Framework for Systemic Improvement

District and school improvement is a complex process. It requires multiple components working in a coherent manner while embedded in a continuous improvement process. American Institutes for Research's (AIR's) school improvement framework is both an evidence-based and customizable approach that acknowledges the unique needs of your state, district, or school. Our framework addresses the key elements of school improvement that will build a sustainable system, increase the capacity of leaders and teachers, and ensure equity for all students. Our team, composed of experienced school turnaround leaders and coaches, has used this framework as a foundation to support district and school improvement efforts that have consistently produced positive results.

Equity and Improvement for All Students

The systemic effectiveness of the interlocking systems within a school has a direct impact on equity and improvement for all students. Our aim is to improve these systems to ensure that every school has an excellent leader, every classroom has an excellent teacher, and all students have the resources and supports they need to graduate high school and be college and career ready.

Leadership That Drives Change

- Apply improved leadership competencies to lead improvement
- Empower school leadership teams to make equity-based decisions
- Select, support, and retain effective teachers and leaders
- Provide targeted actionable feedback to improve teaching and learning

Student Access and Opportunity

- Develop a coherent instructional guidance system
- Align implementation of curriculum, instruction, and assessment
- Utilize multitiered academic supports and interventions to improve outcomes for struggling learners
- Establish and promote equity and excellence for underserved student populations, including low-income students, English learners, and students with disabilities

Educator Effectiveness

- Strengthen educator collaboration and implementation of evidence-based practices through professional learning communities
- Leverage instructional coaching systems of support
- Develop and support teacher leadership opportunities
- Establish and sustain effective teaching conditions

Safe and Supportive Environment

- Create a student-centered learning climate
- Promote comprehensive family and community engagement
- Support social-emotional learning practices
- Apply schoolwide culturally responsive practices to ensure equity

Family and Community Engagement

- Actively work to build and maintain trusting relationships that enable equity for all students
- Cultivate and engage a broad range of stakeholders in the school improvement process
- Leverage partnerships to strengthen opportunities for all students and families
- Develop diverse opportunities to cultivate family and community in supporting student success

Continuous Improvement and Coherence

- Implement and monitor ongoing feedback loops and process
- Maintain an effective data collection system for decision making
- Make data-based decisions that lead to improvement for all students
- Ensure strategies and interventions align with the guiding Theory of Action