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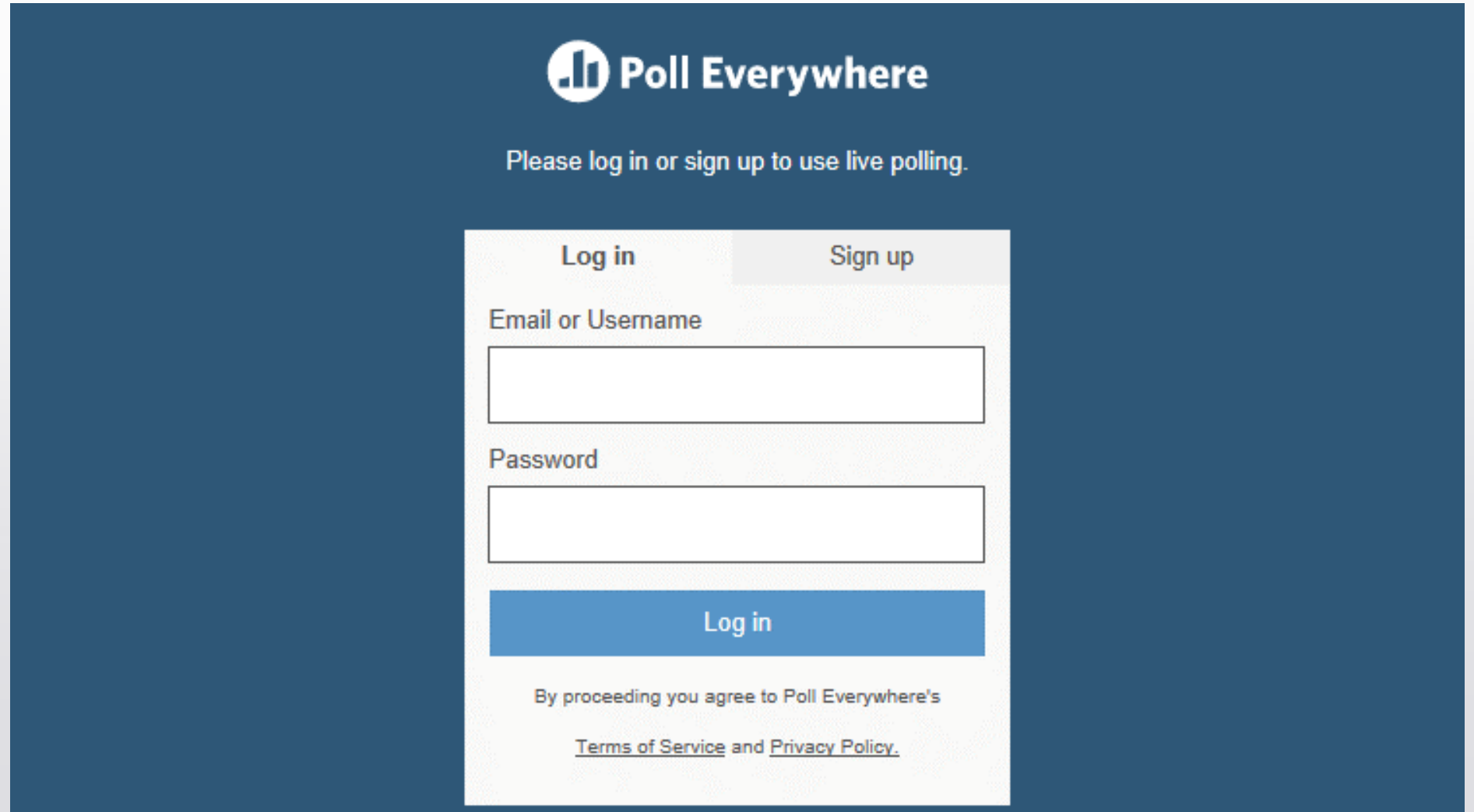
What are the **Skill Sets**  
that help Improvers  
Understand, Use, and LEAD  
**Improvement Science?**



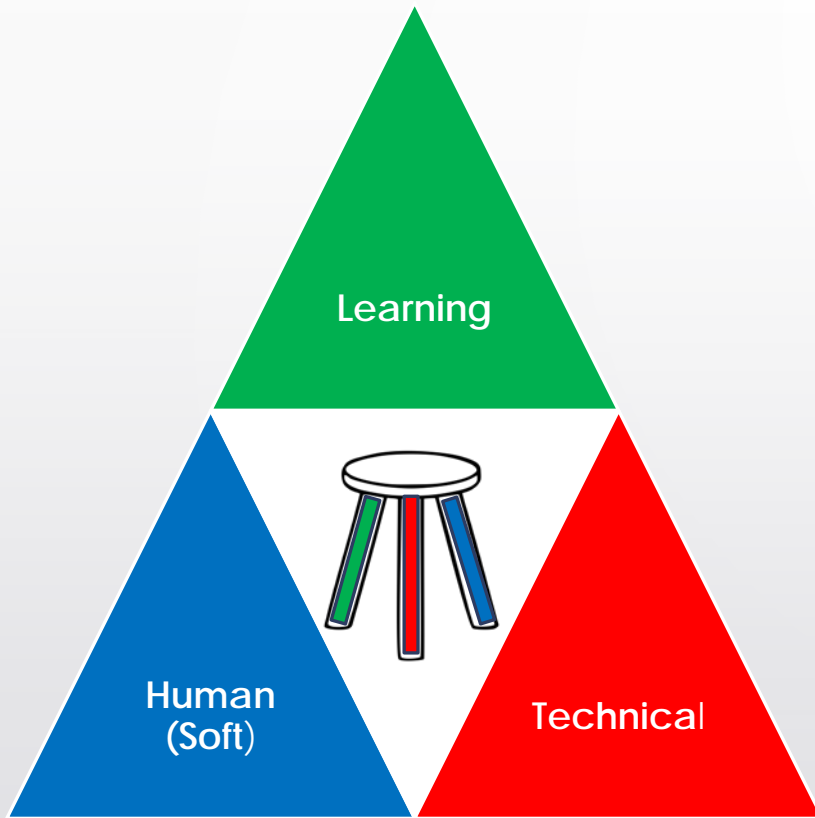
Exploring a Conceptual Model for cultivating 3 Skill Dimensions

Presenters: Marian Robinson & Gary Colletti, GW

Q1. What skills are ESSENTIAL for members of a school or a NIC to develop?



The image shows a screenshot of the Poll Everywhere website's login page. At the top, there is a blue header with the Poll Everywhere logo (a white circle containing a bar chart icon) and the text "Poll Everywhere". Below the header, a message reads "Please log in or sign up to use live polling." The main content area is a white box with two tabs: "Log in" (selected) and "Sign up". Under the "Log in" tab, there are two input fields: "Email or Username" and "Password". Below these fields is a blue "Log in" button. At the bottom of the white box, there is a line of text: "By proceeding you agree to Poll Everywhere's [Terms of Service](#) and [Privacy Policy](#)."



## ➤ TECHNICAL Skills

### ➤ The WHAT

Collecting data, analyzing root causes & causal systems, organizing flow charts and process maps, etc.

## ➤ LEARNING Skills

### ➤ The HOW

Strategies to utilize knowledge, use evidence, form communities of practice, willingness and ability to learn and share knowledge, etc.

## ➤ HUMAN (soft) Skills

### ➤ The WHO

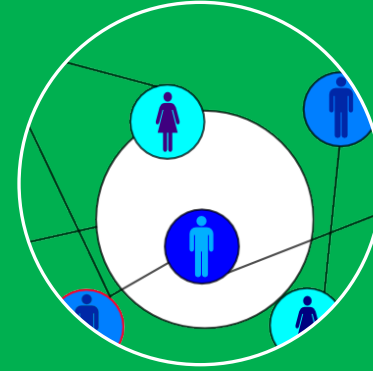
Managing communication, exercising leadership, understanding personality dynamics, negotiating, etc.



Human  
(soft)



Technical



Learning

Self-Assessing the 3 Domains



Q1: What is your experience with **Improvement Science**?

A. As an improvement process?

B. When working with others?


C. Using tools to generate info?

Reflect in groups of 2-3 improvers



# QUESTION 1



 **Poll Everywhere**

Please log in or sign up to use live polling.

**Log in**    **Sign up**

Email or Username

Password

**Log in**

By proceeding you agree to Poll Everywhere's  
[Terms of Service](#) and [Privacy Policy](#).

Q2: Assess your growing **Technical Skills(IS)**

A. Where are you feeling strong in using IS TOOLS?


B. Where do you need support?



Reflect in groups of 2-3 improvers

See Handout

## QUESTION 2



 **Poll Everywhere**

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**Log in**    **Sign up**

Email or Username

Password

**Log in**

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### Q3: Assess your **Human (soft) Skills**

A. Where are you feeling strong?


B. Where do you need support?




Reflect in groups of 2-3 improvers

See Handout

## QUESTION 3



 **Poll Everywhere**

Please log in or sign up to use live polling.

**Log in**    **Sign up**

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Password

**Log in**

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Q4: Assess your growing **Learning (soft) Skills.**

Where are you feeling strong?


Where do you need support?




Reflect in groups of 2-3 improvers

See Handout

## QUESTION 4



 **Poll Everywhere**

Please log in or sign up to use live polling.

**Log in**    **Sign up**

Email or Username

Password

**Log in**

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5. Through self-assessment, What have you learned about yourself as an IMPROVER?

**What strategies can you use to grow the your skills?**

**Or**


**Help others become strong Improvers!**

Reflect in groups of 2-3 improvers



## QUESTION 5



 **Poll Everywhere**

Please log in or sign up to use live polling.

**Log in**    **Sign up**

Email or Username

Password

**Log in**

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- ////////////////////
- ❑ How do you know if team members possess these skills?
  - ❑ How do you find and/or recruit people with well developed knowledge, skills, and dispositions for continuous improvement?
  - ❑ How do you develop stronger teams with members who bring skills they can teach others?
  - ❑ How can you scale up skills within a NIC? (e.g., as it expands from core team to front line/classroom teachers)
  - ❑ How may you account for changes in your team over time? (turnover, institutional knowledge, etc.)

