

# Learning Bites: Engaging in Continuous Improvement



## What Is the Right Strategy?

When adding strategies to a continuous improvement plan, there are two key questions to consider:

- What is the right thing to do?
- Can we do it the right way?

[MiStrategyBank](#) can help determine the right thing to do by connecting users to an electronic clearinghouse of strategies that can be filtered by:

- type
- domain
- outcome
- ESSA Tier
- content area

A statewide catalog of strategies curated by What Works Clearinghouse, MDE, and Michigan educational partners will be available within the MICIP Platform. In addition to links to research, many strategies include additional resources such as implementation guides or professional learning resources that will assist districts to identify activities and complete a continuous improvement plan.

## Can We Do It the Right Way?

The second question to consider is, “Can we do it the right way?” Too often we assume we can and jump right into implementation, then become frustrated when it turns out that we cannot, and we have wasted valuable time. The Hexagon Tool from the National Implementation Research Network (NIRN) can help address this question.

The Hexagon Tool asks a continuous improvement team to evaluate its ability and/or readiness on a scale of 1(low) – 5 (high) in six categories: Capacity, Fit, Need, Supports, Usability, and Evidence.

- Capacity – the strength of the district workforce and its financial, technology, and administrative supports
- Fit – the alignment with current district priorities, initiatives, and values
- Need – the extent to which the strategy demonstrated meeting the need of the target population through research with a comparable population
- Supports – the strength of the supports available to support implementation, including staff competency and organizational practice
- Usability – the extent to which the core components are measurable and observable and can be adapted to different populations.
- Evidence – the strength of the strategy’s evidence in achieving intended outcomes when implemented with fidelity

If most scores are high or above average, the strategy can likely be implemented if the areas with lower scores are addressed first as part of installation work. If most scores are low, it’s likely that a district might struggle with implementation and may wish to consider a different strategy.