



Stage 1: Identify Critical Needs of Districts/Community Schools and Buildings uses state and district data to identify the most pressing needs faced by the district/community school and building. **This stage uses the Decision Framework (DF)/Building Decision Framework (BDF) as the major OIP tool** to analyze and interpret the effect of district/community school and building practice in critical areas (e.g., instructional management, leadership, school climate) on student achievement, and identify the district's/community school's and building's most critical needs and most probable causes contributing to those needs.

Stage 2: Develop a Focused Plan uses identified needs to create a focused plan. Stakeholders and the local school board are involved in specific areas that require their engagement and direction. During Stage 2, focus areas are turned into two to three goals in two areas: 1) student performance and 2) conditions and expectations. Strategies that are grounded in evidence/research to achieve the goals are created from the probable causes of the most important and critical problems. Indicators for each strategy provide the yardstick by which success is measured. Actions are developed for each strategy and resources are aligned. **The major OIP tool used at stage 2 is the CCIP.**

Stage 3: Implement and Monitor the Focused Plan focuses on full implementation of the district's/community school's and buildings strategies and actions across the district to reach district goals, and the ongoing monitoring of the degree of implementation and its effects on desired changes in adult practice and student achievement. This stage requires that each building have a SIP that has been approved by the district, is developed using district goals and strategies, and outlines actions to meet those district goals and strategies. Stage 3 also requires that the district/community schools and buildings have a process for checking the implementation of each strategy and action taken toward reaching district/community school goals. Progress is monitored from the first day of implementation, providing stakeholders with much needed information for making decisions about whether changes are needed. **The major OIP tool used at stage 3 is the Implementation Management and Monitoring (IMM) Tool.**

Stage 4: Evaluate the Improvement Process is not intended to be used for compliance purposes, but rather to gauge the overall health of the system at any point in time. Stage 4 of the OIP requires evaluation of all aspects of the improvement process, including degree of implementation as well as the impact of improvement efforts on student achievement. Implementation of a consistent process and associated tools (i.e., the OIP) allows the state to aggregate data on common indicators at multiple levels, relying on built-in data systems and standardized instruments for use in evaluating the overall health of the OIP on a regular and ongoing basis.