

Cedar Rapids Community Schools

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Early start for Pierce staff

"What a great way to start!", wrote a Pierce Elementary School teacher when evaluating a recent two-day Continuous Improvement seminar. The professional development activity was facilitated by Jay Marino, Associate Superintendent of Organizational Effectiveness and Accountability, and led the Pierce staff through the use of Quality Processes and Tools that focus on gathering data, analyzing its meaning, and making meaningful changes toward continuous improvement of systems.



The Plan-Do-Study-Act cycle includes seven key steps: define the system, assess the current situation, analyze causes, try out an improvement theory, study the results, standardize the improvement, and plan continuous improvement.

"I'm excited about using the data folder with students in the classroom," noted a teacher. Another summarized making the connection from achievement to behavior because behavior and classroom management influence achievement."

In-service activities will continue throughout the school year as district staff implements the Continuous Improvement initiative.



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