



## Ways to Support Achievement Teams Implementation

### 1. Establish Clarity of Purpose

Revisit the *why* — Achievement Teams aren't another initiative; they **are** the system for continuous improvement. Anchor every meeting in the four-step process:

1. Chart the Data
2. Set Goals
3. Craft Baseline Evidence Statements
4. Select High-Impact Instructional Strategies

---

---

---

### 2. Create Structural Support

- Schedule consistent, protected time for teams to meet.
- Provide data access (common formative assessments, progress monitoring).
- Use templates, protocols, and norms to maintain focus and consistency.

---

---

---

### 3. Build Leadership Capacity

- Principals and coaches act as *learning leaders*, not compliance monitors.
- Model data reflection, goal setting, and evidence-based dialogue.
- Celebrate progress and small wins publicly to build efficacy.

---

---

---

### 4. Foster Collective Efficacy

- Highlight examples of teams improving student outcomes through collaboration.
- Encourage shared ownership of results — *our students, not my students*.
- Use reflection questions: *What did we do that worked? What can we adjust?*

---

---

---

### 5. Provide Ongoing Professional Learning

- Train new and existing staff in the Achievement Teams protocol.
  - Use video exemplars or learning labs for modeling effective team meetings.
  - Offer coaching and feedback cycles focused on instructional impact.
- 
- 
- 

### 6. Use Data Formatively

- Treat data as feedback, not judgment.
  - Chart growth frequently and adjust strategies in real time.
  - Use visual progress trackers to make student learning visible.
- 
- 
- 

### 7. Align with Broader Systems

- Integrate Achievement Teams with MTSS, PLCs, and school improvement plans.
  - Ensure goals, assessments, and strategies are vertically aligned.
  - Reinforce the process during leadership team and faculty meetings.
- 
- 
- 

