

# Post-Pandemic Fuel for Growth: *Forward Momentum*

Lesli Laughter, 806 Technologies  
Matt Pope, E3 Alliance

- Review Frame Team Mindset
- Focus on the Right Work cont.
  - SMART Goals with a New Lens
- Forward Momentum
  - Quadrant Mapping
  - Small Tests to Scale Efforts
- Closing

**Welcome to  
the webinar!**

***Today's Agenda***

# How are you feeling?

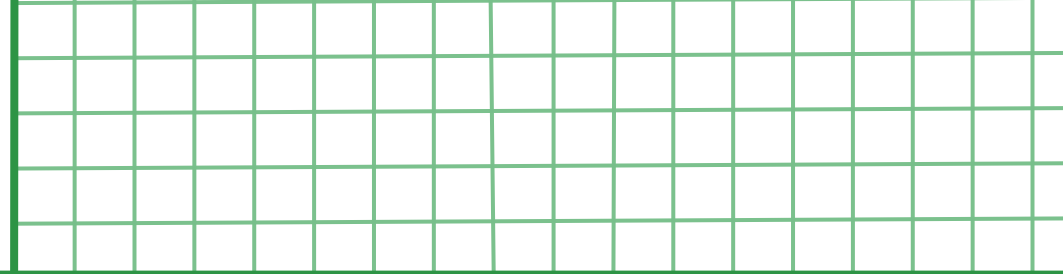




# 806 | Technologies

**Creating a world of innovative schools through responsive software and processes.**





# Transforming education systems through data and collaboration so all students succeed!



E3 Alliance is a nonprofit 501(c)(3) organization based in Austin, Texas.



**Are “the good  
old days” what  
our students  
need?**



**Bridget Long**

Dean of the Harvard Graduate  
School of Education

As a teacher, you can imagine your students come back to school, and all of a sudden, students of the same chronological age are actually in very different places academically, depending on their individual family situation and what accommodations were able to be made.

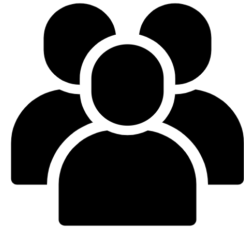






**Even after 16  
months, nothing is  
routine. It's time to  
FRAME, FOCUS,  
and move  
FORWARD.**

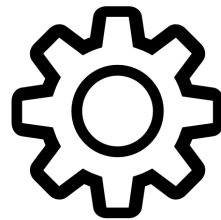
# Post- Pandemic Fuel for Growth



Frame team mindset

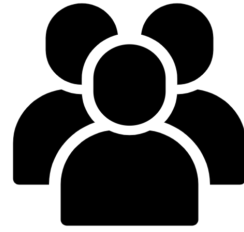


Focus the right work



Forward momentum

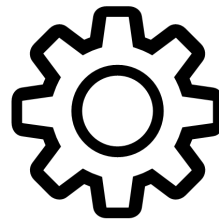
# Post- Pandemic Fuel for Growth



*Frame team mindset*



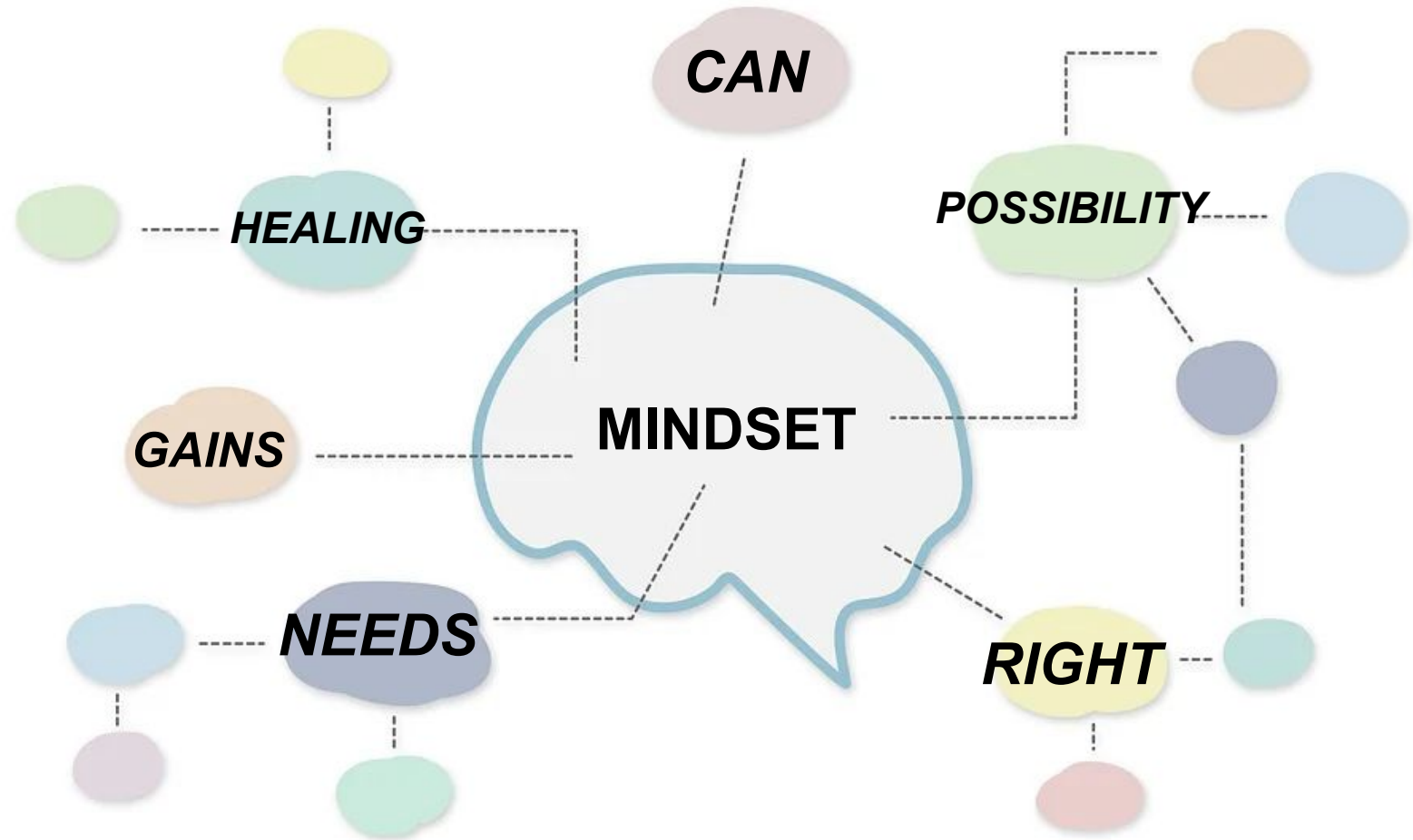
Focus the right work

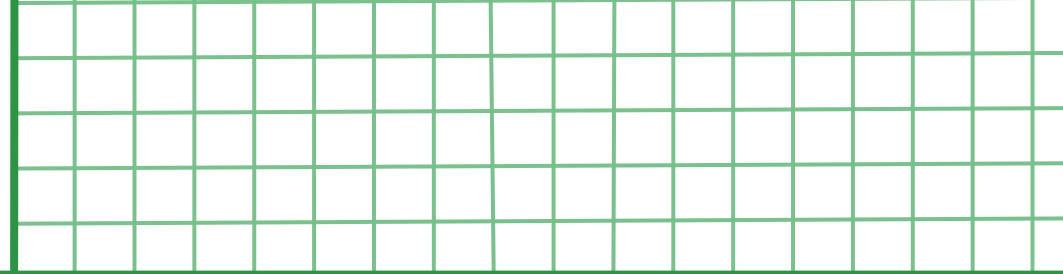


Forward momentum

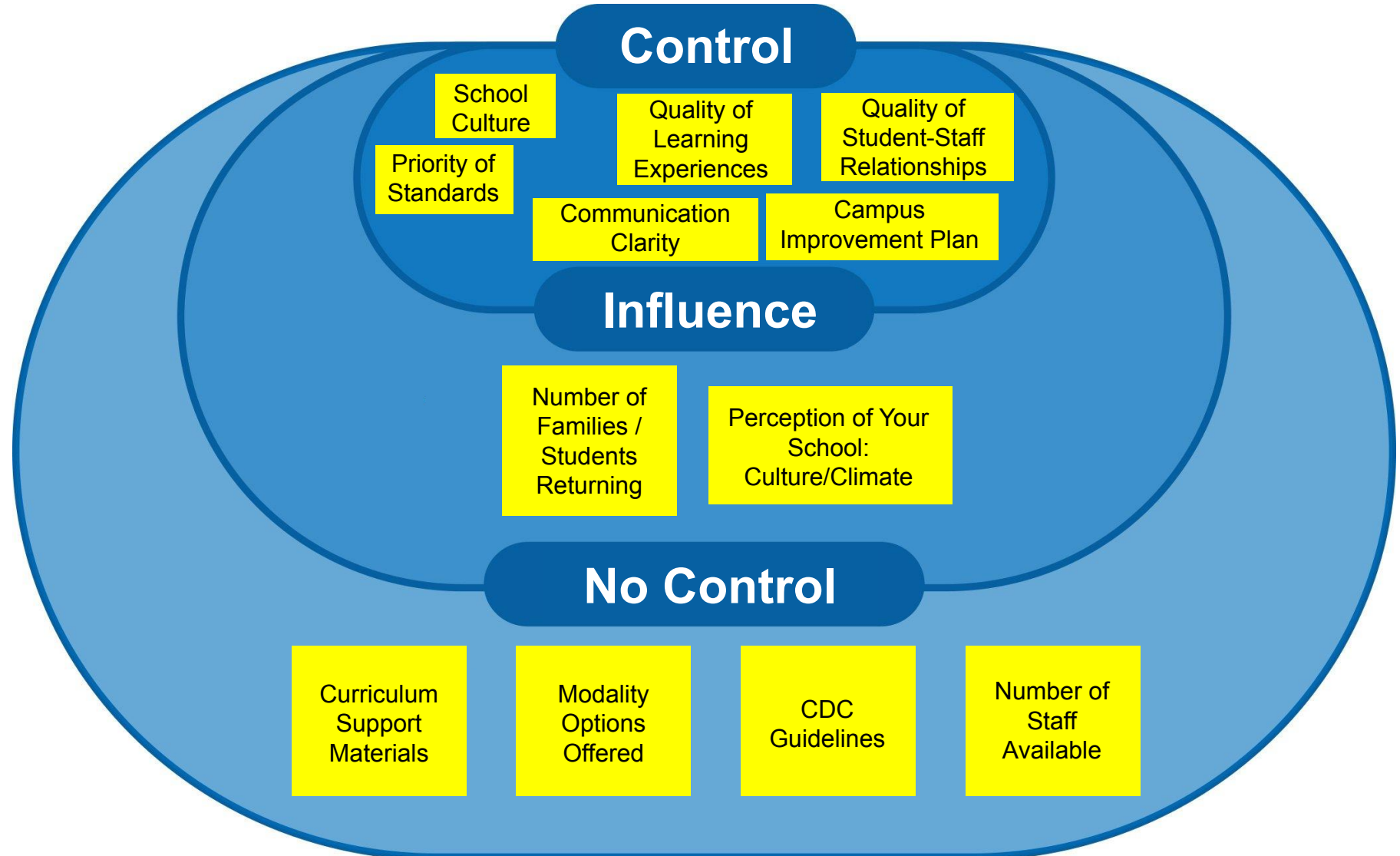


# Lead with a Growth Mindset





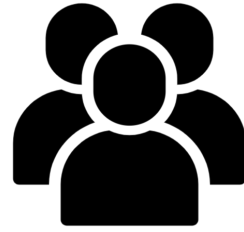
# What can we control right now?





**The plans you are implementing now perfectly align with the results you are achieving.**

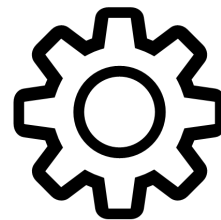
# Post- Pandemic Fuel for Growth



Frame team mindset



*Focus the right work*



Forward momentum



**E3 ALLIANCE**  
EDUCATION EQUALS ECONOMICS

**806** | Technologies



# Focus on the Right Work:

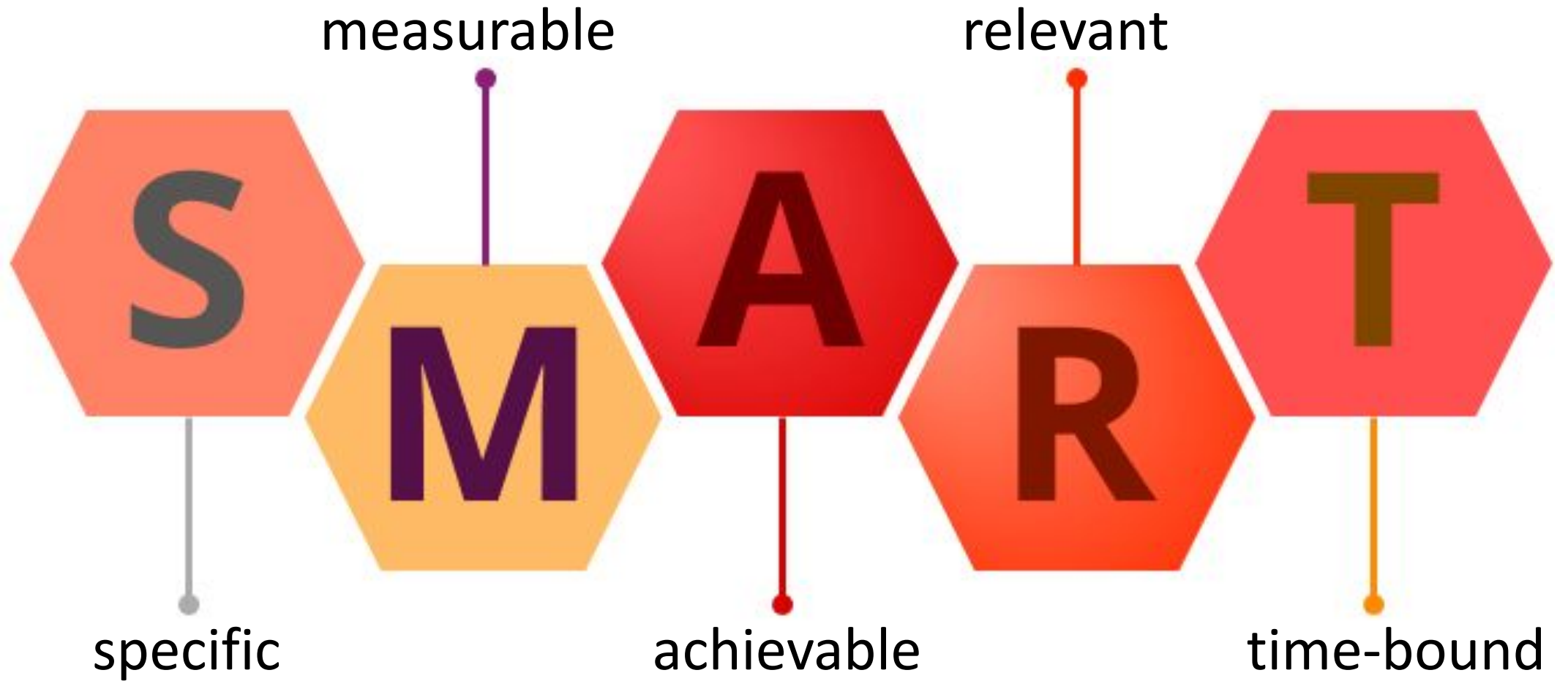
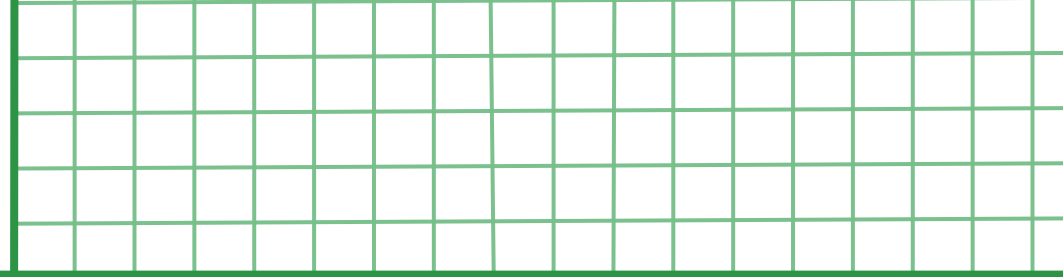
By design, not  
by chance

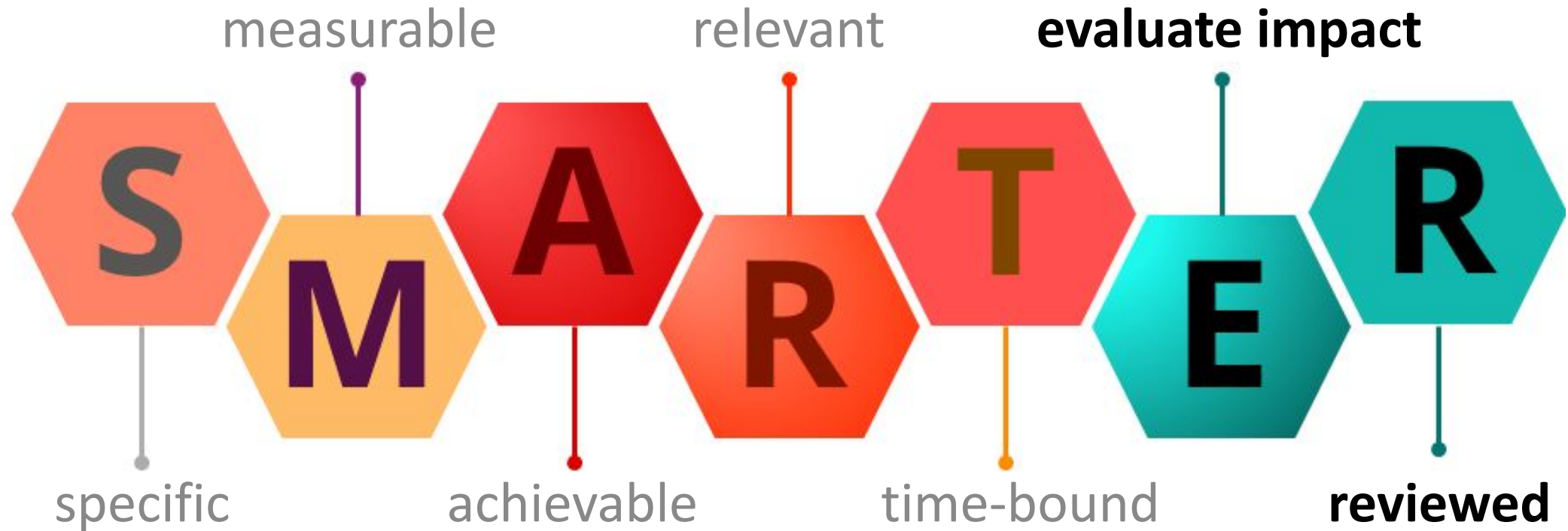
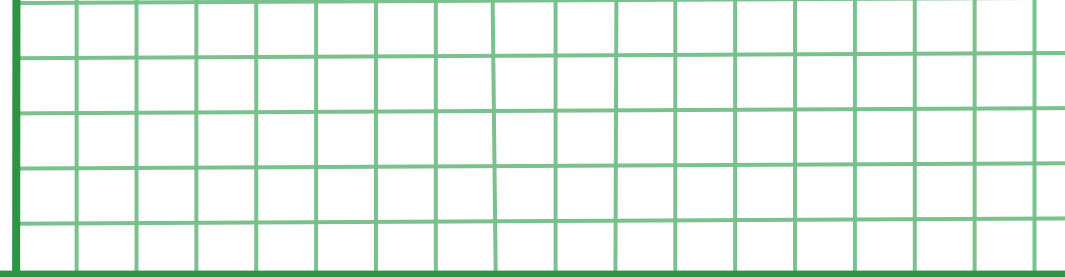


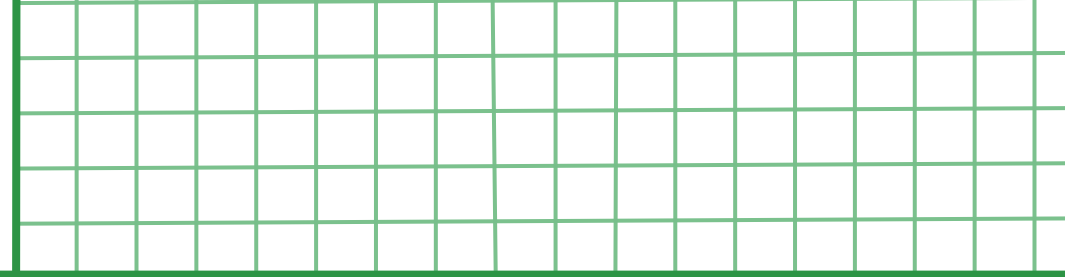


**“It is important that data teams learn how to work with the big picture and not just one standard at a time.”**

Victoria Bernhardt







Adding the ER moves the goal from an event into the way we do business - purposeful and focused.

# How to Write SMARTER Goals



## CNA Data Findings:

- Students' math scores fell by 18% in all student groups from 62% in 2019 to 54% in 2021.
  - The EcoDis group dropped the most at 34%.
- Not all teachers understand how to implement mathematical practices in their own content areas even though the school is committed to a schoolwide focus on mathematical practices across the curriculum.

# How to Write a SMARTER PROGRESS Goal

## Our SMART Goal:

- Math scores on the state assessment for the All Students group will increase from 54% (2021) to 59% (2022) and the EcoDis group will increase from 34% (2021) to 39% (2022).

## Our SMARTER Goal - **EVALUATE** the impact

- How will...
  - success be measured AND
- How will the...
  - impact on student learning be measured?
  - impact on future instruction be determined?
  - *success contribute to accelerated learning?*

# How to Write a SMARTER PROGRESS Goal

## Our SMART Goal:

- Math scores on the state assessment for the All Students group will increase from 54% (2021) to 59% (2022) and the EcoDis group will increase from 34% (2021) to 39% (2022).

## Our SMARTER Goal - **REVIEWED**

- How will we know during the year that progress is on-track?
- How and when will we monitor?
- Who will monitor?
- Who will design mid-course adjustments?
- *How will acceleration be monitored?*



# How to Write a SMARTER PROCESS Goal

## Our SMART Goal:

- Throughout 2021-2022, all teachers will demonstrate mathematical practices in their own content areas by weaving at least one math concept per week into their instruction.

## Our SMARTER Goal - **EVALUATED**

- How will we know what success to looks like? What is the model for each expected concept?
- How do we expect success to impact student learning?
- How will success impact future instruction?
- How will success move our school toward our vision?

# How to Write a SMARTER PROCESS Goal

## Our SMART Goal:

- Throughout 2021-2022, all teachers will demonstrate mathematical practices in their own content areas by weaving at least one math concept per week into their instruction.

## Our SMARTER Goal

- **REVIEWED**
  - How will we know during the next 90-days that progress is on-track?
  - How and when will we monitor?
  - Who will monitor?
  - Who will design mid-course adjustments?
  - *How will the goal contribute toward acceleration? At what levels?*



**Goal -** Math scores on the state assessment for the All Students group will increase from 74% (2021) to 78% (2022) and the EcoDis group will increase from 64% (2021) to 69% (2022).

**Expected Impact -**

- Acceleration will be demonstrated in the All Students group with at least 4% growth rather than the usual 3%.
- Success with the extended school day's personalized, intensive acceleration will be demonstrated by at least 5% growth for the EcoDis group.

Why  
Execute  
**SMARTER**  
Goals

Achievement happens when we pursue and attain what we want.

Why?

Success comes when we are in clear pursuit of WHY we want it.

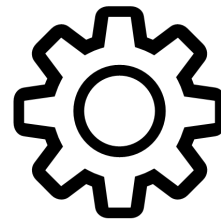
# Post- Pandemic Fuel for Growth



Frame team mindset

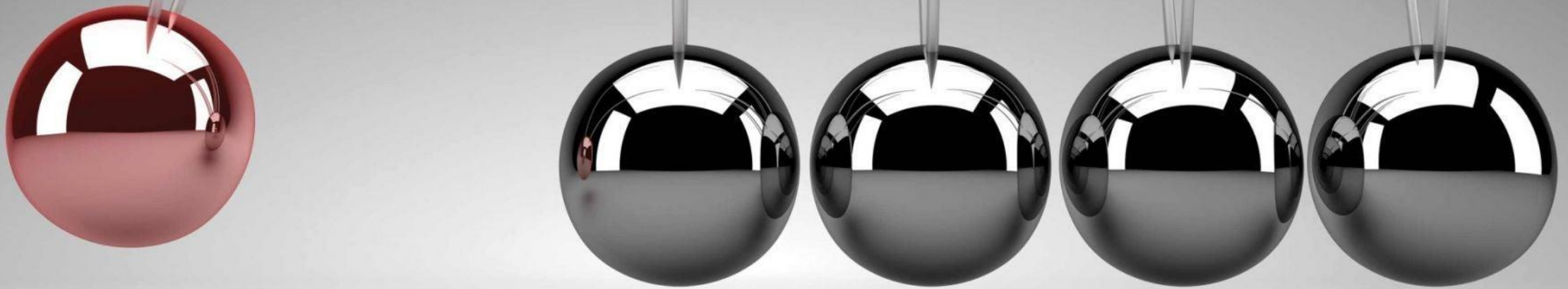


Focus the right work



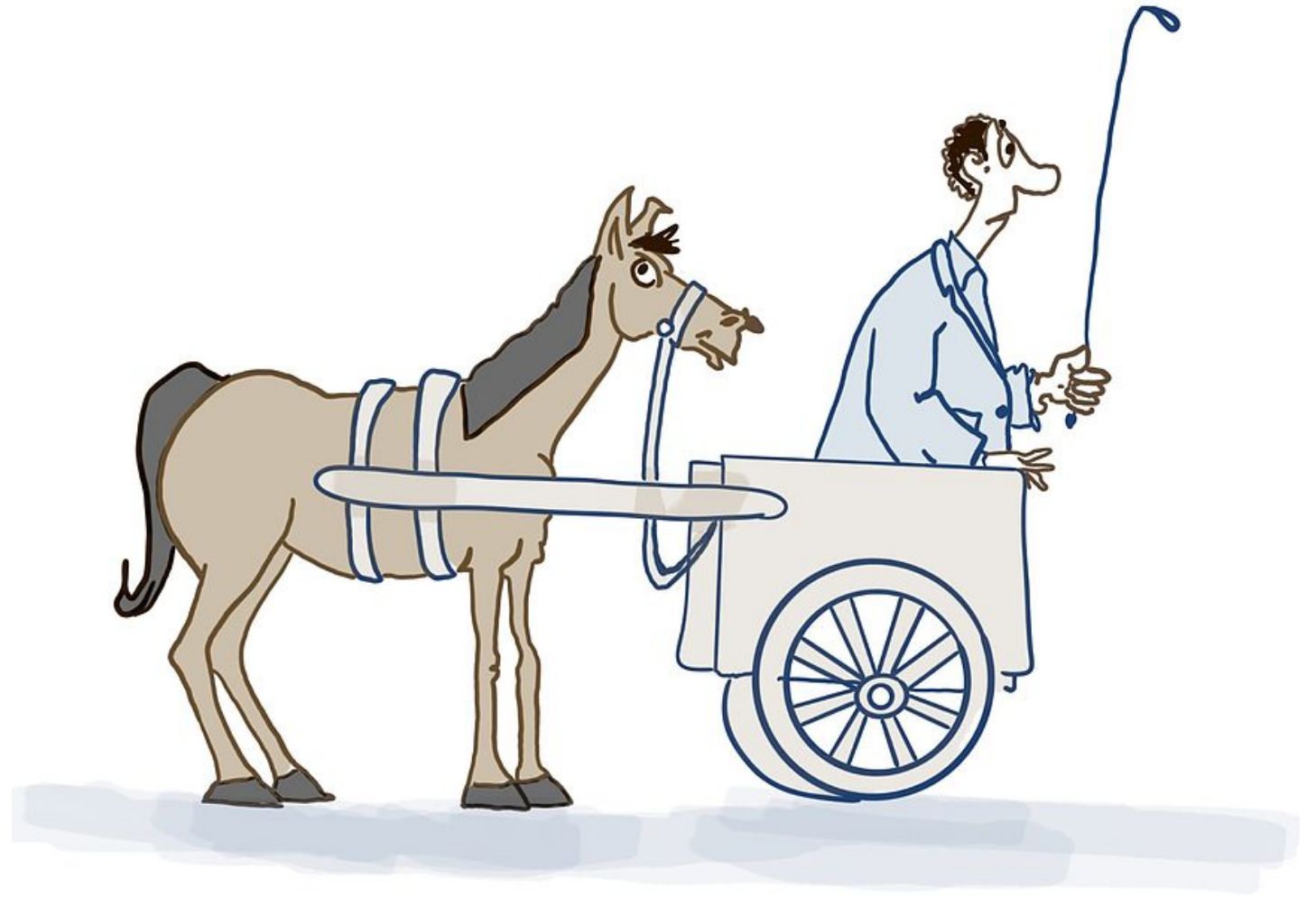
*Forward momentum*

# Forward Momentum



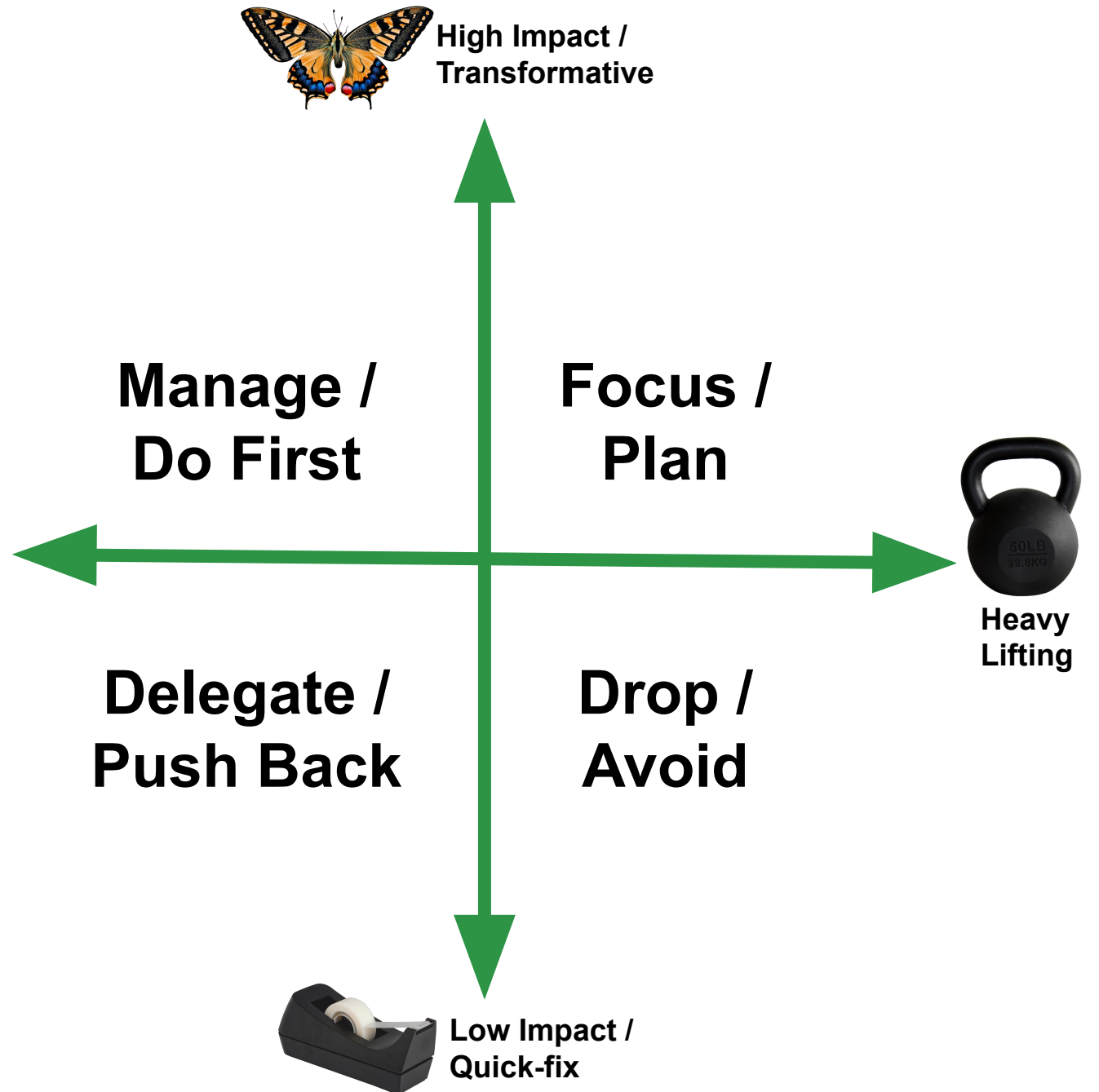
**How does it turn out when we  
treat everything as important  
and believe they will all have a  
positive impact on outcomes  
for students?**

# NOT well!



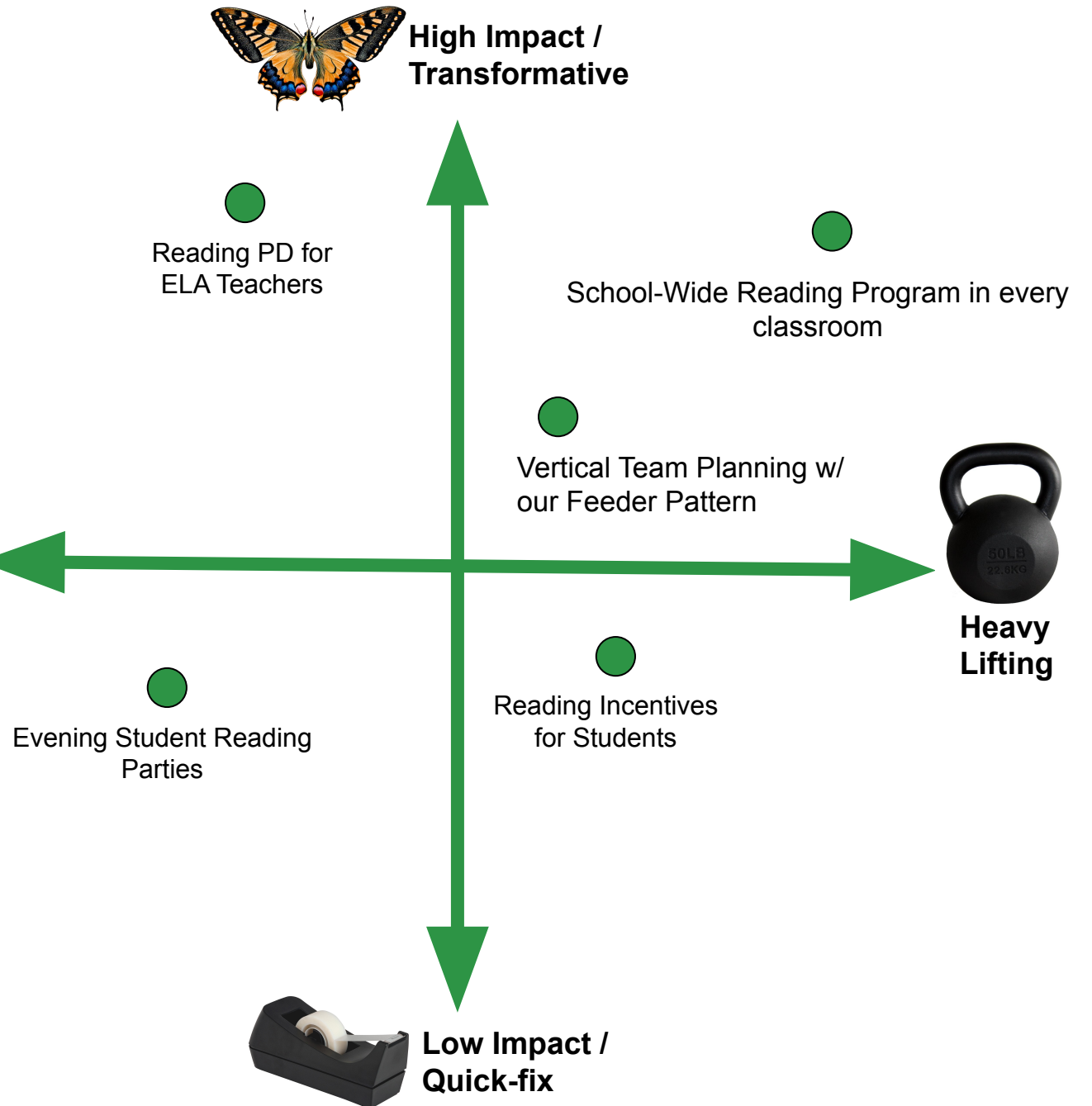


# Opportunity Quadrant Map for the Right Work



# EXAMPLE: Opportunity Quadrant Map

  
Light  
Lifting





**Goal -** Math scores on the state assessment for the All Students group will increase from 44% (2021) to 48% (2022) and the EcoDis group will increase from 24% (2021) to 29% (2022).

**Expected Impact -**


- Acceleration will be demonstrated in the All Students group with at least 4% growth rather than the usual 3%.
- Success with the extended school day's personalized, intensive acceleration will be demonstrated by at least 5% growth for the EcoDis group.


# Opportunity Quadrant Map for SMARTER Goal

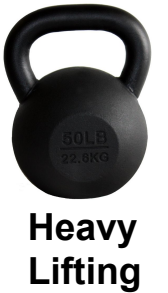
  
Light  
Lifting



High Impact /  
Transformative

 Extended Day  
Personalized  
Acceleration

 School-wide Math Acceleration  
Integration



Heavy  
Lifting



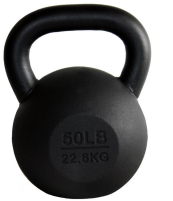
Low Impact /  
Quick-fix

# Opportunity Quadrant Map for the Right Work



High Impact /  
Transformative

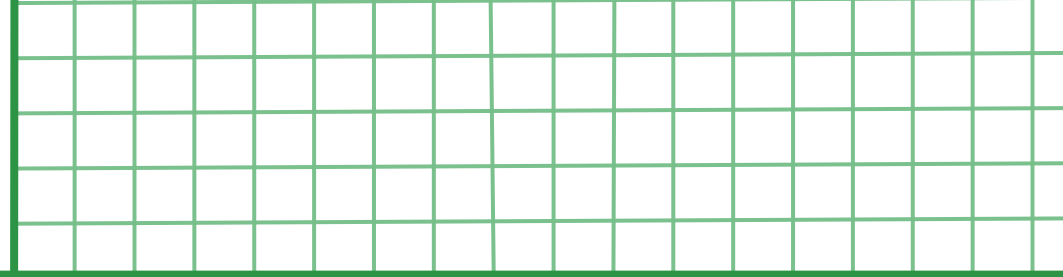
**Focus /  
Plan**



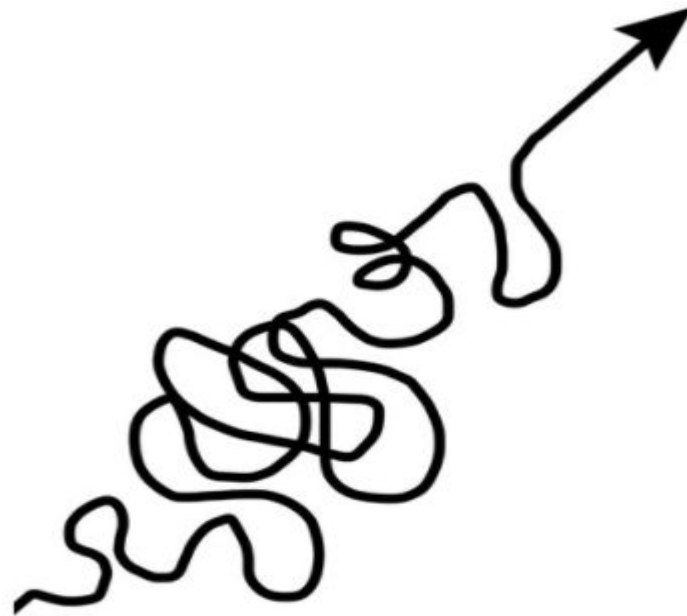
Heavy  
Lifting



Low Impact /  
Quick-fix



**When considering your plan,  
remember that success is not linear!**

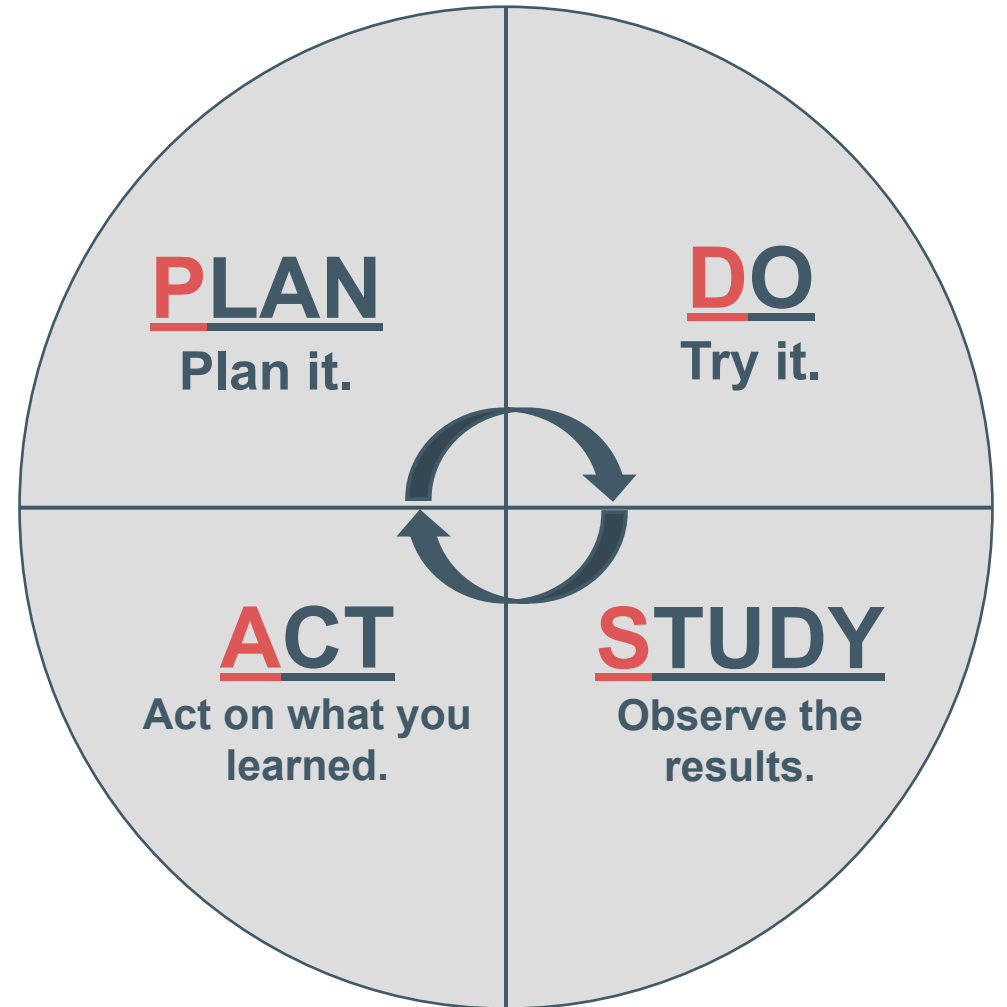


# Small-Scale Tests of Change

**Small-scale tests of change** help determine whether an idea could result in sustainable improvement.

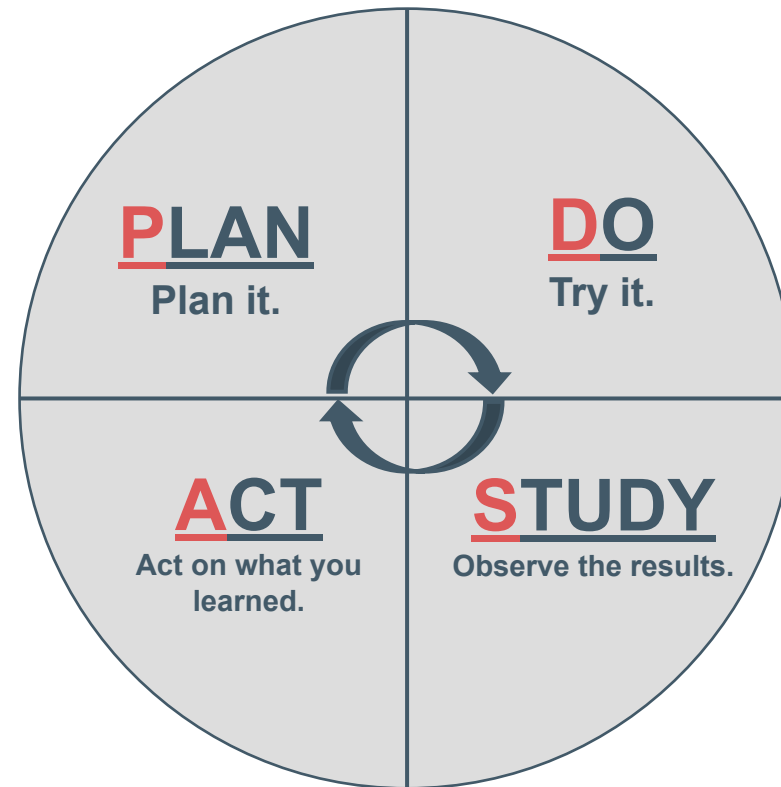
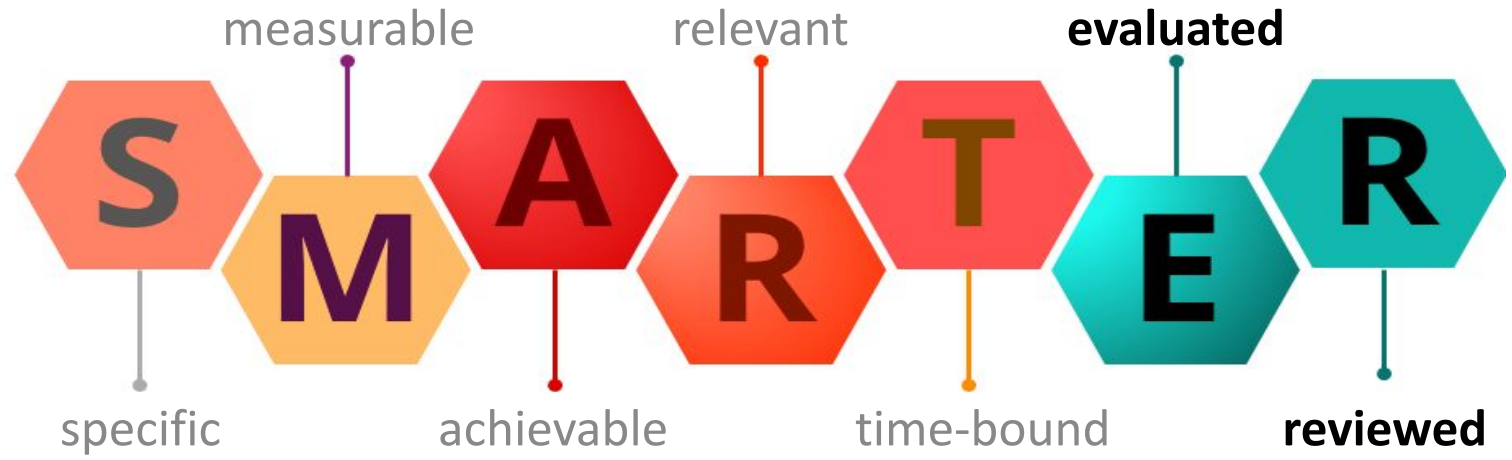
**Changes** should be tested under multiple conditions and with a variety of staff before being implemented.

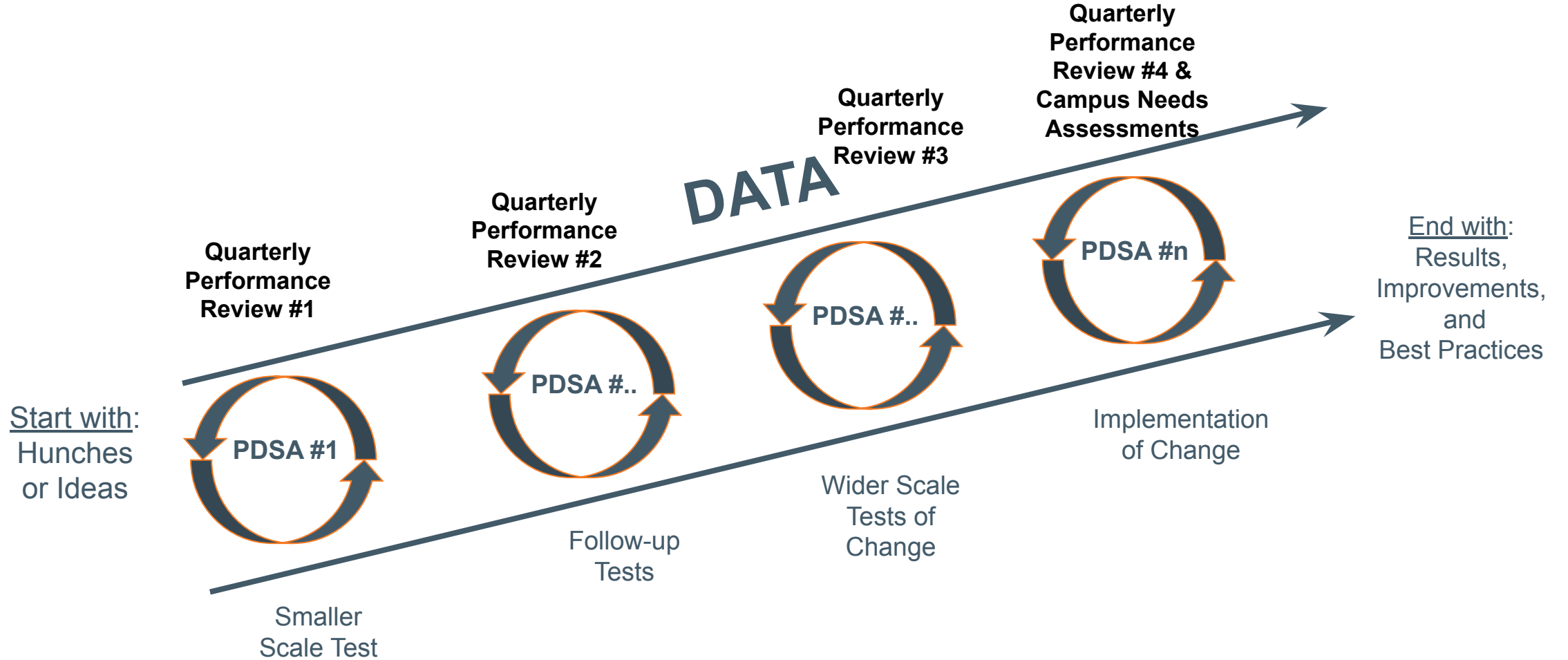
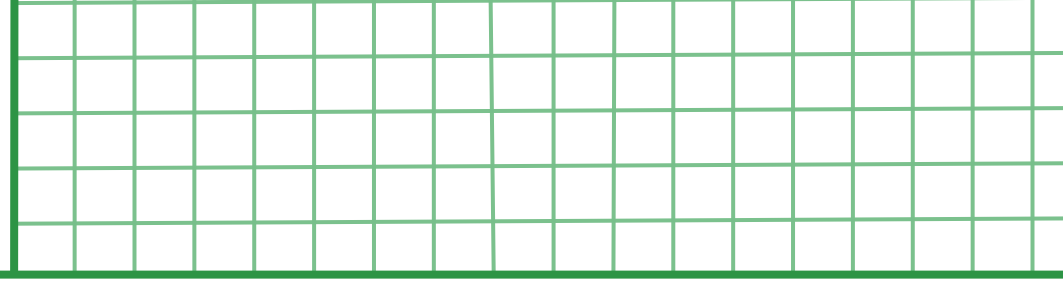
# PDSA: A common name for Small-Scale Tests





# PDSA and SMARTER Goals







## Goal -

Math scores on the state assessment for the All Students group will increase from 44% (2021) to 48% (2022) and the EcoDis group will increase from 24% (2021) to 29% (2022).

## Expected Impact -

- Acceleration will be demonstrated in the All Students group with at least 4% growth rather than the usual 3%.
- Success with the extended school day's personalized, intensive acceleration will be demonstrated by at least 5% growth for the EcoDis group.



### Plan:

- Two classrooms with 5 students
- Create personalized learning pathways with pre- and post-assessments
- Designate 3 weeks for test

### Do:

- Implement Test in the two classrooms

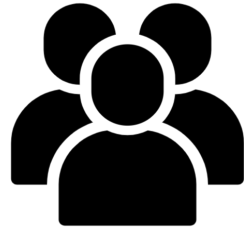
### Study:

- Collect and Analyze pre, post and formative data
- Talk to students and get input on process

### Act:

- Improve process based off data and do more tests

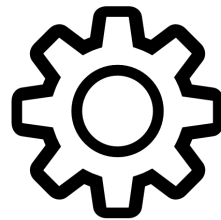
# Post- Pandemic Fuel for Growth



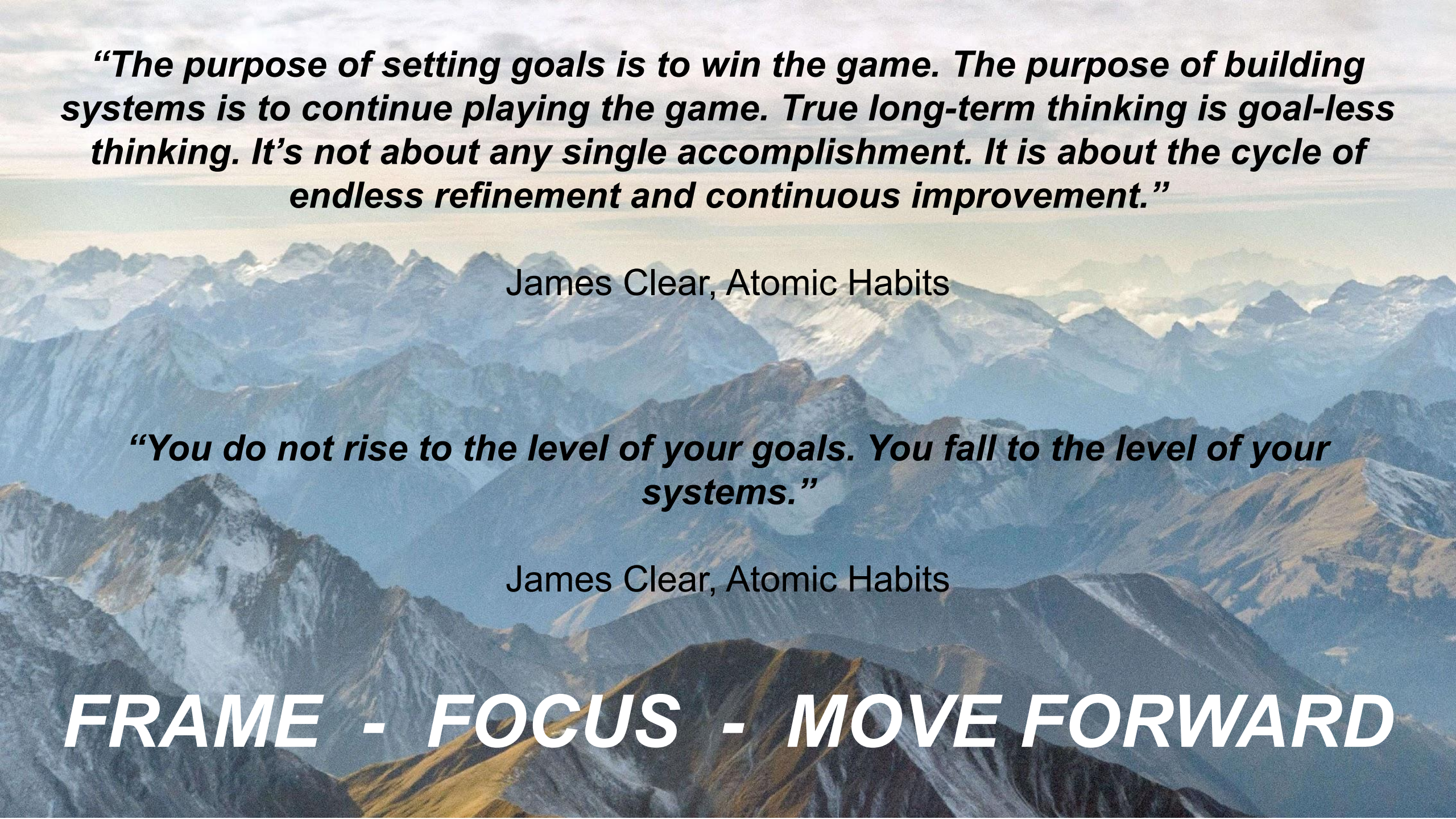
Frame team mindset



Focus the right work



Forward momentum



***“The purpose of setting goals is to win the game. The purpose of building systems is to continue playing the game. True long-term thinking is goal-less thinking. It’s not about any single accomplishment. It is about the cycle of endless refinement and continuous improvement.”***

James Clear, Atomic Habits

***“You do not rise to the level of your goals. You fall to the level of your systems.”***

James Clear, Atomic Habits

**FRAME - FOCUS - MOVE FORWARD**



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**Let's keep the conversation going! Thank you for attending.**

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