



SISEP

State Implementation and Scaling-up
of Evidence-based Practices

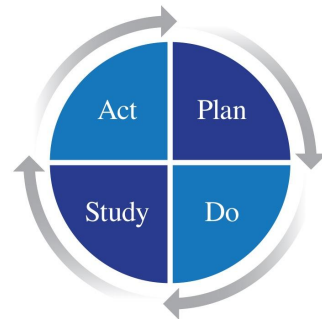
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SISEP eNote

Introduction to Plan, Do, Study, Act Cycles

Plan, Do, Study, Act (PDSA) Cycles are critical to ensure that the practices or processes that we **think** will work for **our** students actually **do**. PDSA Cycles can efficiently problem-solve challenges that may arise during active implementation. To ensure implementation quality while attending to equity, PDSA Cycles should center the voices, perspectives, and experiences of those engaged in the improvement process (e.g., implementers, students, families, support staff). [Click to Tweet](#)

PDSA Cycles

PDSA Cycles refine and improve the program elements or the implementation processes. PDSA Cycles [proactively test](#) the feasibility and impact of a new way of work before rolling out the innovation or implementation processes more broadly and/or before conducting an evaluation of the innovation.



PLAN

When starting a PDSA cycle, the first step is to plan the cycle's details. The details should include what will be changed or tested, who should be involved, where information will be collected, and what data are needed to determine whether goals are met. To ensure diverse perspectives, your team should ask:

- Who was included in developing the plan and who was not?
- Have students, caregivers, communities, and implementers had the power and voice to create and prioritize change ideas?

DO

The next step is to carry out your plan. Make the change or test your change and be sure to collect data. It is vital at this stage that your team ask the following questions:

- Who is included in the testing?
- Do those who are doing the test represent the diversity of those expected to implement or receive the practice?

STUDY

After collecting the necessary data from your change, the team will analyze and summarize the findings. Key questions to ask before you begin include:

- How are we defining evidence?
- Are we considering multiple and diverse forms of data?
- For whom did the change work and in what context?

ACT

Once an analysis of the data is complete, discuss as a team what you learned from the change, test, data, and cycle. Be sure to document your findings and begin to plan the next cycle. To help with this process and to keep equity centered, be sure to utilize the following prompts at this stage:

- What in our school or district might be preventing this change from happening or sustaining?
- Are there power dynamics or systems of oppression that might be preventing success?

PDSA Cycles in Action

To put PDSA Cycles into context, Todd Langager, Evaluation Coordinator with the San Diego County Office of Education, provides an example in [Voices from the Field](#). The plan: utilize a consistent letter to communicate absences with families across 18 schools to decrease absenteeism rates. [Find out how the PDSA process went in this video](#).



Without continual growth and progress, such words as

improvement, achievement, and success have no meaning.

Benjamin Franklin



It is easy to overcomplicate Plan, Do, Study, Act (PDSA) Cycles. To ensure a successful PDSA Cycle, start small, keep the timeline short, and utilize the diversity-based prompts to keep equity as part of the process. [Click to Tweet](#)

Coming up next month: PDSA Cycles from the Field

To Learn More:

- [New AI Hub Interactive Lesson 6: PDSA Cycles](#)
- [PDSA Planning Template](#)
- [Voices from the Field: Improvement Cycles with Todd Langer, Evaluation Coordinator with the San Diego County Department of Education - Full Interview](#)
- [AI Hub Module 5: Improvement Cycles](#)

Other News from SISEP:

- Check out the new [Interactive Lesson 6: PDSA Cycles](#) on the AI Hub! [Click to Tweet](#)
- Active States - Registration is open until May 7th for the Active States Forum, which is being held virtually June 15-16.



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