

RAPID IMPROVEMENT LEADER INDICATORS

CODE

Initial Analysis and Problem Solving

- TLA1A Rapid Improvement leader makes an action plan so that everyone involved knows specifically what they need to do differently.

- TLA1B The Rapid Improvement leader personally analyzes data about the organization's performance to identify high-priority problems that can be fixed quickly.

Driving for Results

- TLA2A Rapid Improvement leader first concentrates on a very limited number of changes to achieve early, visible wins for the school.

- TLA2B Rapid Improvement leader makes changes that deviate from organization's norms and rules if necessary to gain visible wins.

- TLA2C Rapid Improvement leader implements an action plan in which change is mandatory for all staff, not optional.

- TLA2D Rapid Improvement leader replaces or redeploys some staff as necessary based on careful examination of skills and readiness for change.

- TLA2E Rapid Improvement leader quickly discards tactics that don't work and spends more resources and time on tactics that work.

- TLA2F Rapid Improvement leader reports progress but keeps school's focus on high goals.

Influencing Inside and Outside the School

- TLA3A Rapid Improvement leader motivates others inside and outside the school to contribute to success.

- TLA3B Rapid Improvement leader uses various tactics to help staff empathize with those they serve and be motivated for change.

- TLA3C Rapid Improvement leader works hard to gain the support of trusted influencers among staff and community.

- TLA3D Rapid Improvement leader silences critics with speedy success on "quick win" objectives.

Measuring, Reporting, Improving

- TLA4A Rapid Improvement leader sets up systems to measure and report interim results often.

- TLA4B Rapid Improvement leader shares results in open-air meetings to hold all staff accountable for results and to focus on solving problems.
