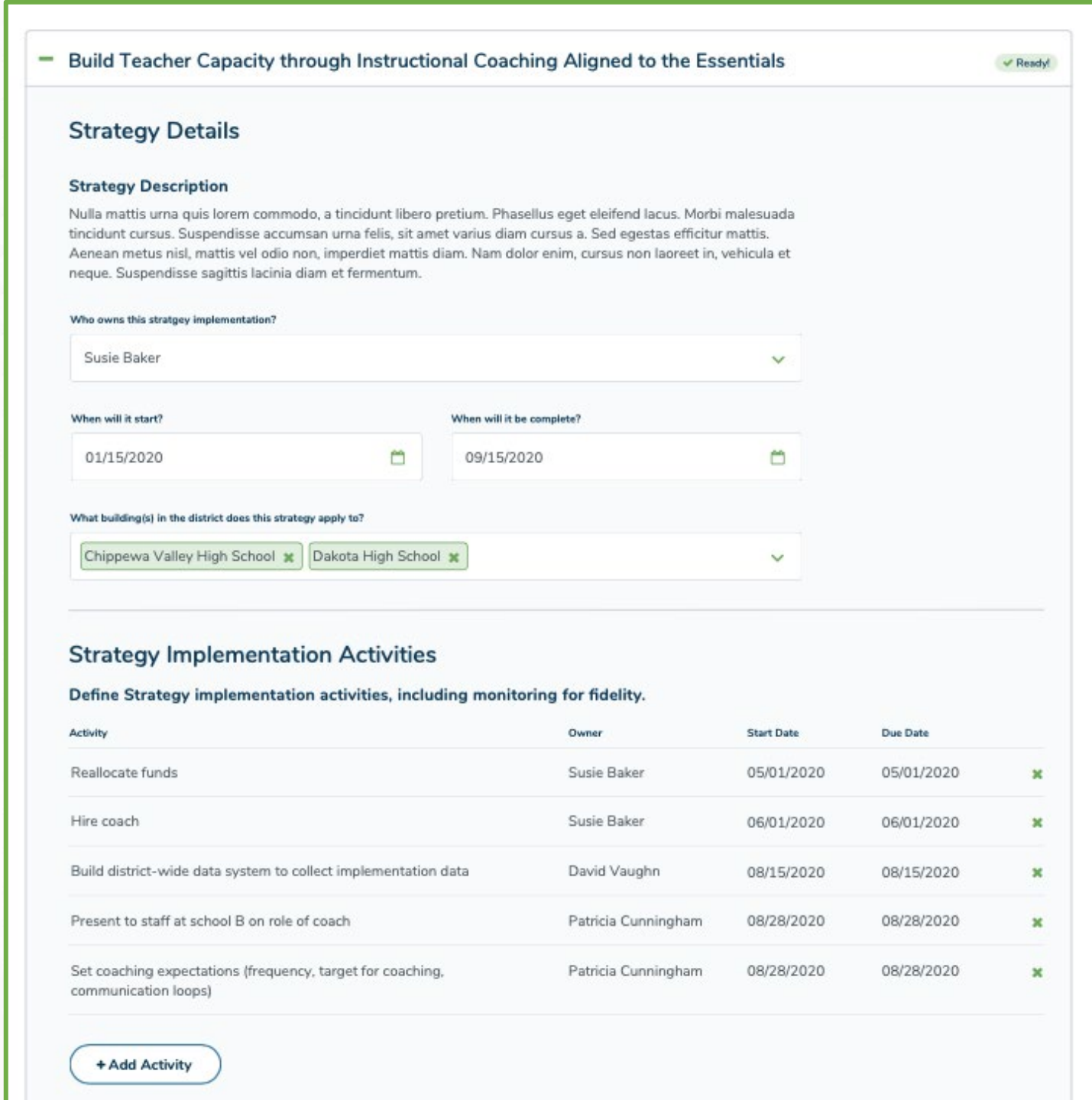
Activities


Strategy Implementation Activities
Strategy: Build Teacher Capacity through Instructional Coaching Aligned to the Essentials.
Activity
Reallocate funds
Activity Owner
Susie Baker
Activity Start Date
10/01/2019
Activity Due Date
01/01/2020
Save Activity


Build Teacher Capacity through Instructional Coaching Aligned to the Essentials
Ready!
Strategy Details
Strategy Description
Nulla mattis urna quis lorem commodo, a tincidunt libero pretium. Phasellus eget eleifend lacus. Morbi malesuada tincidunt cursus. Suspendisse accumsan urna felis, sit amet varius diam cursus a. Sed egestas efficitur mattis. Aenean metus nisl, mattis vel odio non, imperdiet mattis diam. Nam dolor enim, cursus non laoreet in, vehicula et neque. Suspendisse sagittis lacinia diam et fermentum.
Who owns this stratgey implementation?
Susie Baker
When will it start?
01/15/2020
When will it be complete?
09/15/2020
What building(s) in the district does this strategy apply to?
Chippewa Valley High School
Dakota High School
Strategy Implementation Activities
Define Strategy implementation activities, including monitoring for fidelity.
Activity
Owner
Start Date
Due Date
Reallocate funds
Susie Baker
05/01/2020
05/01/2020
Hire coach
Susie Baker
06/01/2020
06/01/2020
Build district-wide data system to collect implementation data
David Vaughn
08/15/2020
08/15/2020
Present to staff at school B on role of coach
Patricia Cunningham
08/28/2020
08/28/2020
Set coaching expectations (frequency, target for coaching, communication loops)
Patricia Cunningham
08/28/2020
08/28/2020
+ Add Activity

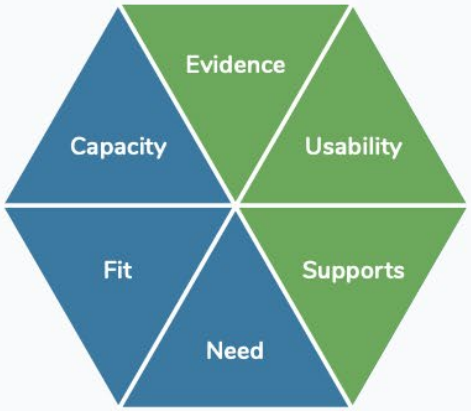
Build Teacher Capacity Goal

Build Teacher Capacity through Instructional Coaching Aligned to the Essentials

In Implementation Plan

Description

Lorem ipsum dolor sit amet, consectetur adipiscing elit, sed do eiusmod tempor incididunt ut labore et dolore magna aliqua. Aliquam eleifend mi in nulla.



Learn More

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Usability:	1	2	**3**	4	5	**Fit:**	1	2	3	4	**5**
Supports:	1	**2**	3	4	5	**Capacity:**	1	2	**3**	4	5

Remove from Strategy Implementation Plan

+ Add Strategy

1 Strategy added to Implementation Plan.

Cancel | Save & Close | Define Strategy Implementation >

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Pair and Share

- How might the MICIP planning tools support the creation of plans that are continuous, based on district needs?
- How might you see MICIP supporting your efforts to implement efforts with high-fidelity?

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Questions about Planning

- Key tips about revising the current goals and not always starting over.
- Who should be included on designing the plan?
- When should the plan be reviewed and revised if necessary?

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Planning:
Funding & Communication

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Planning - Funding

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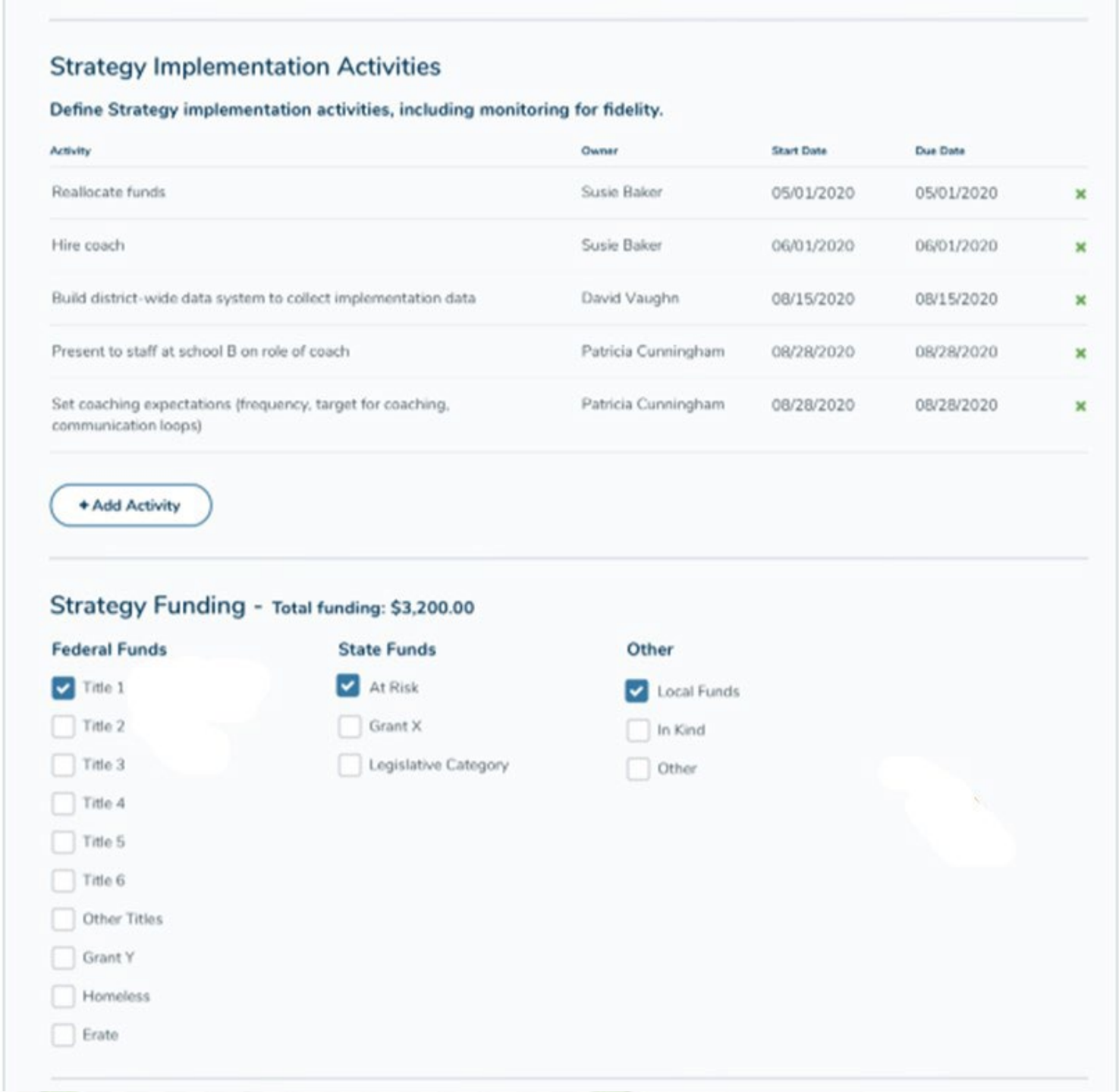

Strategy Implementation Activities

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Blending and Braiding Funds

- It’s legal, it’s efficient and it’s how you should be thinking to pay for your district initiatives. What should you do?

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Braiding

- Braiding: “Financial assistance from several sources, coordinated…to support a single initiative or strategy.”
- No statutory authority necessary
- Good project management
- Best practice

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Blending

- Blending: financial assistance is combined under a single set of reporting and other requirements and resources contributed from each individual funding stream lose their original award-specific identity.
- Requires specific statutory authorization
- Single project can have both Blended and Braided Funding

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General Funds (Foundation Allowance)

General Funds (Sinking Funds, Bonds, Philanthropic Grants)

State Ancillary Funds (State Categorical)

Federal Supplemental Funds (Title, IDEA)

Continuous Improvement Plan 3 - 5 Year Initiative

Sustainable 3-5 Year Cohesive Funding Plan

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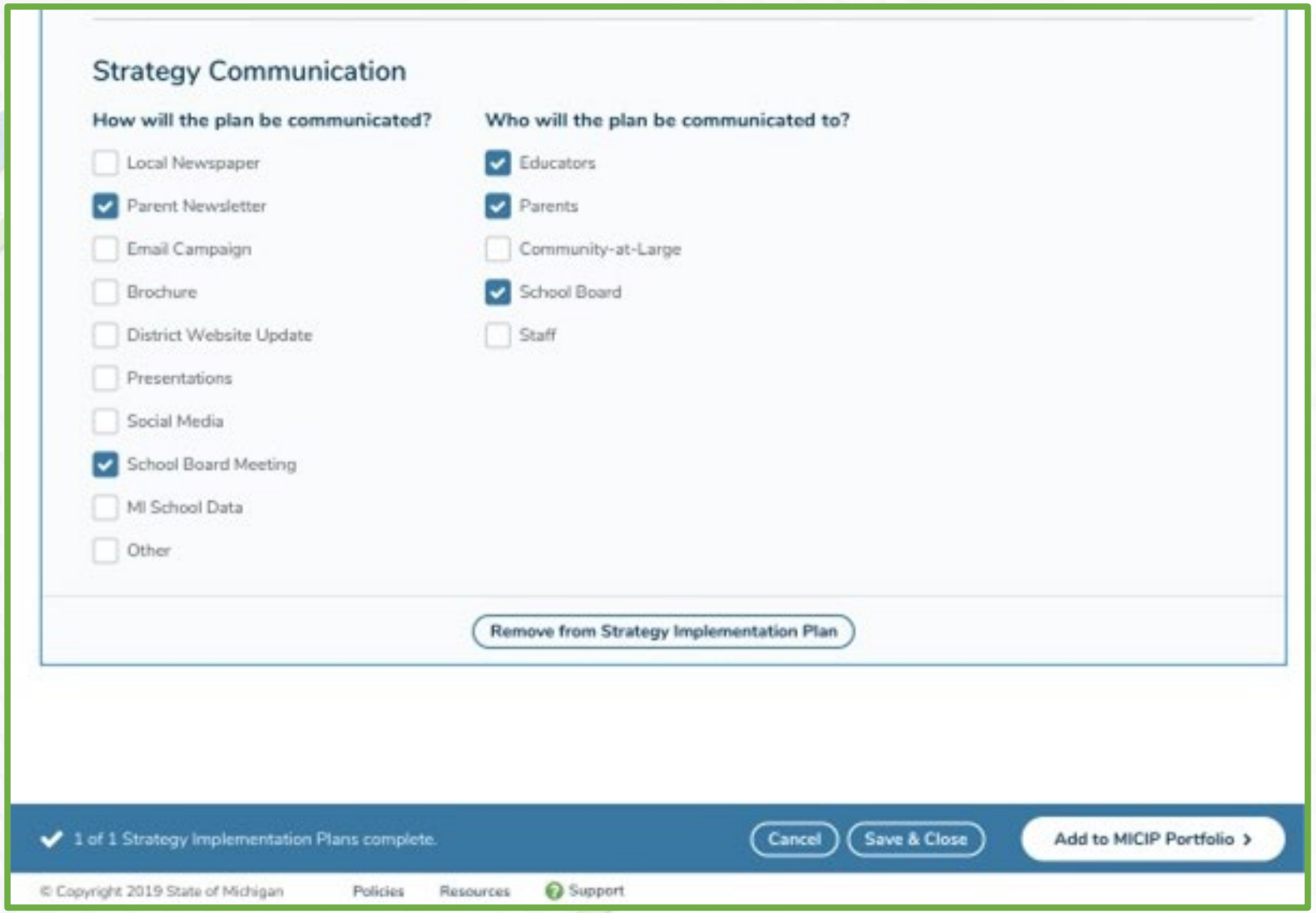
Planning - Communications



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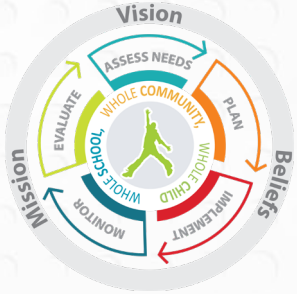
Implement, Monitor, Evaluate



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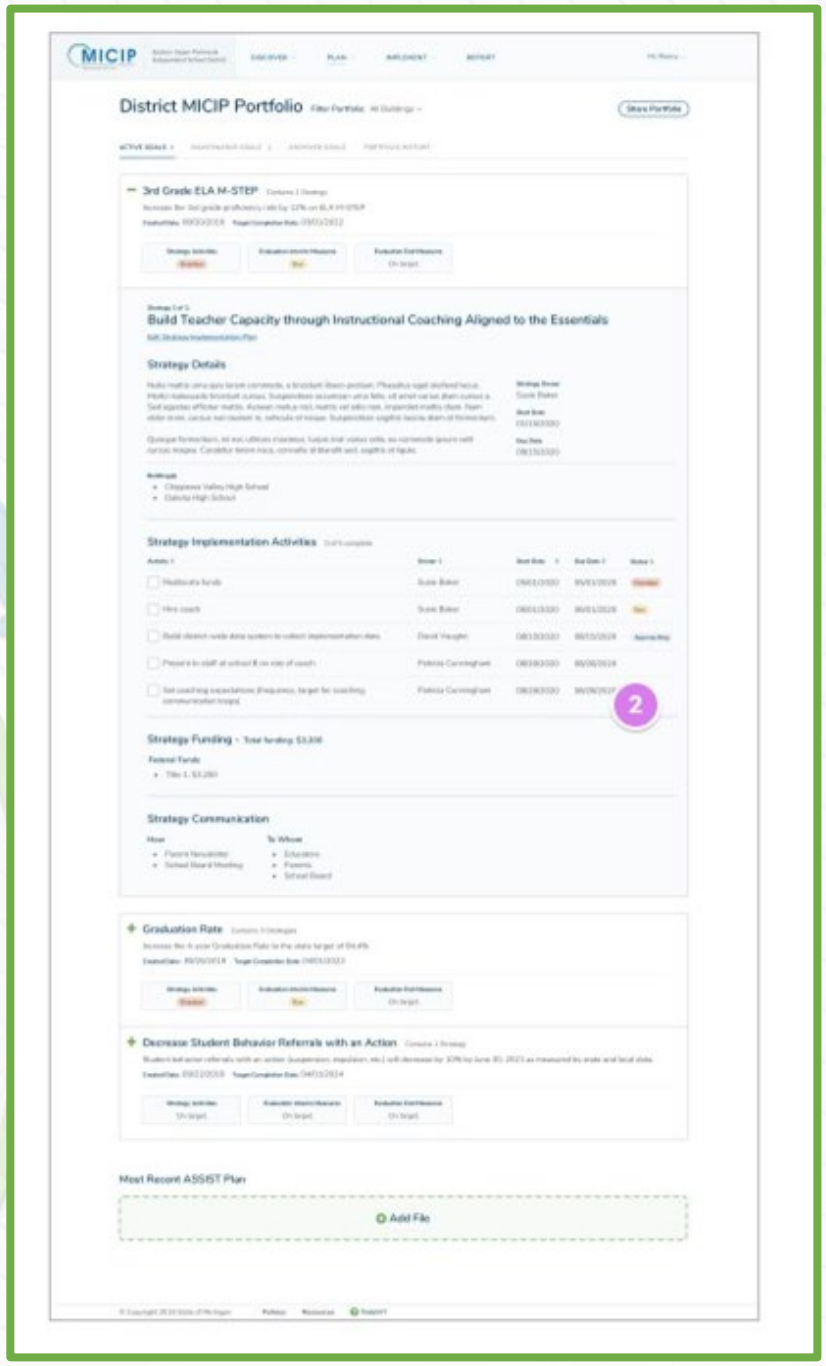
Portfolio



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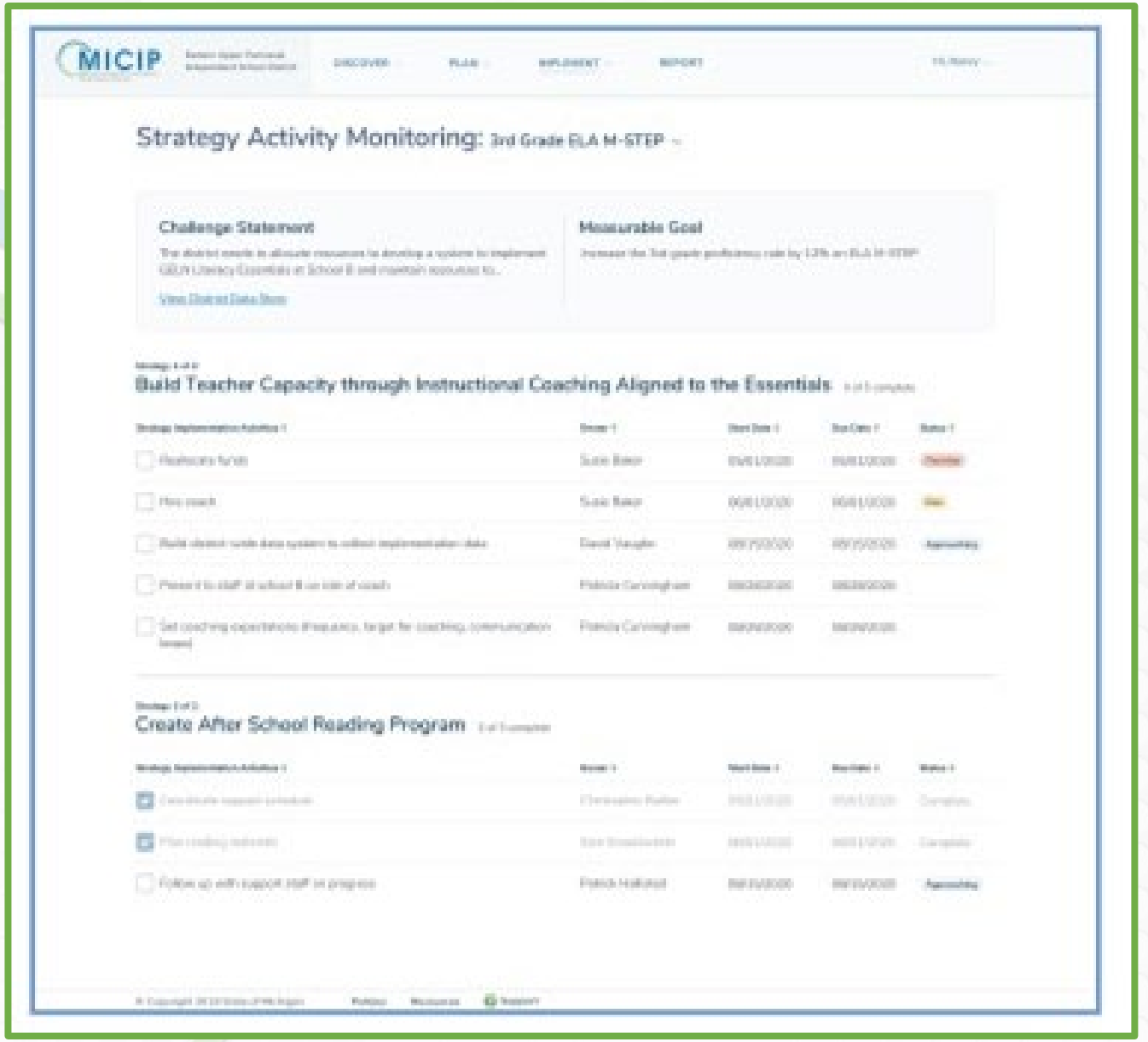
Monitor



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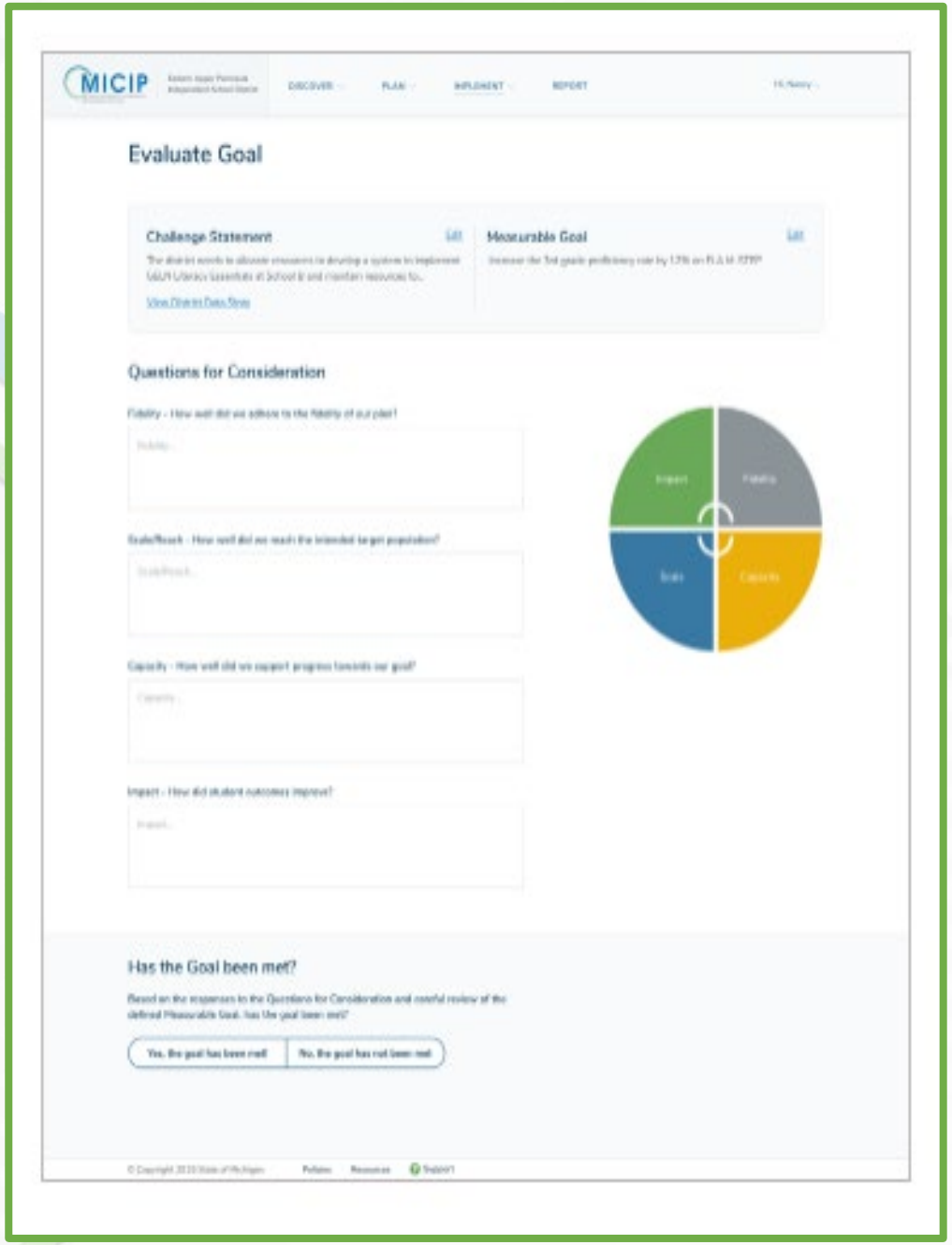
Evaluate



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