MASFPS Winter Directors' Conference

February 2019

Abridged-version focus on system thinking

Michigan Integrated Continuous Improvement Process

Needs

Plans

Funding

Unpacking the name: MICIP

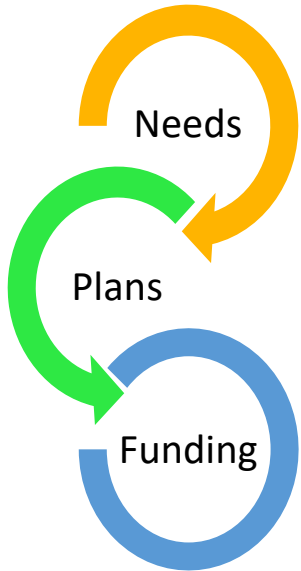- **Michigan** – Michigan!

- **Integrated** – links systems to support student achievement

- **Continuous** – ongoing with modifications as a result of monitoring and evaluation

- **Improvement** – leads to improvements in systems and processes as well as student success

- **Process** – overarching, intentional way of working

VISION

All districts in Michigan are on a continuous improvement pathway that supports a district's needs with data, tools, differentiated supports and funding to improve whole child outcomes.

MICIP
MICHIGAN INTEGRATED
CONTINUOUS IMPROVEMENT PROCESS

Goal

To provide *districts* with a streamlined and integrated *process* and *system* for:

- Diagnosing needs in support of educating the *whole child*
- Creating a high-quality plan that focuses on the *systems and supports* that districts need to implement a whole-child continuous improvement plan, and
- Identifying how to use various funding streams and grants to implement that plan
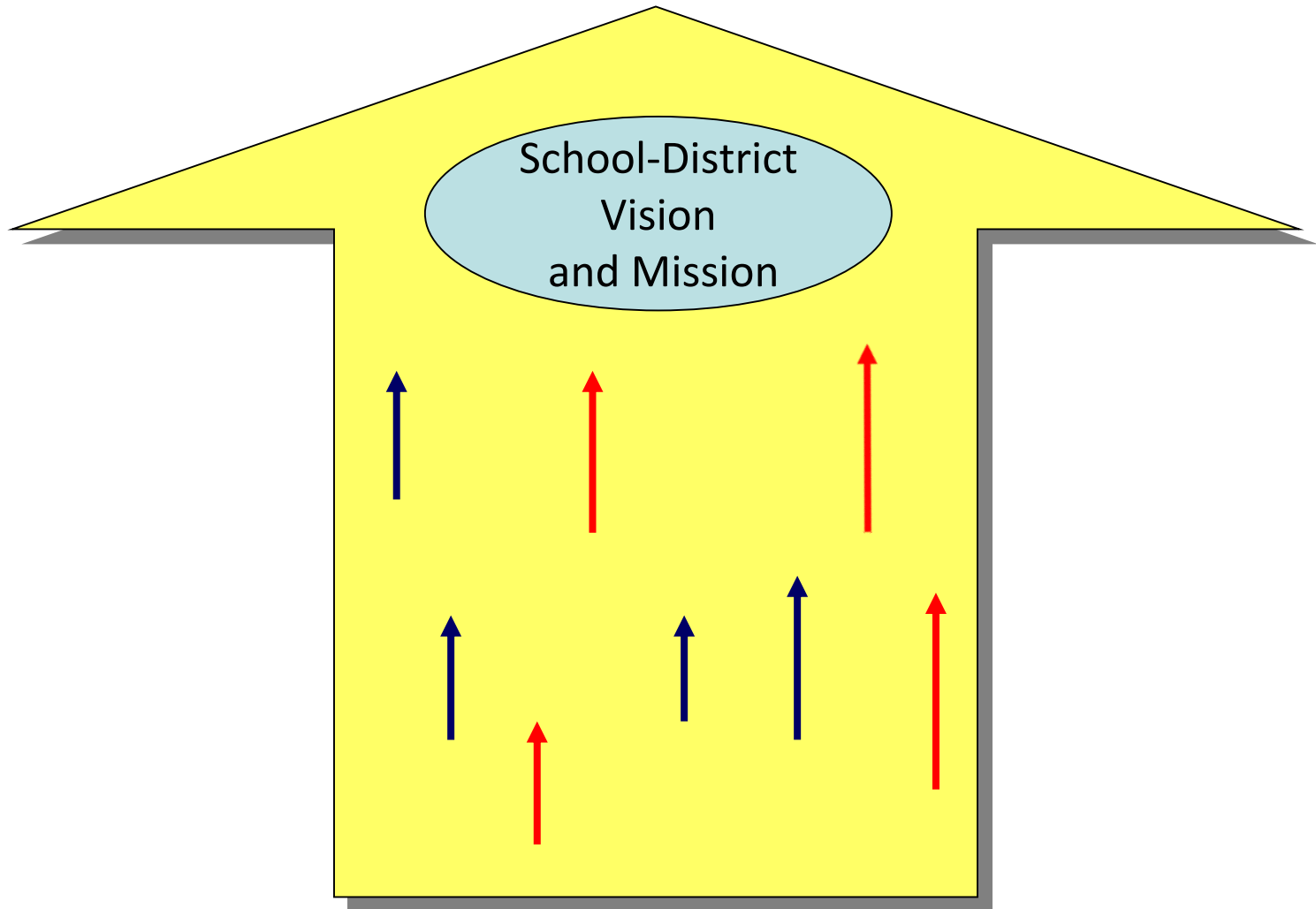- Basically - Needs drive Plans, which drive Funding

MICIP
MICHIGAN INTEGRATED
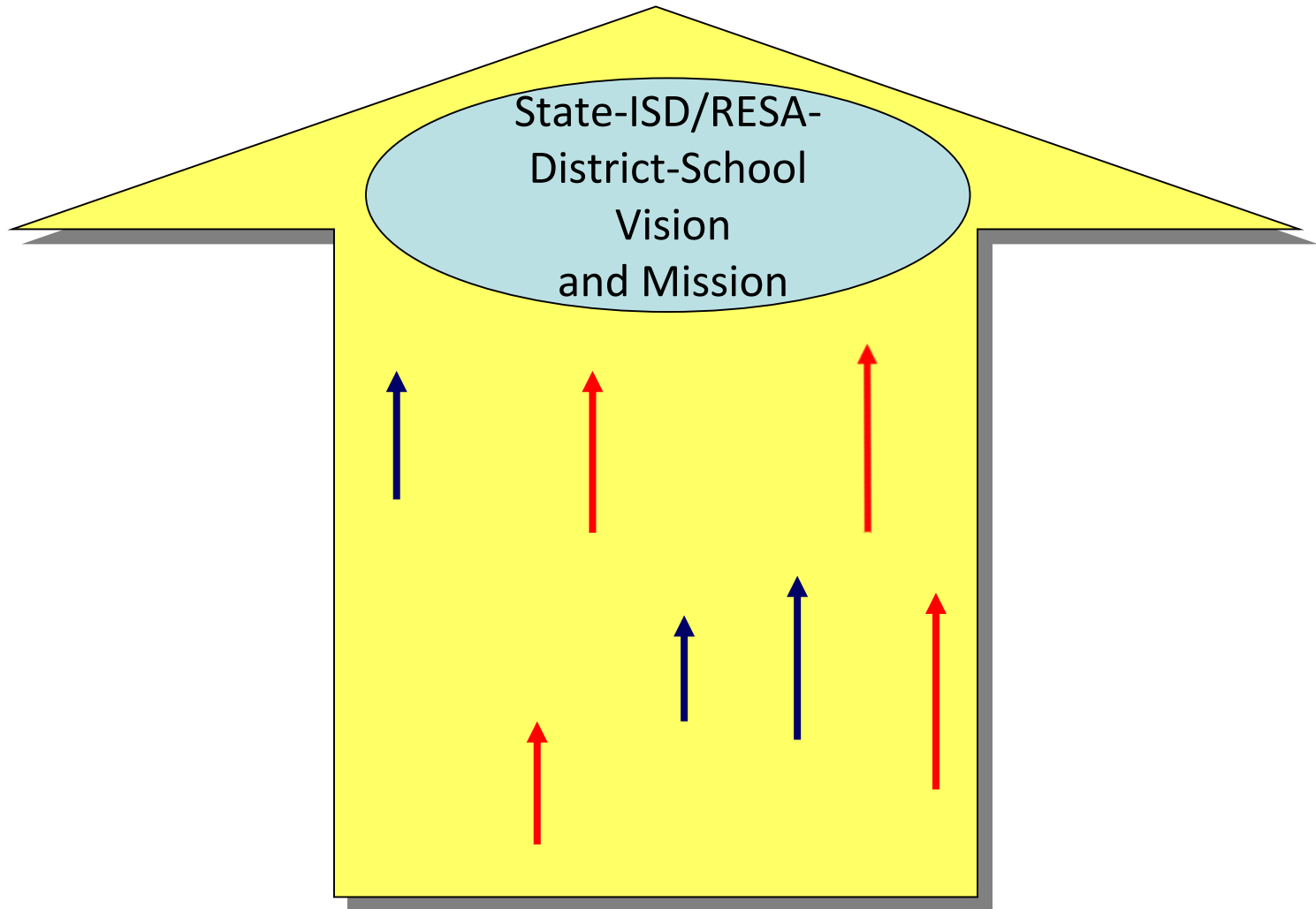CONTINUOUS IMPROVEMENT PROCESS

Overarching Concept

Systems Thinking

Why the new focus on Systems Thinking?

- Supports the design of more enduring solutions to problems

- Encourages the "long view" toward problem solving

- Encourages alignment of subsystems

- Helps with the identification of 'unintended consequences' of decisions

The Big Picture

School-District
Vision
and Mission

The Bigger Picture

State-ISD/RESA-
District-School
Vision
and Mission

It's more than alignment…..

*A district is a system comprised of parts or subsystems, that inter*act*, inter*relate*, and are inter*dependent*.*

"The discipline of systems thinking provides a different way of looking at problems and goals – not as isolated events, but as components of larger structures."

Peter Senge, *Schools That Learn: A Fifth Discipline Fieldbook*

What is a System?

Interdependent and aligned processes and people working toward a common goal to produce desired results.

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Interdependent and aligned processes and people working toward a common goal to produce desired results.

Who are the people needed at the table in your district to support your continuous improvement system?

Characteristics of Systems

- **Systemic:**
  - Of or pertaining to or affecting the body as a whole; woven throughout the fabric of a system.

- **Systematic:**
  - Step-by-step, repeatable actions/processes that will produce quality products or results.

- **Sustainability:**
  - Ensuring the long-term viability of quality processes or results.
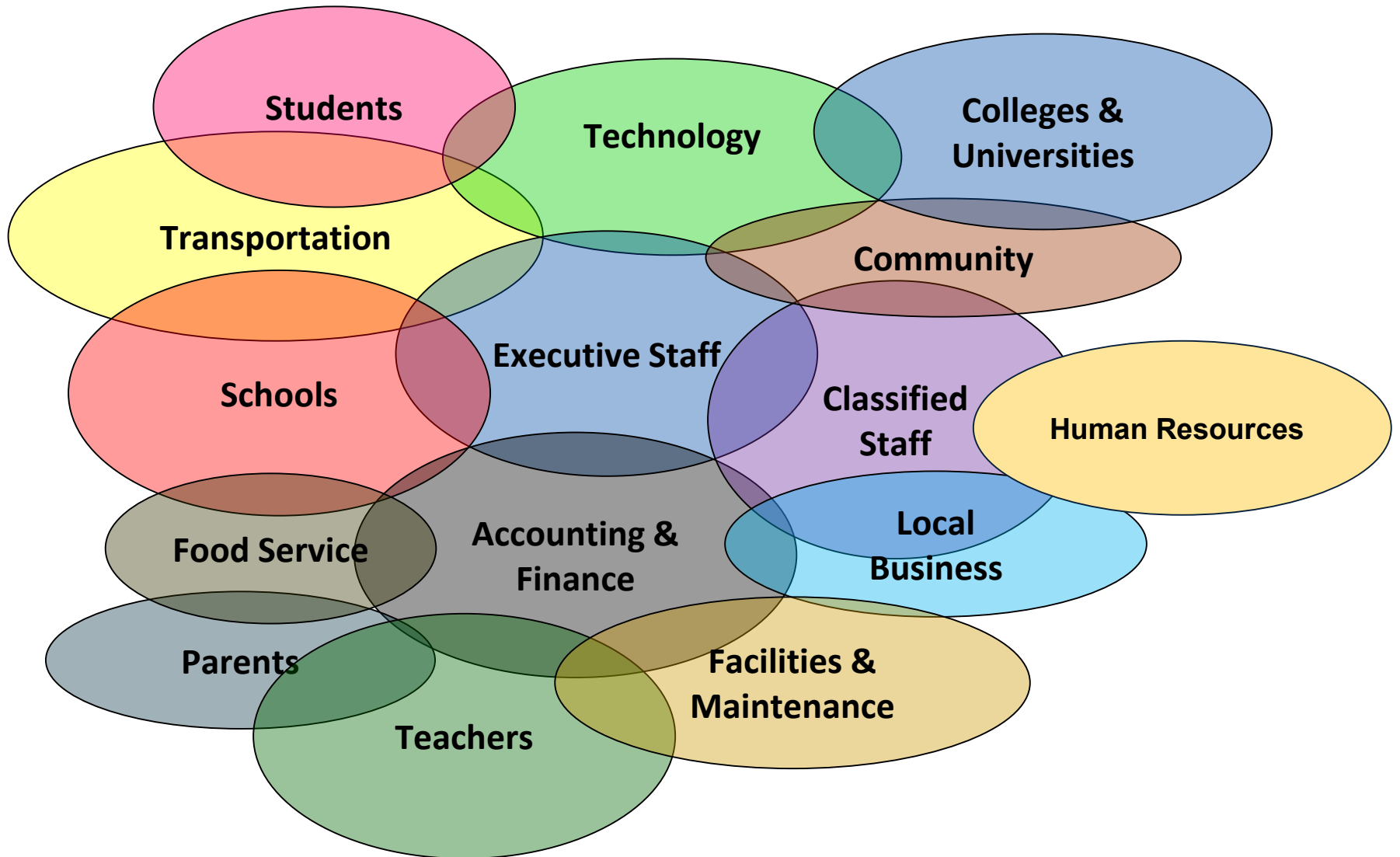
Defining Characteristics of Systems

- Every system has a purpose (Mission, Vision)

- All of a system's parts must be present for the system to carry out its purpose optimally (Fidelity of Implementation)

- These parts must be arranged in a specific way for the system to carry out its purpose (Alignment of initiatives, resources)

- Systems change in response to feedback (Monitor, Evaluate, Adjust)

- Systems maintain their stability by making adjustment based on feedback (Monitor, Evaluate, Adjust)

Thinking about Systems….

What systems do you have in your current situation – building or district?
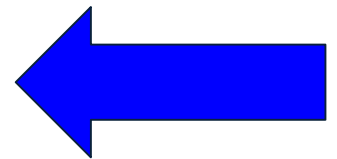
Some Possible Subsystems of an Educational System

Thinking about Systems….

What systems do you have in your current situation – building or district?

How (effectively) do those systems/ subsystems work together to support student success?

Four "systems" in Michigan that support a *pathway* to improvement

- District Improvement Framework and School Improvement Framework and the aligned School Systems Review and District Systems Review

- Multi-tiered System of Supports and the new MDE MTSS Protocol of Practice

- AdvancED and the Diagnostics

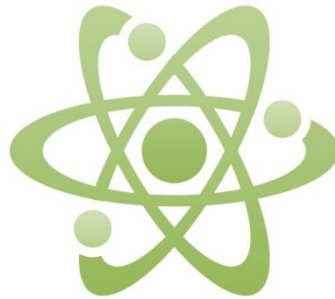- Blueprint and the Evidence of Practice

MDE's Systems Approach

What is Continuous Improvement?

Mindset

Process

Document

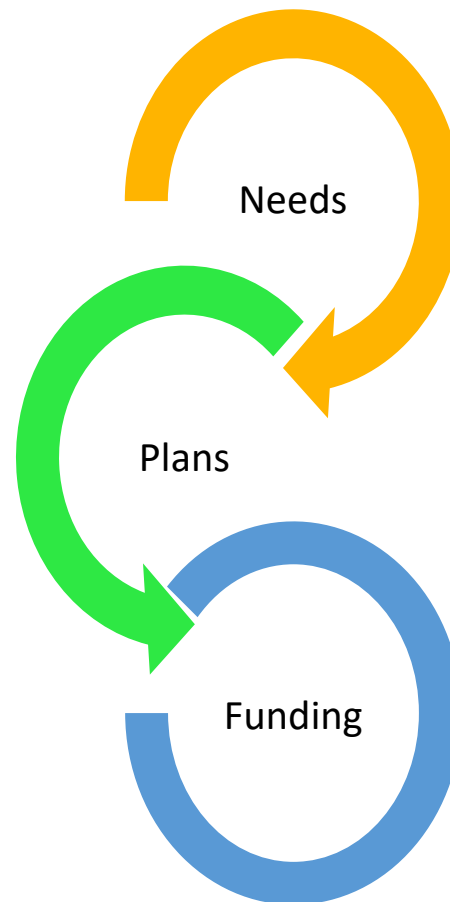?

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Making connections……

Assess Needs:
Strengths/assets
and challenges
are identified

**Plan, Implement,
Monitor, Evaluate:** A
plan for continuous
improvement is
developed with
evidence based
strategies

Align Resources:
Fiscal and human
resources are
allocated to support
the plan

Needs

Plans

Funding

Michigan Continuous Improvement Cycle

Nov 2018

V1.1

Thinking about Systems….

Given what you have learned about systems and systems thinking, what might you consider as a way to improve systems within your building/district?

Facilitators

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