

# iCount

## Skill Sharing

## DMAIC for School Leadership



imagination at work

# School & Business in partnership

- Focusing on a critical issue within the school based on their own priorities and applying proven business methodologies to improve
- Building measurable improvements and creating a structure for the business to “add value” at a variety of levels
- Developing strategic and sustainable relationships between schools and businesses

# How it works

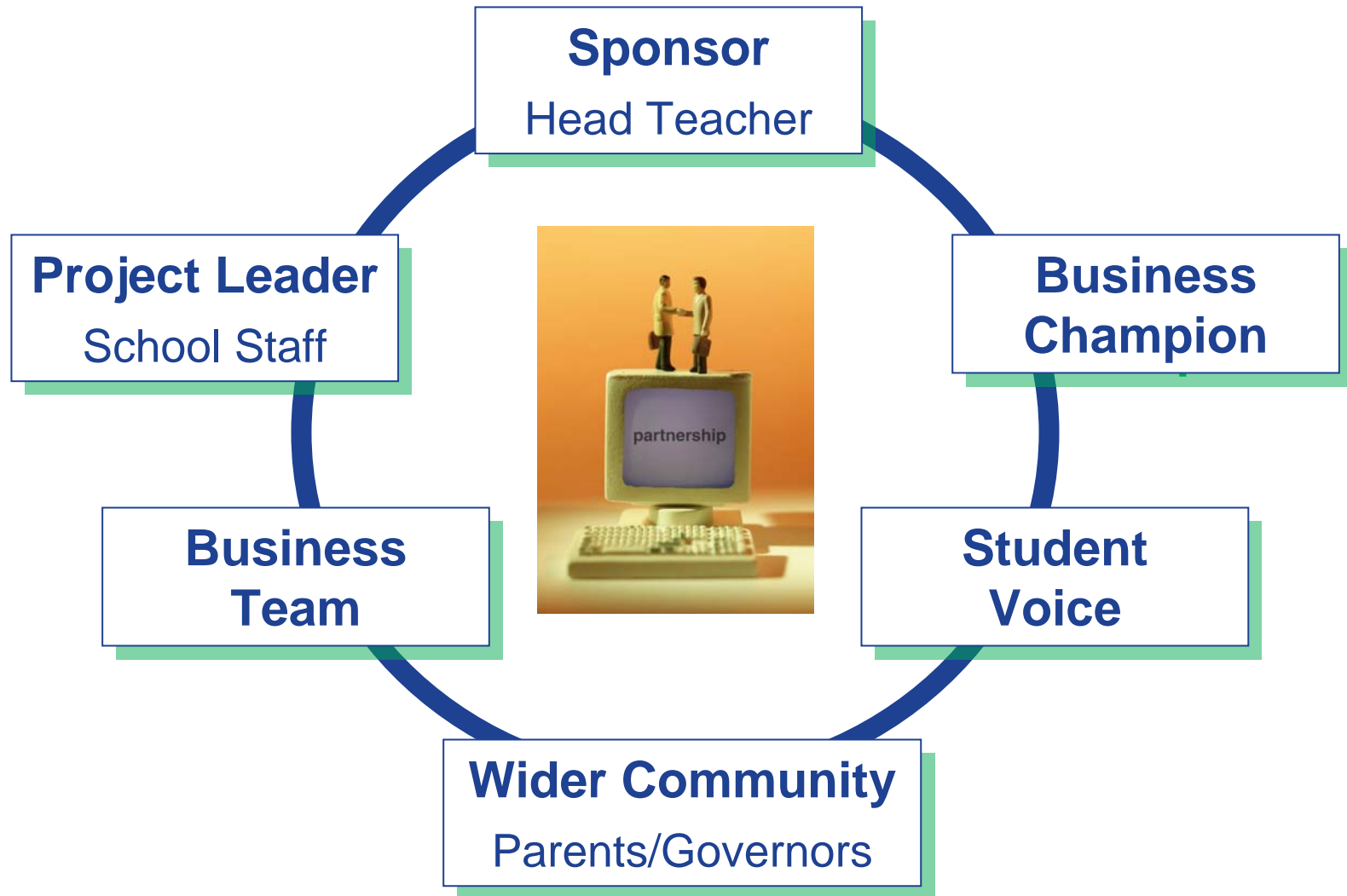
School identifies a critical issue that it wants/needs to improve

Head teacher identifies project leader from school staff to lead project internally

Business also identifies project leader(s) to support school team and business team members

School and business are trained together on the process and how to involve their teams

# Building the Team



# Making Improvements

Designed to ensure that the business partnership with school and volunteer activity is a strategic fit focusing where it will have an impact

Using an Improvement Planning Process which will:

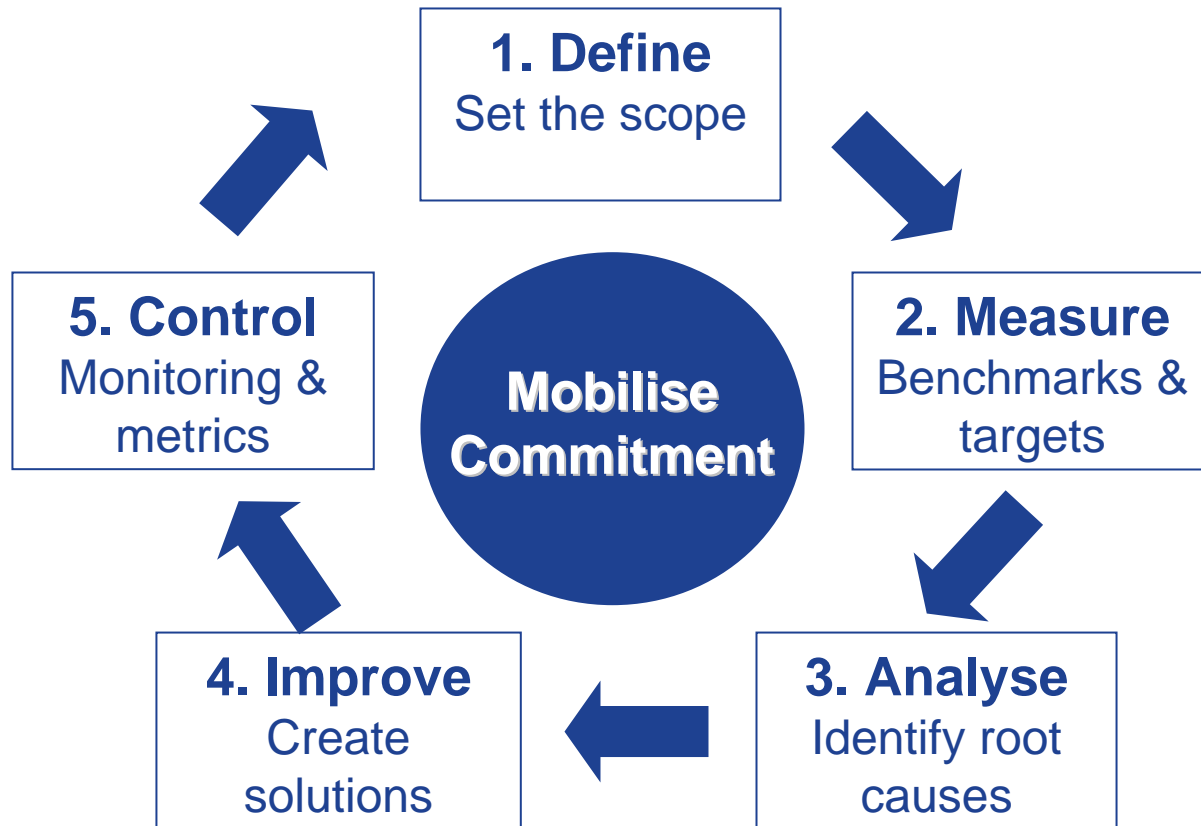
- Ensure clarity about what the project is going to achieve
- Establish benchmarks and success measures
- Identify the REAL problem before jumping to solutions
- Help all stakeholders through the change process
- Sustain commitment over the longer term

Team members will be able to transfer the process and the skills learned in their own environment

# Improvement Planning Process

## Derived from DMAIC methodology

The process is based on the five core principles of Six Sigma, specifically adapted for the education sector.



# Example Issue



## Problem Statement :

During the period Jan '05 to Jan '06, it was found that, on average, only **65%** of students in years 7 to 10 at Patchway Community College were attaining GOOD (A/B) grades in the “Attitude To Learning” assessment. Thus a significant proportion of the students are exhibiting a poor “attitude to learning” leading to under achievement (against individually identified targets), class disruption and the imposition of measures such as isolation, detentions and exclusions.

## Goal Statement :

Improve the average GOOD (A/B) “Attitude To Learning” grades across years 7 to 10 from **65%** to **98%** by Easter Term 2008. Short-term targets are increase the average number of GOOD grades by **2.5%**(~20 student shift) per “New” Term.

# Example Issue



## Problem Statement :

For at least the past **11** years the aspirations of the girls from Year 8 do not reflect their potential and are strongly influenced by peer pressures and a need for behaviours to be approved by boys. As a result, the level of GCSE achievements by girls was **7.3%** below this average for comparable schools in 2005.

## Goal Statement :

**Short term goal** - prevent a drop in “perceived learning capacity” rating in the next annual test for girls moving from Year 8 to Year 9 by at least maintaining an average score.

**Medium term goal** - targeted group from year 8 girls to achieve at least their TMG in SATS 2007.

**Long term goal** - level of GCSE achievement by girls to be at least in line with average for comparable schools by 2009 and achieve 10% increase in girls post 16 stay on rate from 2009.

# Tools

## Excellence in Bristol Schools

Developing strategic and sustainable relationships between school and business.



### Define

Reach a clear understanding of what the projects will achieve.

- Problem Statement
- Goal Statement
- Project Scope
- Shaping a Vision
- High Level Milestones
- Roles and Responsibilities
- Project Charter
- Stakeholder Groups
- Initial Communication Plan

### Measure

Establish the base and ongoing measurements and define what success will look like.

- Performance Data
- Data Sources
- Data Collection
- Measurement Review
- Stakeholder Measures
- Desired Future Behaviours
- Success Criteria
- Next Phase Team Selection

### Analyse

Identify the REAL causes of the issue from the data collected.

- Root Cause Analysis
- Cause Ranking
- Analyse Review
- Select Vital Few
- Potential Sources of Resistance
- Next Phase Team Selection

### Improve

Generate and select solutions for improvement and plan implementation.

- Brainstorm Solutions
- Narrow Solutions
- Select Solutions
- Influencer Strategies
- Change Reaction Cycle
- Implementation Planning
- Project Plans
- Communication Planning
- Progress Reviews

### Control

Ensure planned improvements are achieved and maintained.

- Assess Systems and structures
- Document Improvements
- Ongoing Monitoring
- Transfer Ownership
- Establish Partnerships
- Embed Goals
- Share Outcomes
- CELEBRATE!



# Feedback

“Great benefit planning effectively and locating root causes” - Headteacher

“It is the first time that as a school I feel we have been able to engage effectively with business” – Headteacher

“Has actually given schools the capacity to link to business” – Headteacher

“There is a fit to the existing principles for planning in schools” - Headteacher



# Questions?

