

Building an Effective Improvement Team: Guiding Questions & Considerations

Forming the right team is critical to successful improvement efforts. Teams vary in size and composition. The team must suit the needs of the district.

Considerations	Expectations of Improvement Team Members:
<p>What is the district's focus? What problem do you want to solve?</p> <p>What system(s) will be affected by the improvement process?</p> <p>Who will be affected by the improvement efforts, including those who oversee and work within the process (managers, administrators, certificated, classified, etc.)?</p>	<p>Willingness to engage in learning, problem-solving and action research</p> <p>Sufficient time and energy to fully participate in the process</p> <p>Ability to attend scheduled in-person and virtual meetings</p> <p>Committed to an action oriented, interactive process</p>
Leadership Team vs. Improvement Team	Improvement Team Development
<p>Leadership Teams make decisions that are quick and efficient. They see the urgent issues and solve them. They focus primarily on the issues that are task driven and can be solved quickly.</p> <p>Improvement Teams are high on the learning and slow on the doing. They focus primarily on issues within the system that are complex and deep. They take into consideration the voice of the users as they learn about the problems and then test solutions prior to full scale implementation.</p>	<p>Coach: Thought Partners in the Work Improvement expert who helps facilitate the work (FCSS DA partners)</p> <p>Team Leader: Driver and Glue of the Work Living and breathing the work; leads the charge and ensures follow-through</p> <p>Decider: Champion of the Work The person with the decision-making authority; may not attend all meetings but is regularly informed of the work and is in a position to move the work forward.</p> <p>Subject Matter Experts: Frontlines of the Work The users of the system- consider who touches the Student Group; may not be those who typically sit on Leadership Teams</p> <p><i>*work hard to assure a diverse set of individuals that bring all perspectives to the table</i></p>