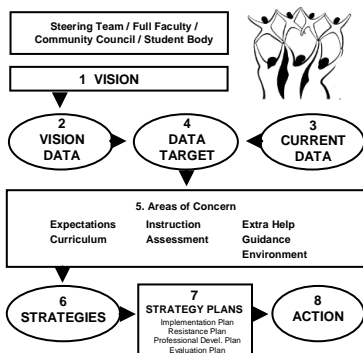


Indiana Student Achievement Institute • Info Sheet

Introduction

The Indiana Student Achievement Institute is a non-profit organization that helps schools and communities implement a proven school improvement process called *Vision-to-Action*. This vision-based and data-driven process is designed to help schools improve student achievement and close achievement gaps. Since 1996, over 400 Indiana schools have participated in the Institute. The School Improvement Institute is funded in part by the Indiana Twenty-first Century Scholars program using federal Gear Up funds and by local school districts.

Vision-to-Action Improvement Process



The *Vision-to-Action* school improvement model helps schools discover the right actions in their school and community for raising student achievement. Schools and communities join forces to establish a common vision for high achievement, examine current achievement data, set data targets, analyze local barriers to learning, and develop and implement strategies to address targeted barriers. Through the *Vision-to-Action* process, school-communities establish a culture of high expectations for all students, an active commitment to helping every student master rigorous academic standards, and a system for collegiality between teachers, students, parents, and community members.

The Training Model

School improvement teams (principal, two teachers, counselor, parent, and business representative) attend nine training sessions over a two year period with the InSAI staff and a cohort of teams from other schools. During the training sessions, teams learn how to facilitate each step of the Vision-to-Action process. Between sessions, teams conduct Vision-to-Action activities with the entire faculty, student body, and a community council consisting of representatives from community stakeholder groups. With consensus from these three groups along the way, the school and community move through the Vision-to-Action process.

School Support

Written feedback is provided after each step of the Vision-to-Action process based on a rubric representing InSAI's quality standards for school improvement planning. Schools receive multiple resources including a training manual, reproducible masters for various activities, and Power Point presentations with speaker notes.

The Online Management System

Each InSAI school receives a customized, password protected website on which they store achievement data, survey data, force field data, meeting minutes, documents, and various components of the school improvement plan. Schools retrieve information through reports which, when combined, make up the school improvement plan.

Recognition / Testimony

InSAI has received numerous testimonial statements from principals, teachers, counselors, and community members. For example, an InSAI principal states, "Schools want to be data driven, but most of us don't really know how to get there. InSAI teaches schools how to not only gather the relevant information but how to turn that information into strategies which will positively impact student achievement."

In addition, InSAI has received the following recognition:

- 2009 – At the Indiana Conference on Learning, Governor Mitch Daniels described the Institute as "fascinating" and urged participants to encourage schools to join.
- 2007 - Cited in Annie E. Casey Foundation's report, *Connecting Schools Families and Communities* as helping schools "increase the alignment between the work of community partners and the school's core instructional programs."
- 2006 - One of eight improvement processes highlighted in the *School Improvement Policy Brief* published by the Council of Chief State School Officers.
- 2005 - Cited in the *Indiana Education Roundtable Newsletter* as making "remarkable progress" in Indiana schools.
- 2004 - Identified by the national *Pathways to College Network* as an "excellent example incorporating researched-based effective practices" to improve college access and success.

Why Does InSAI Work?

InSAI schools and communities progress through a comprehensive systemic change process called Vision-to-Action. This process includes the components of the InSAI change formula (adapted from Dick Beckhard and Reuben Harris).

Change occurs when:

$$(D \times V \times K) \times B > R$$

The change formula states that change (C) will occur when dissatisfaction (D) with the status quo, a vision (V) of what is possible, knowledge (K) of the first few steps, and a belief (B) in one's ability to create change are greater than resistance (R). The Vision-to-Action process seeks to gain energy from dissatisfaction, create a vision for the future, ensure that participants always have knowledge of the first few steps and a belief in themselves as thought-leaders and change-makers. The process also enables participants to successfully address resistance.

Additional Information

www.asainstitute.org/ASAI-InSAI.htm

