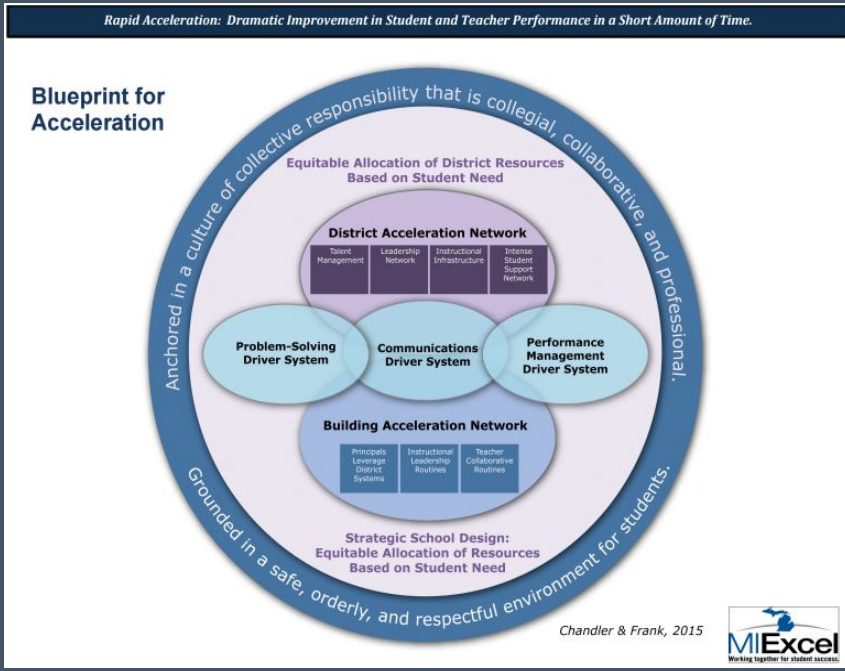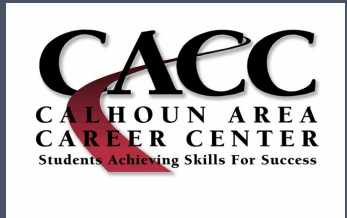**BACC & CACC Blueprint for Systems Change**

Systems in place for Change
Leading to Increased Student Achievement

BACC & CACC Blueprint for Systems Change

Systems in place for Change
Leading to Increased Student Achievement

Session Outcomes

1. To share & help participants develop an understanding of the Blueprint.

2. To share our "why" & state our urgency.

3. To explain our start & how we are changing our practice.

4. To discuss our collaborative partnerships between BACC & CACC with our Blueprint Facilitators.

As we begin, consider these thoughts

- "Every organization is perfectly designed to get the results it is getting." *Peter Drucker*

- "Great spirits have always encountered violent opposition from mediocre minds." *Albert Einstein*

- "The illiterate of the 21st century will not be those who cannot read and write, but those who cannot learn, unlearn, and relearn." *Alvin Toffler*

- "You never change something by fighting the existing reality. To change something, build a new model that makes the existing model obsolete." *Buckminster Fuller*
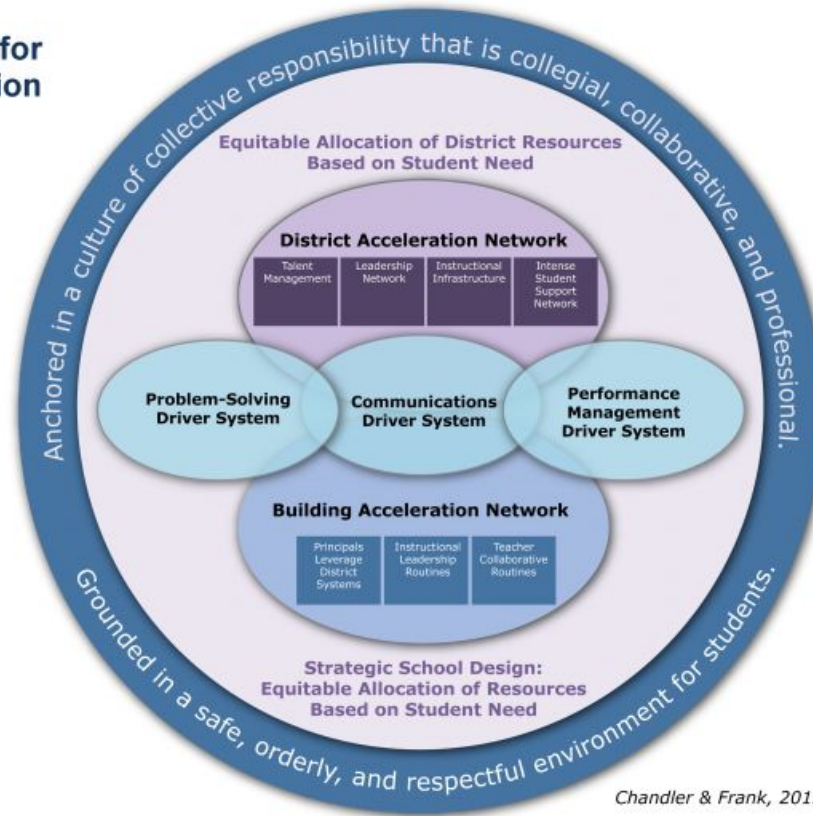
Starting with Our Why

Disrupting the status quo to save the lives of children

Blueprint for Acceleration. Chandler & Frank, 2015. MIExcel — Working together for student success.

SYSTEMS THINKING

The **Core** of the Blueprint
(Chandler & Frank, 2015)

- Blueprint at its core is about **designing and strengthening school systems** as **learning organizations** for turnaround.
- Acceleration requires instructional improvement at scale. Therefore, acceleration must be framed as a problem of organizational learning nested within the **systems** designed to support it.
- Each **system** component at the **district level**, then, is about the installation of institutional structures and practices to **improve instructional** practice at scale that leads to **improved academic, social, emotional, and health outcomes for students**.
- Each building-level component, then, is about instructional routines for both instructional leaders (principal, coach, specialist) and teachers that follow well-designed patterns of interaction meant to support **organizational change**.
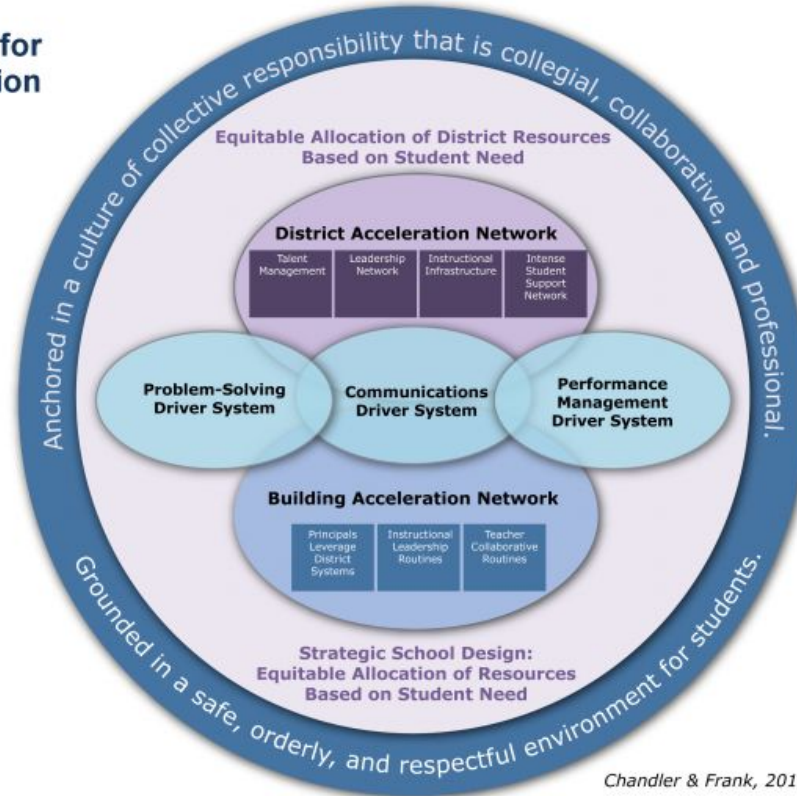
Research …

- National and International researchers have recently focused their efforts at the district or system level as it is the **district's responsibility** to **lead instructional improvement** and to **create the systems** needed to support that improvement while **eliminating barriers and obstacles** to that improvement (Lane, 2013).

Rapid Acceleration: Dramatic Improvement in Student and Teacher Performance in a Short Amount of Time.

Blueprint for Acceleration

Anchored in a culture of collective responsibility that is collegial, collaborative, and professional.

Equitable Allocation of District Resources Based on Student Need

District Acceleration Network

| Talent Management | Leadership Network | Instructional Infrastructure | Intense Student Support Network |

Problem-Solving Driver System

Communications Driver System

Performance Management Driver System

Building Acceleration Network

| Principals Leverage District Systems | Instructional Leadership Routines | Teacher Collaborative Routines |

Strategic School Design: Equitable Allocation of Resources Based on Student Need

Grounded in a safe, orderly, and respectful environment for students.

Chandler & Frank, 2015

MIExcel
Working together for student success.

LOOKING AT ONE DISTRICT SYSTEM
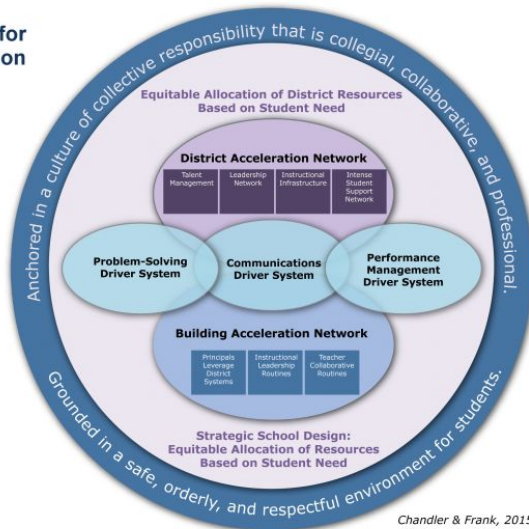
CACC Talent Management System

Talent Management

BACC Systems

Instructional Infrastructure

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BACC & CACC Our Collaborative PLC
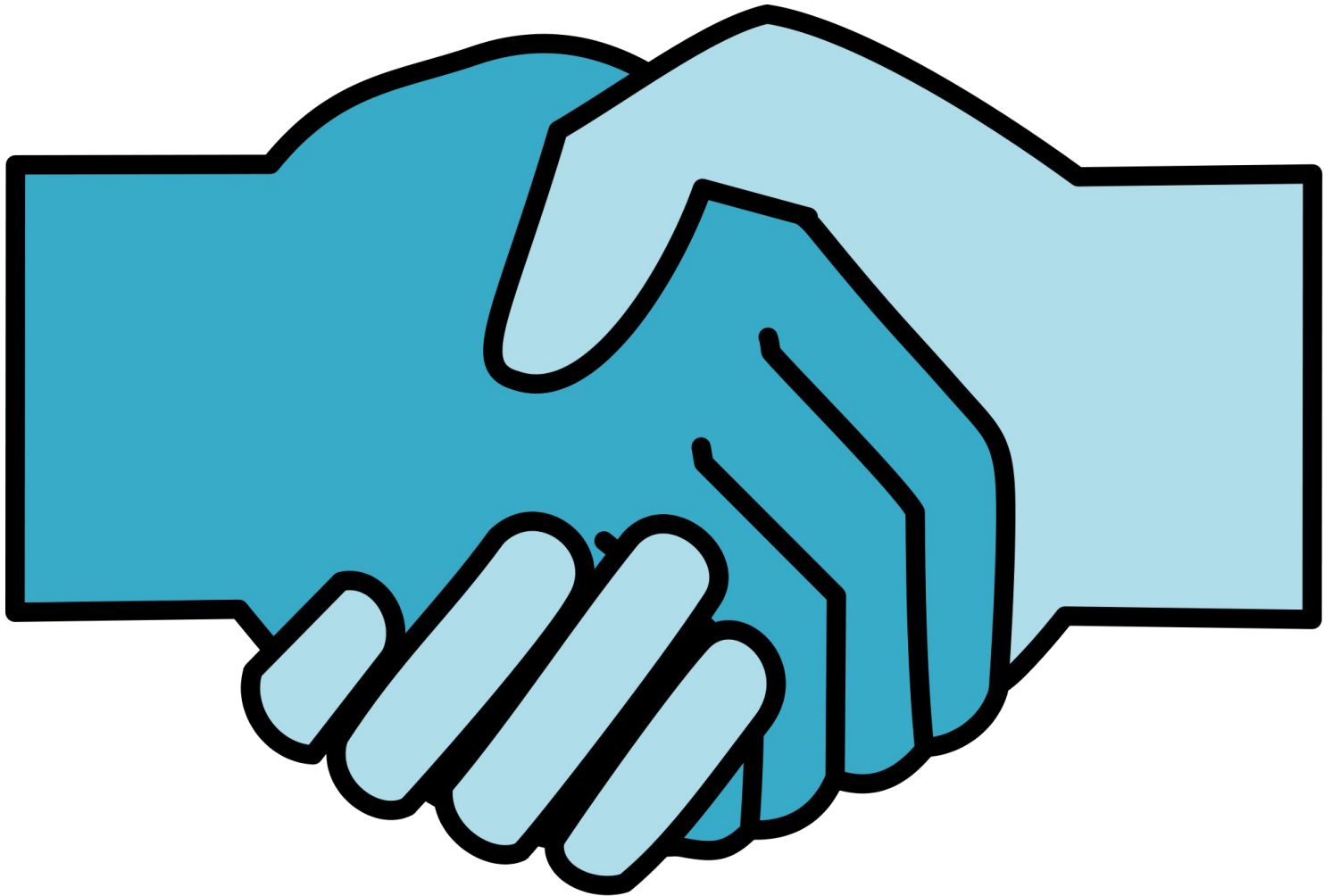
What do you think? (Turn & Talk)

*"Thinking in **systems** allows you to see the **big picture** and how the problem you are trying to solve is related to other issues. Systems thinking can be both an **overarching mindset** and a **practical tool**. It requires you to keep an open mind and sometimes may seem counterintuitive."*

~Canvas Instructor (2016)

Resources

[MI-Excel Resource Center](#)

Systems Thinking Videos

1. [A Systems Story](#)

2. [What is Systems Thinking?-Peter Senge](#)

Questions

Rapid Acceleration: Dramatic Improvement in Student and Teacher Performance in a Short Amount of Time.

Blueprint for Acceleration

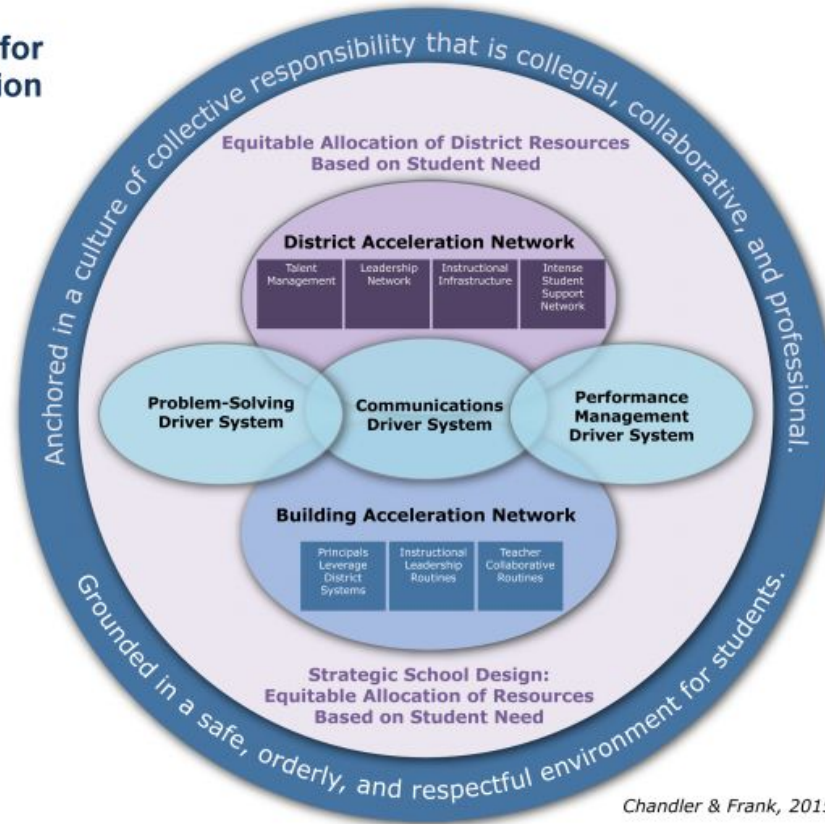Anchored in a culture of collective responsibility that is collegial, collaborative, and professional.

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Blueprint Systems Change