

Leading for Transformation Conference | JUNE 2019

UTILIZING A THEORY OF ACTION FOR CONTINUOUS SCHOOL IMPROVEMENT

Robyn Madison-Harris, Ed.D.

Southeast Comprehensive Center at American Institutes for Research

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Icebreaker: Ego and Alter Ego

- Share collective Ego
- Share collective Alter Ego

Agenda

1. Discuss the purpose of a theory of action.
2. Examine ways to illustrate a theory of action.
3. Review the Office of School Improvement theory of action presented in “Sharing What Works—Supporting Schools: A Framework of Effective Practices and Procedures.”
4. Draft theories of action.



Session Objectives

- Present a theory of action (ToA) as a tool for school improvement plan development, implementation, and monitoring
- Promote multilevel capacity-building (e.g., school, community, district, and state)

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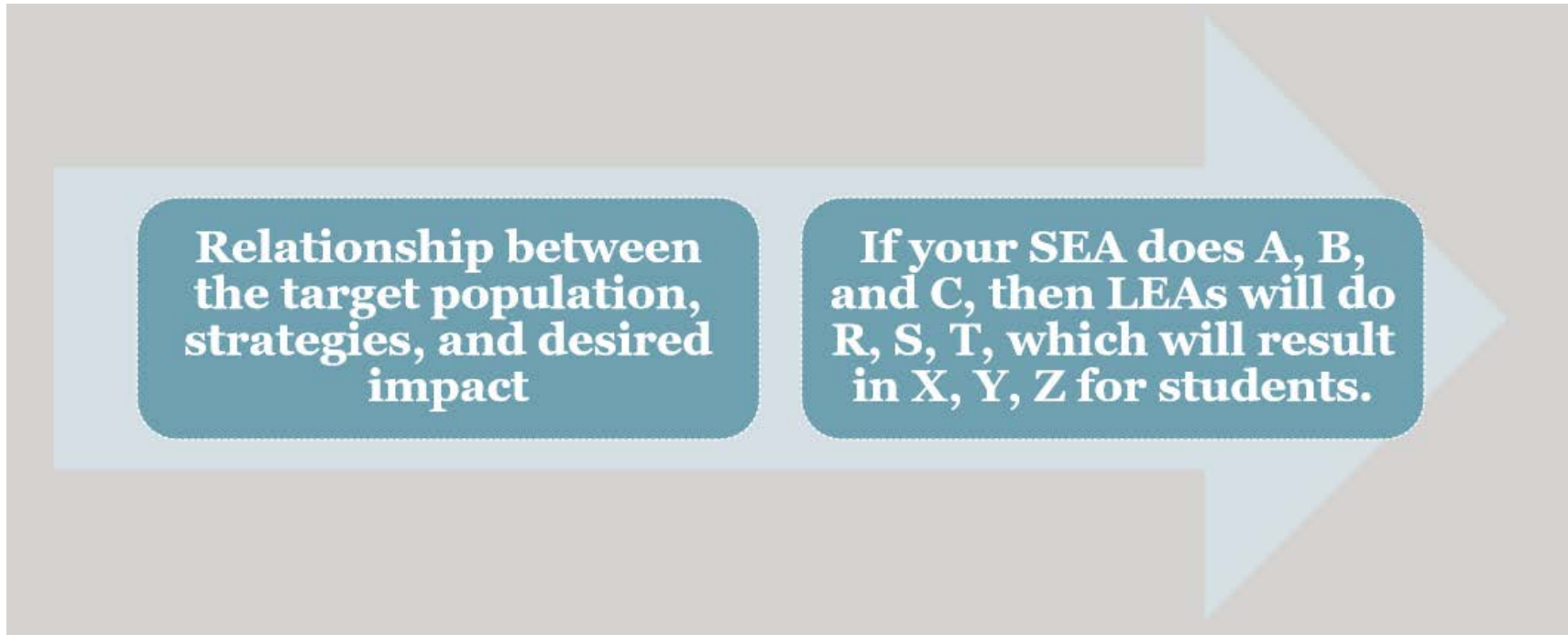
What is a Theory of Action?

A theory of action/theory of change maps out why a desired change is expected to happen in a particular context.

The If-Then or Conditional Statement

$$x \rightarrow y$$

Theory of Action



Theory of Action Practice

In dyads, briefly discuss a school improvement need (from needs assessment data) that you encounter in your role and a proposed remedy.



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MDE Office of School Improvement Theory of Action

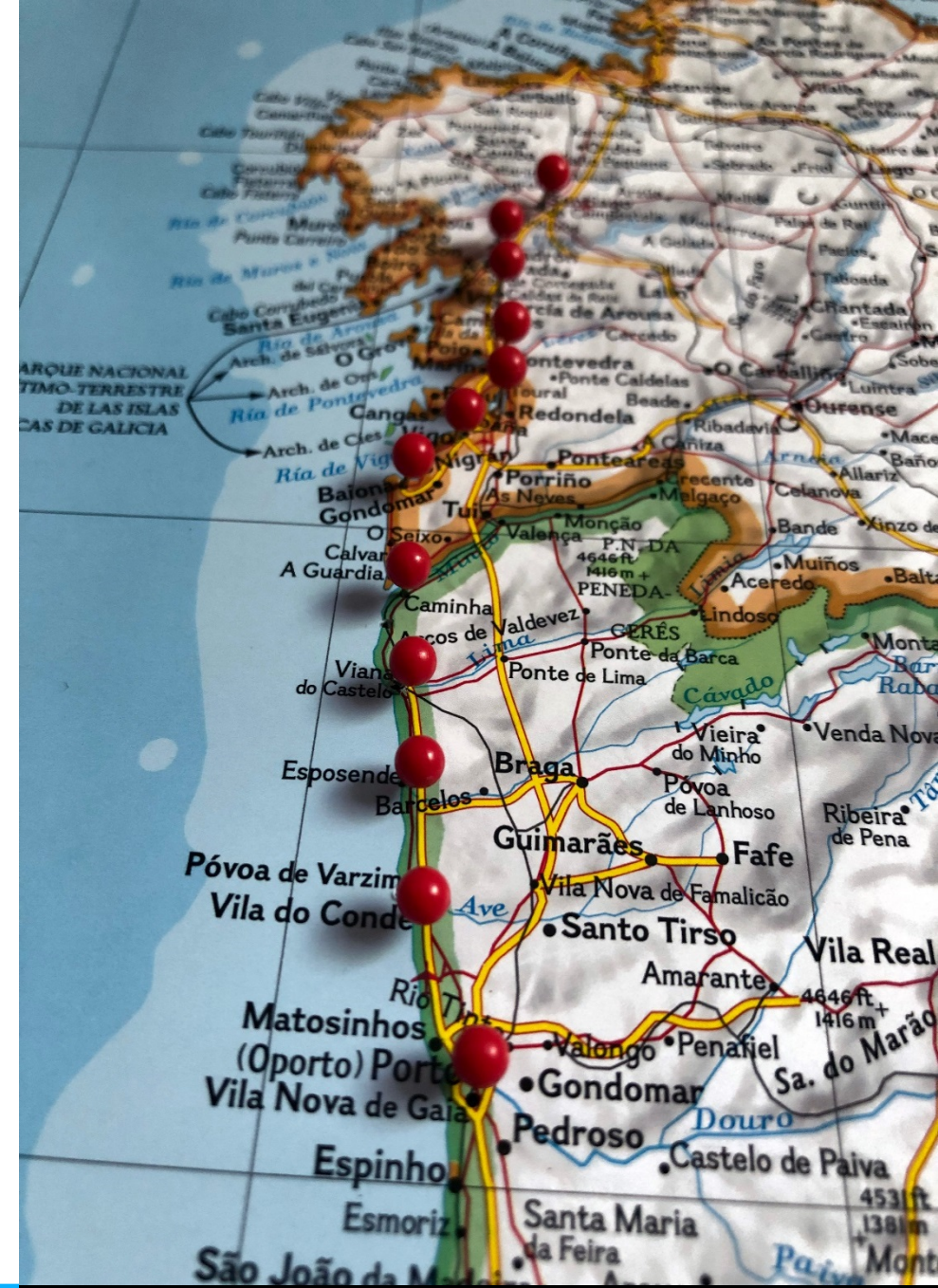
If the OSI supports district and school leaders in building capacity to support school reform, *then* district and school leaders' capacity to make courageous decisions that are necessary to drive change will be strengthened; and *If* district and school leaders make courageous decisions that are necessary to drive change, *then* they will be equipped to create and sustain conditions necessary for schools to fully and effectively impact measurable student outcomes.

Mapping Out a Theory of Action

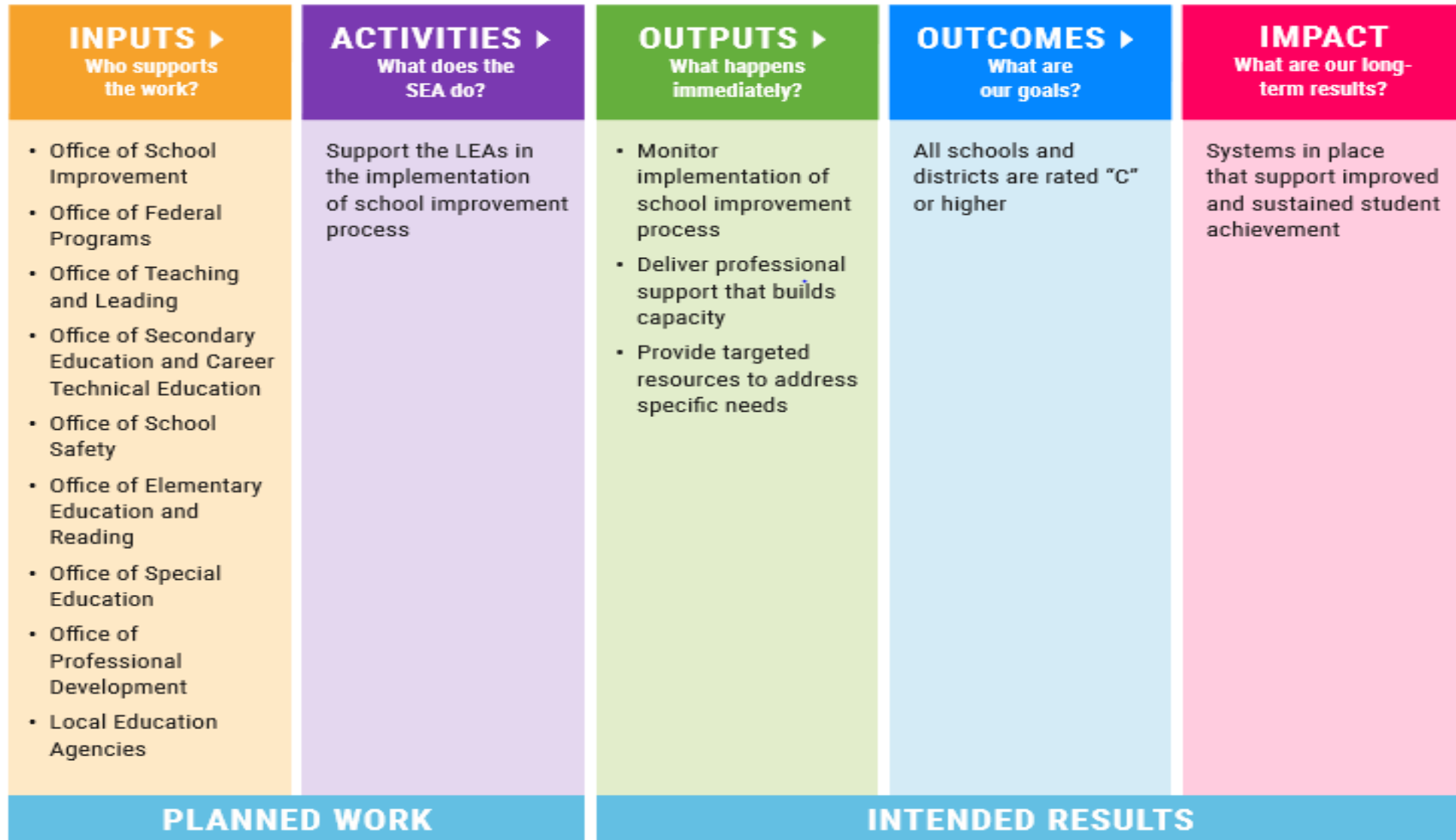
Plan Components (Logic Model)

- **Assumptions** provide information about the principles and belief system that underlie the theory of action.
- **Inputs** are the people, offices, departments, and stakeholders that are needed to implement the program.
- **Activities** are the processes, techniques, tools, events, technology, and actions of the planned programs.
- **Outputs** are the direct results of program activities.
- **Outcomes** are specific changes in attitudes, behaviors, knowledge, skills, status, or level of functioning expected to result from program activities.
- **Impacts** are organizational, community, and/or system level changes expected to result from program activities.

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Action Plan Components (Logic Model)



Draft Your Own Action Plan Components/Logic Model:

Inputs

Activities

Outputs

Outcomes

Impact



Continuous Progress Monitoring

- Collect, analyze and use data
- Continuously monitor and improve interventions (colleague's presentation)
- Communicate results
- Make adjustments



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Questions?



Robyn Madison-Harris, Ed.D.

SENIOR TECHNICAL
ASSISTANCE CONSULTANT
225.751.8770
RMADISON-HARRIS@AIR.ORG

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Comprehensive Center
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