Root Cause Analysis Module

Support and Innovation
Improved Outcomes for All

Learning Targets

1

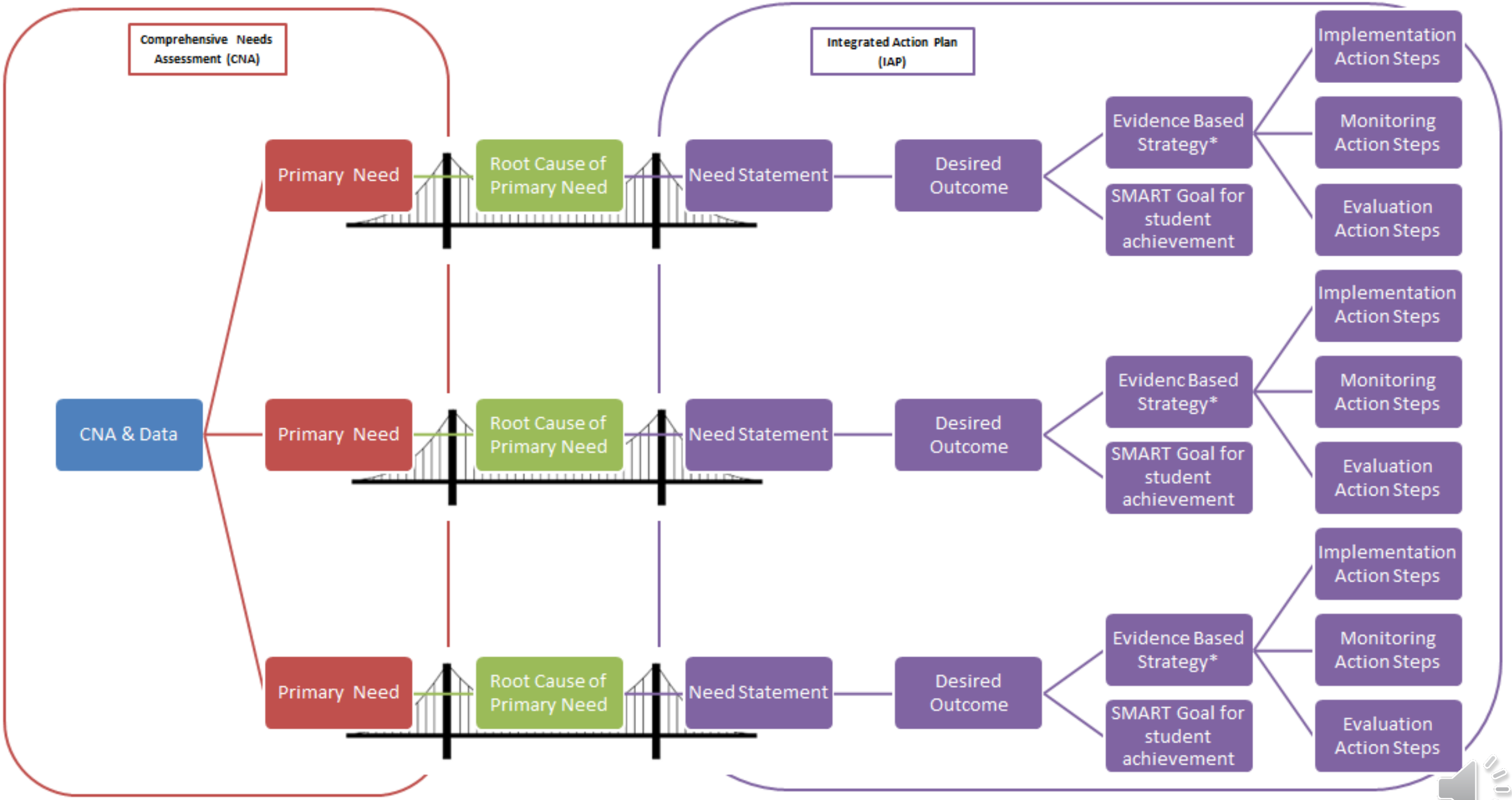
Understand the purpose of conducting a root cause analysis

2

Use the fishbone method to determine the root cause of your primary need

3

Create need statements and desired outcomes to remediate the root cause



*Special Reminders: Strategies must be evidence based and there could be multiple strategies to support the desired outcome.

Identifying Primary Needs

- Divide chart paper in half
- Headings:
  - Strengths
  - Areas of Development
- Review CNA Final Summary Page and discuss your strengths and areas of development – list the indicators in each column
- Discuss patterns, trends and data that showcase your need
- Highlight the top 3 needs on chart

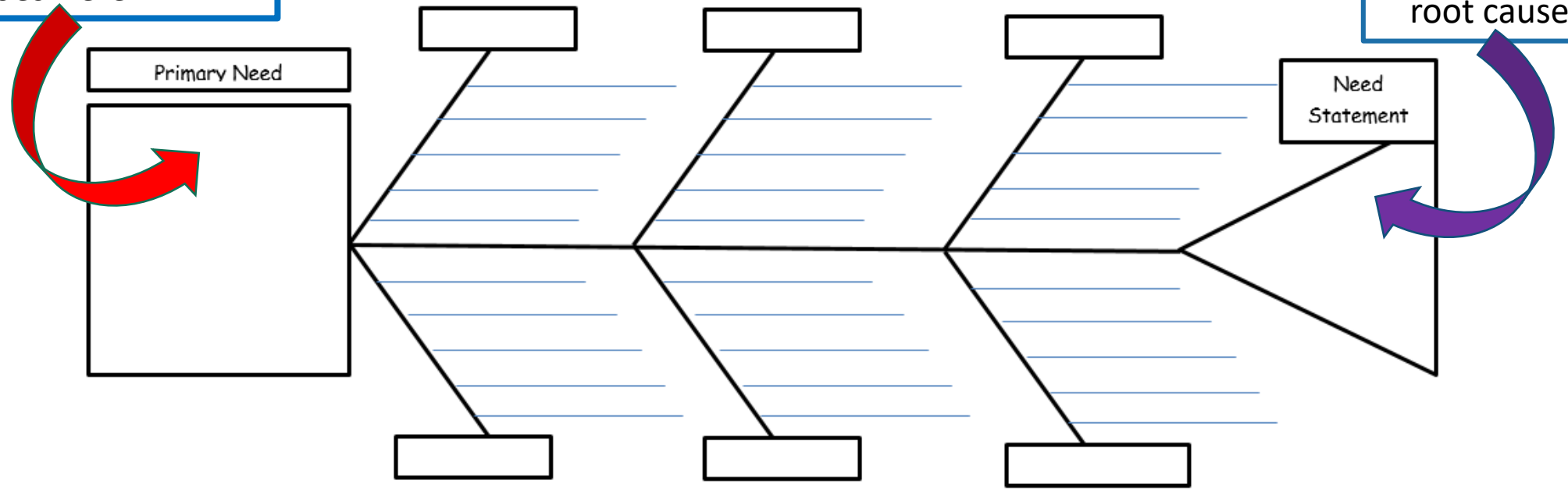
Have a primary need, now what?

The Fishbone Problem Solving Process

Look at all the causes and factors, what stands out the most, what shows up in multiple categories…that is your main root cause

CNA Principle(s) Goes Here

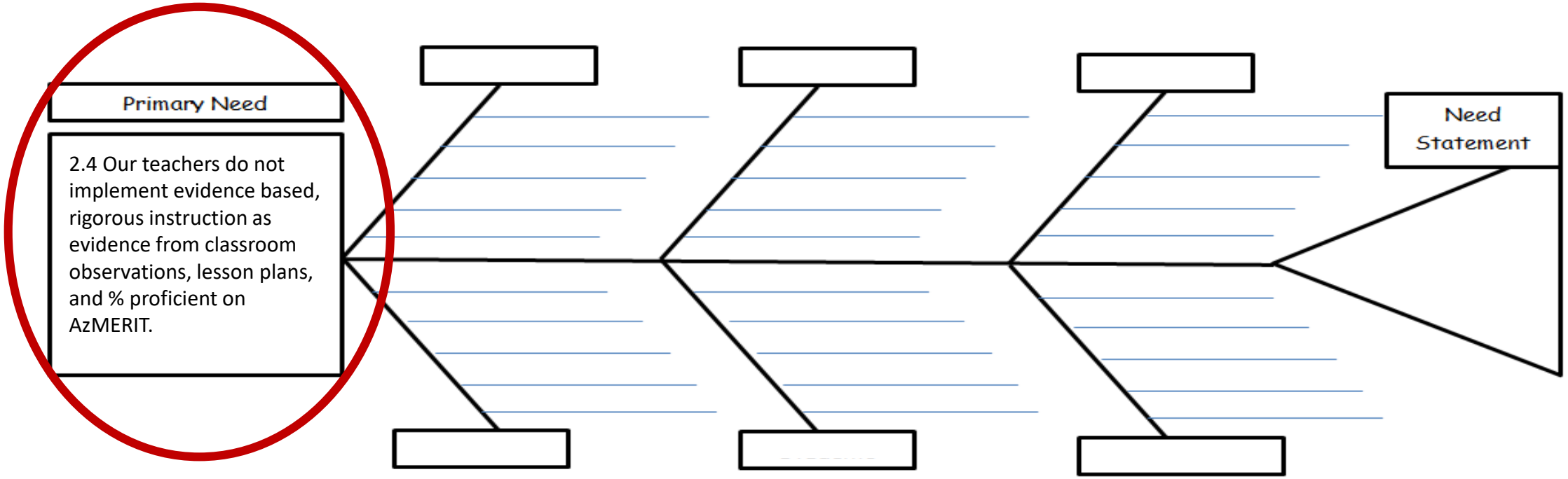
What needs to change to fix root cause?



Desired Outcome (Positively Restate your Needs Statement):

What will you do to fix the root cause and what will you achieve?

Fishbone template for Schools



Desired Outcome (Positively Restate your Needs Statement):

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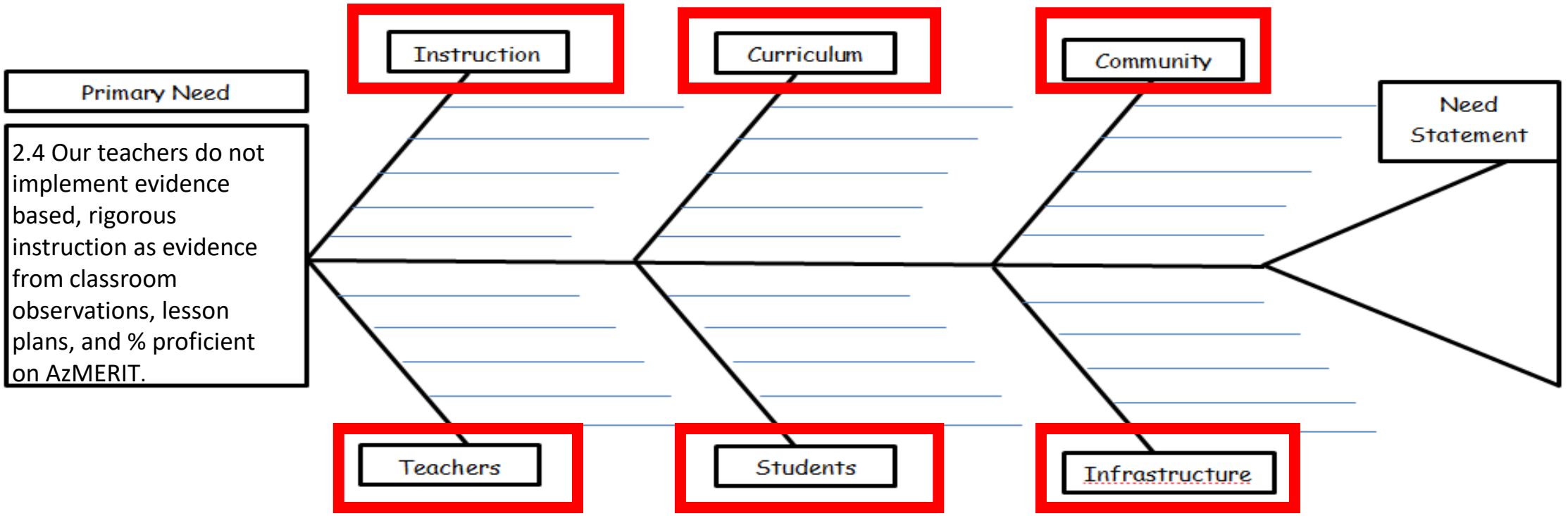
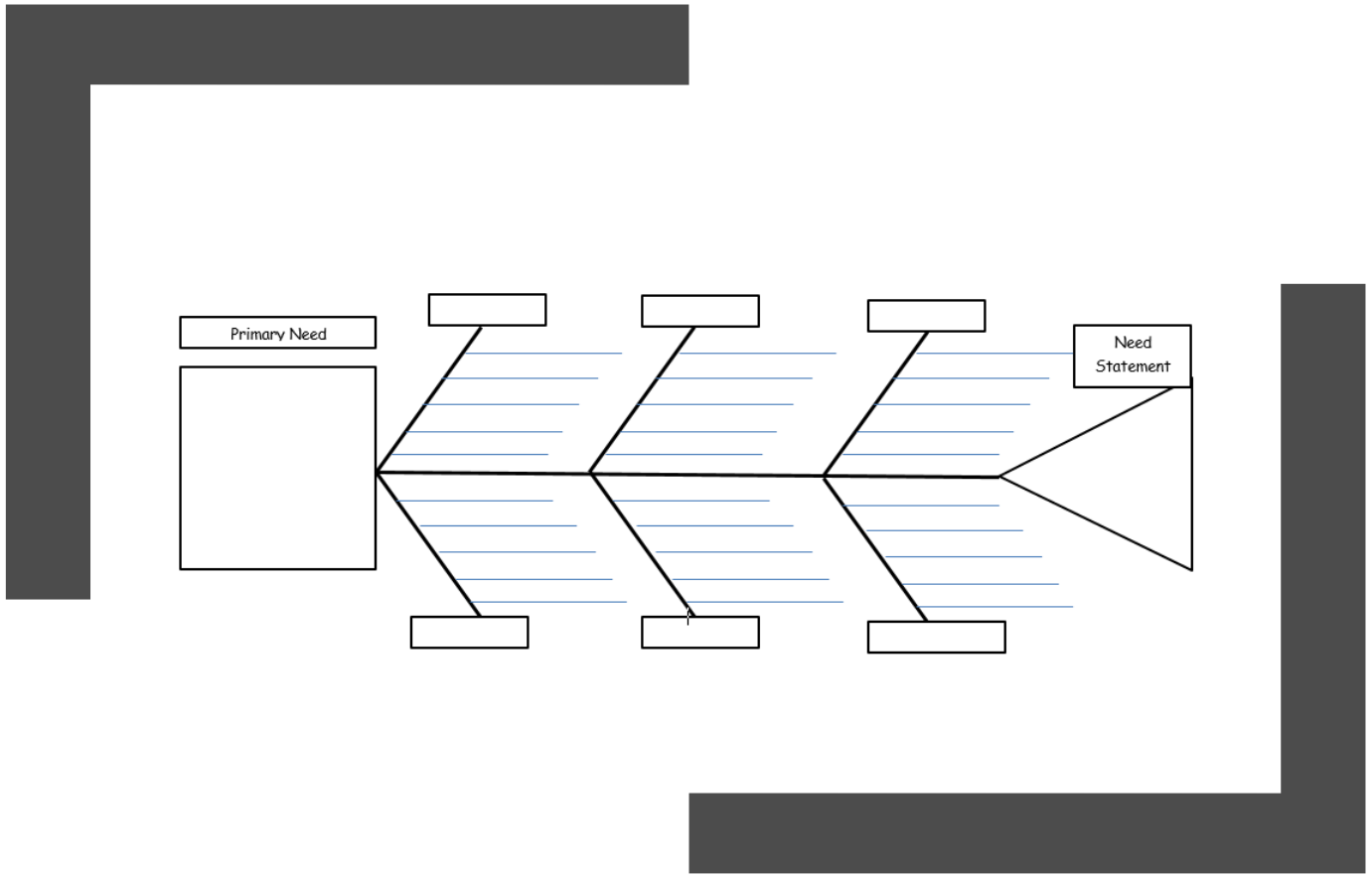


Desired Outcome (Positively Restate your Needs Statement):

_____

Possible Additional Fishbone Categories



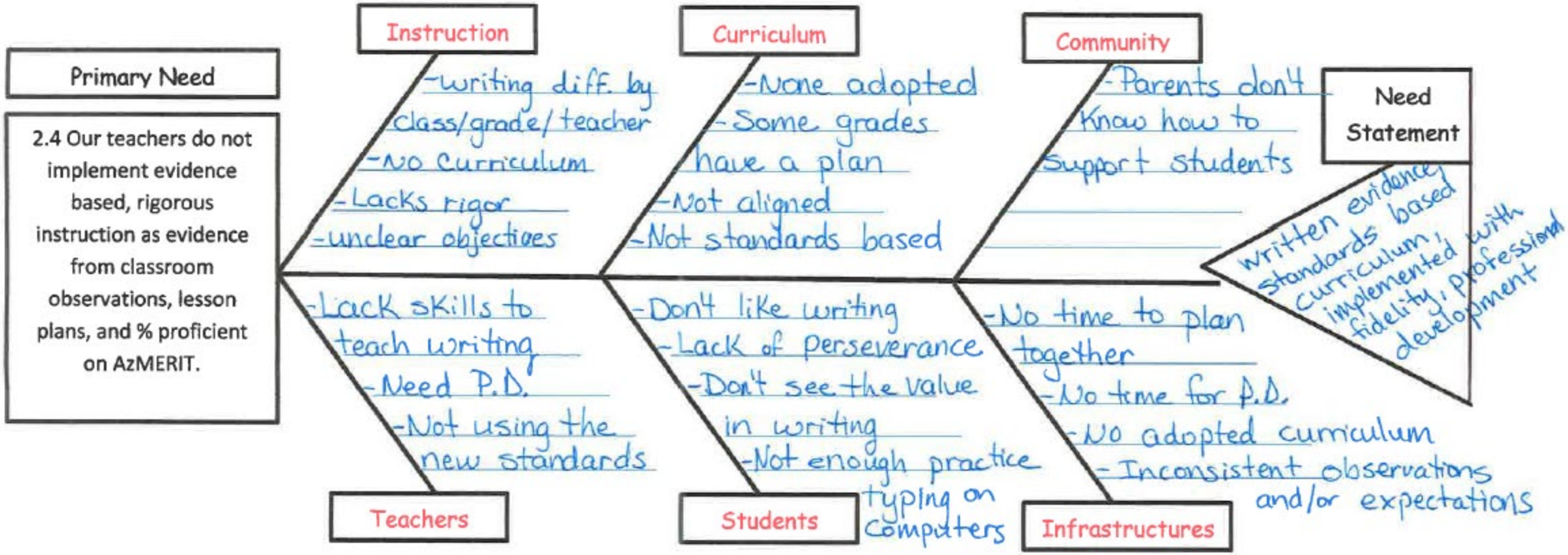
- Leadership
- Assessment
- Transportation
- Attendance
- Time
- Professional development
- Climate/culture
- Technology
- Subgroups

Sample Target Questions

- How do you know the problem exists?
- What are your teachers or staff doing or not doing to contribute to the problem?
- What are students doing or not doing to contribute to the problem?
- What is the community or family doing or not doing to contribute?
- What school systems support the problem?
- What systems do not support the problem?
- What barriers are in place?
- How does the curriculum contribute?
- How does time contribute?
- Does the school schedule play a role in the problem?
- What causes the teachers to contribute to the problem?
- Why do students feel or act a certain way?
- How does instruction contribute to the problem?

You Will Have to Study Your Diagram to Identify the Root Cause

Overall Root Cause: No curriculum and lack of knowledge

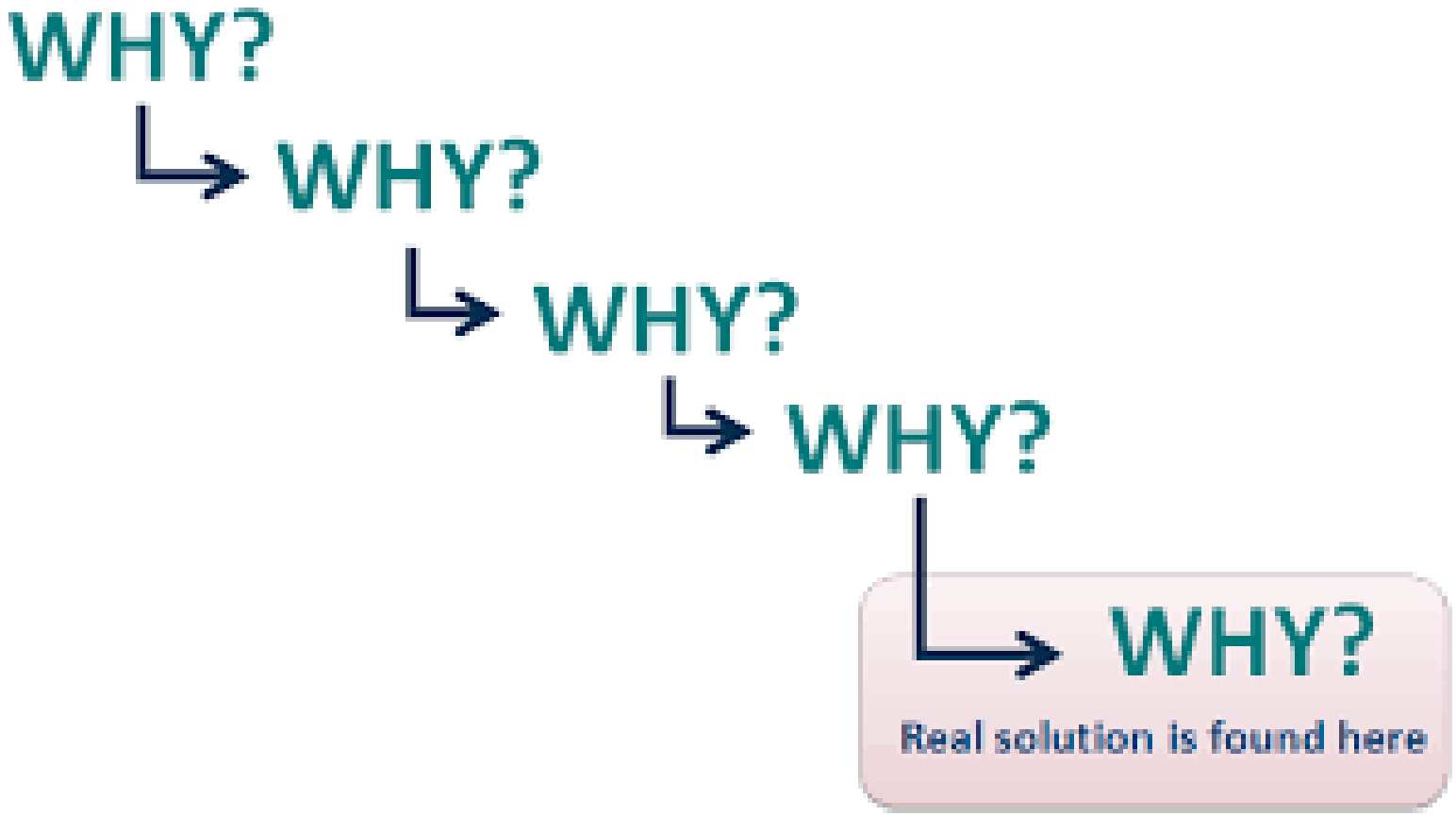


Desired Outcome (Positively Restate your Needs Statement):

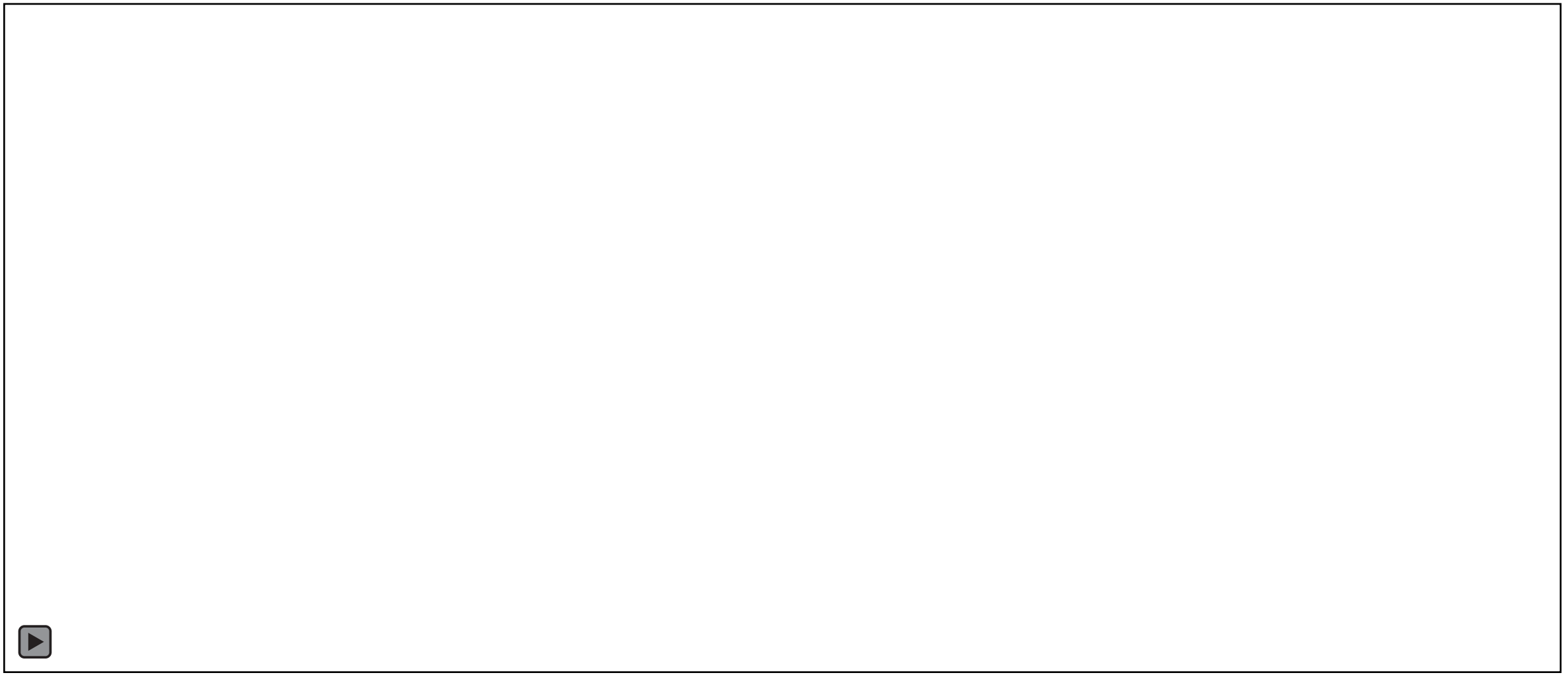
Writing curriculum aligned to grade & content standards, implemented with fidelity to increase % proficient on writing assessment.

What if my tail is too big?

Sometimes you have to dig a little deeper…



How to Use the 5 Whys



Overall Root Cause: low rigor, lack of student engagement, no motivation, teachers just going through the motions, lack of relevancy

Add Primary Need

2.1 Teachers maintain high academic expectations for all students.

Questioning

- DOK level 1
- Call on only students who raise hand
- Students aren't required to answer

Climate/Culture

- Not all cultures represented on walls/books
- Learning irrelevant to students
- Students expected to sit silent most of time

Instruction

- No checking for understanding
- No reteaching
- Lessons taught to avg. level, no differentiation

Professional Development

- No teacher P.D. from district
- No common plan time
- Some teachers are PLC trained, most are not

Assessments

- No common assessments across grade level
- Get AzMerit data in fall but never use it
- Confused about formative vs. summative

Student

- Lack motivation
- Some need remediation
- Several bored waiting for others to learn

Need Statement

Teachers need to engage students in the lessons and have high expectations for all.

Desired Outcome: Teachers will maintain high academic expectations for all students by actively engaging them in high level learning activities in all areas of instruction.

Why do teachers have low expectations for student achievement?

They don’t understand the students’ needs.

They don’t take time to build relationships with students.

They don’t know how to build a relationship.

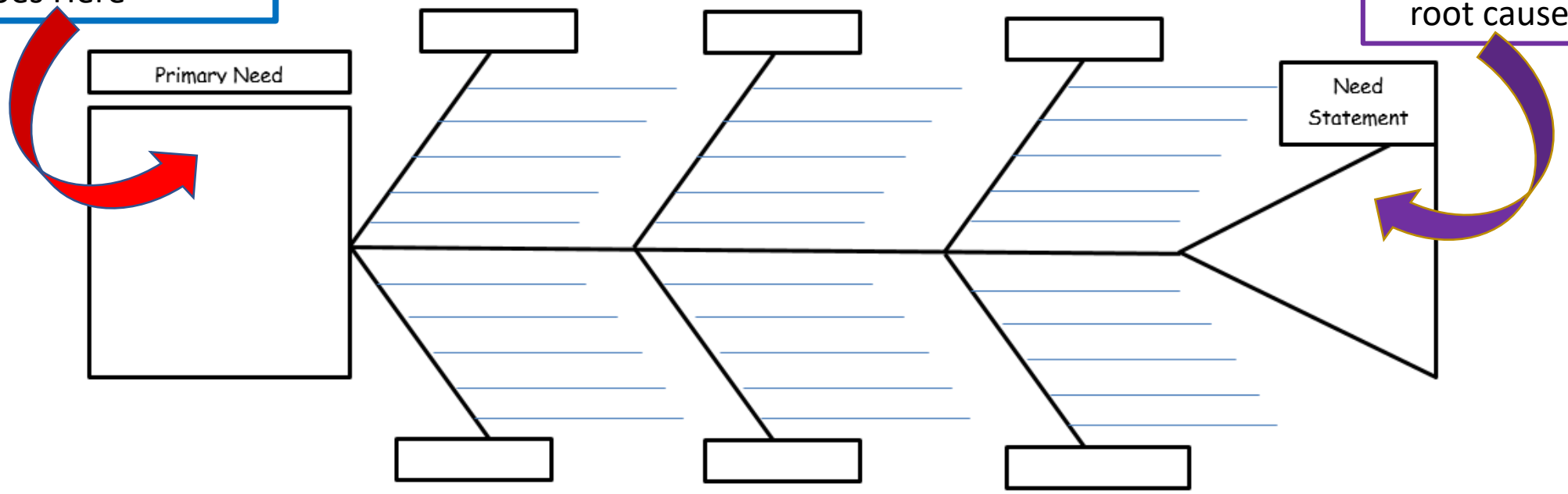
They don’t have strategies to build relationships with students.

Why? Why? Why? Why? Why? Why?

Overall Root Cause

CNA Principle(s) Goes Here

What needs to change to fix root cause?



Desired Outcome (Positively Restate your Needs Statement):

What will you do to fix the root cause and what will you achieve?

Need Statements

A. Teachers need to increase the practice of using higher level DOK questioning with students

B. We need to provide opportunities for parents and community to get involved in the school

C. Staff need opportunities to collaborate to review assessment data and create student action plans

Desired Outcomes

A. Teachers will include DOK 2 and 3 levels of questioning in their daily planning and instruction

B. Create a team to develop and implement opportunities for parent and community involvement

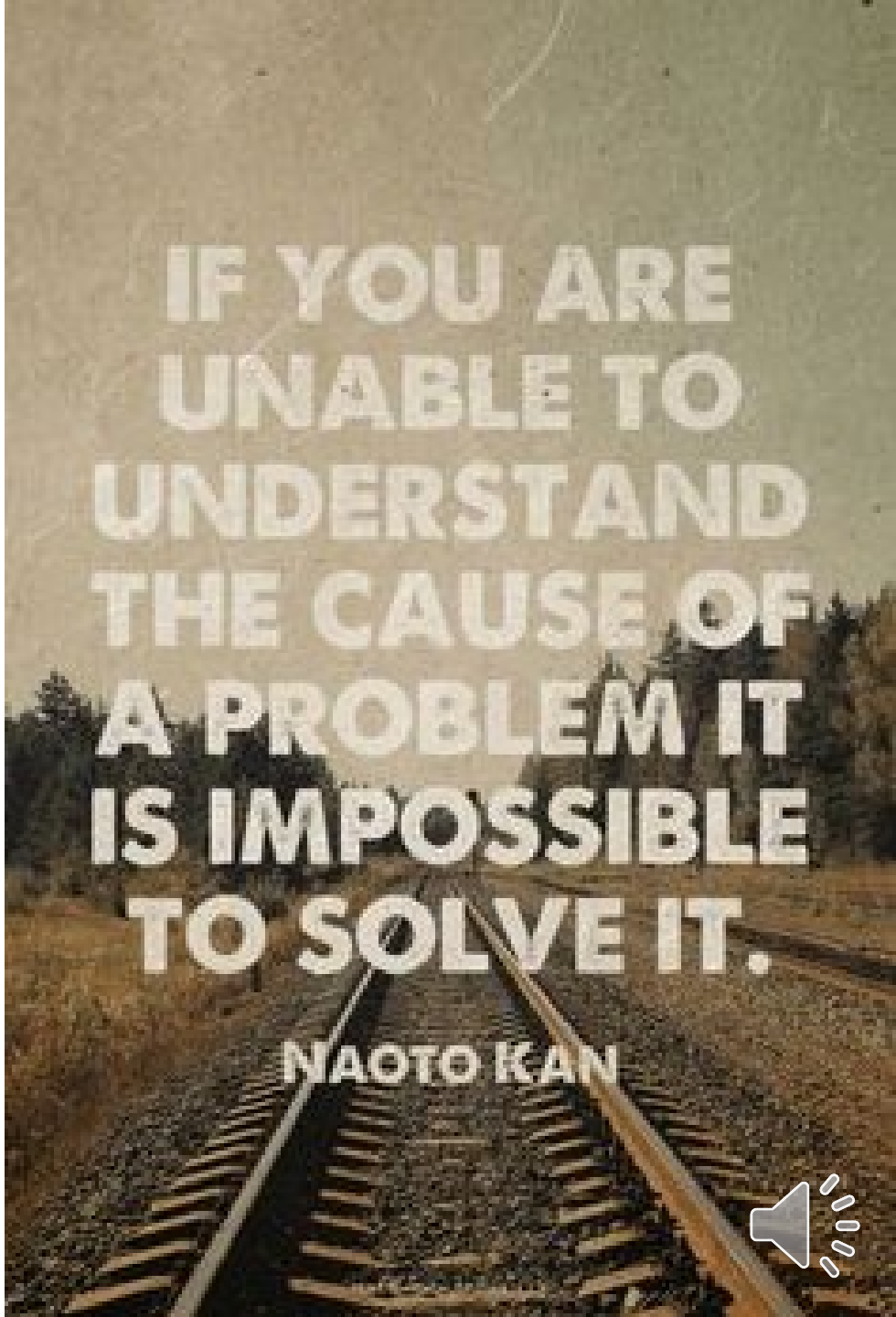
C. Develop a schedule for team collaboration and expectations for assessment data review and student action plan creation

A word about TSI Subgroups

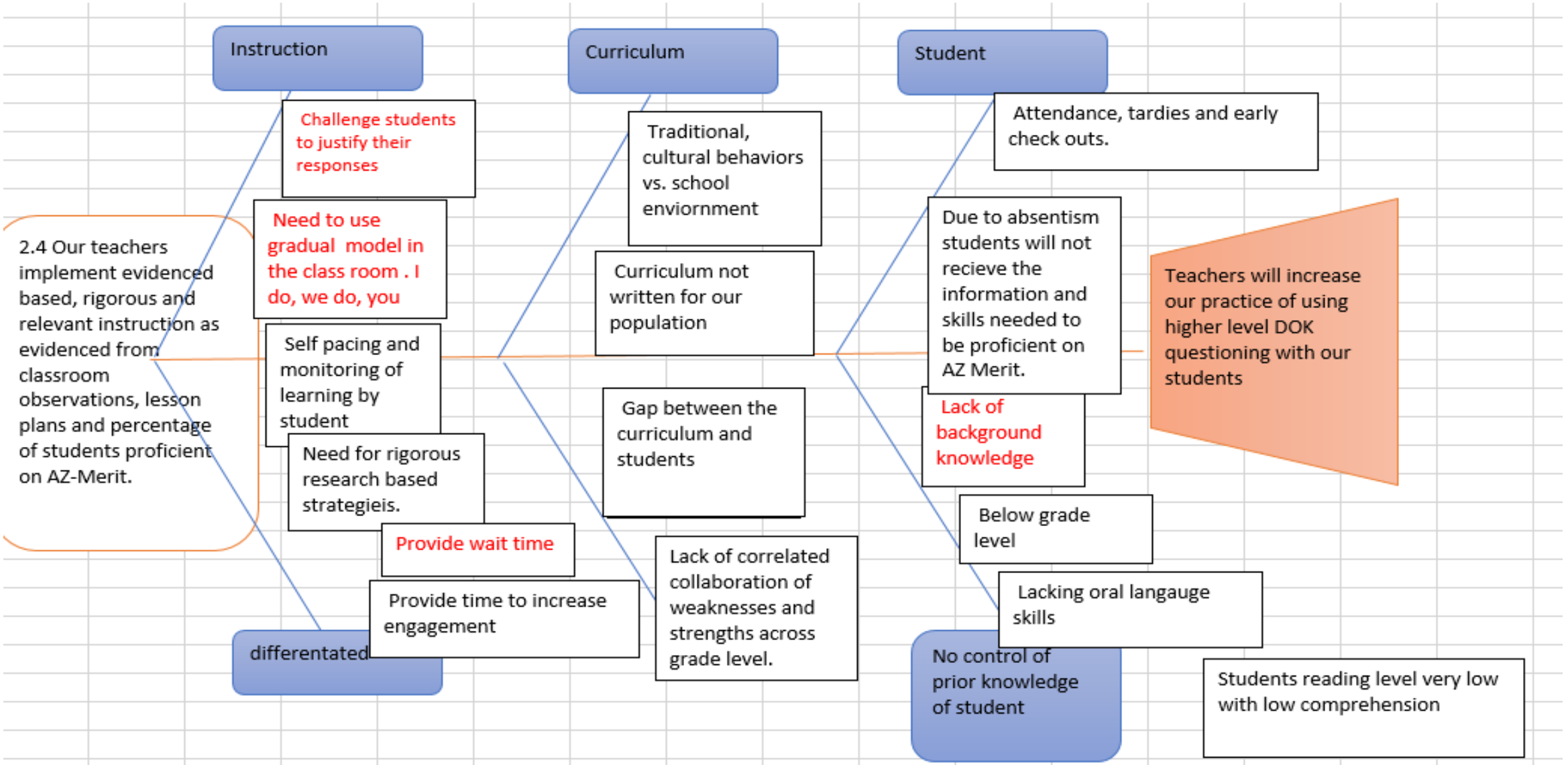
Must include in your consideration of primary needs, root causes, need statements, and desired outcomes

- Include on a bone of the fish
- Separate fishbone

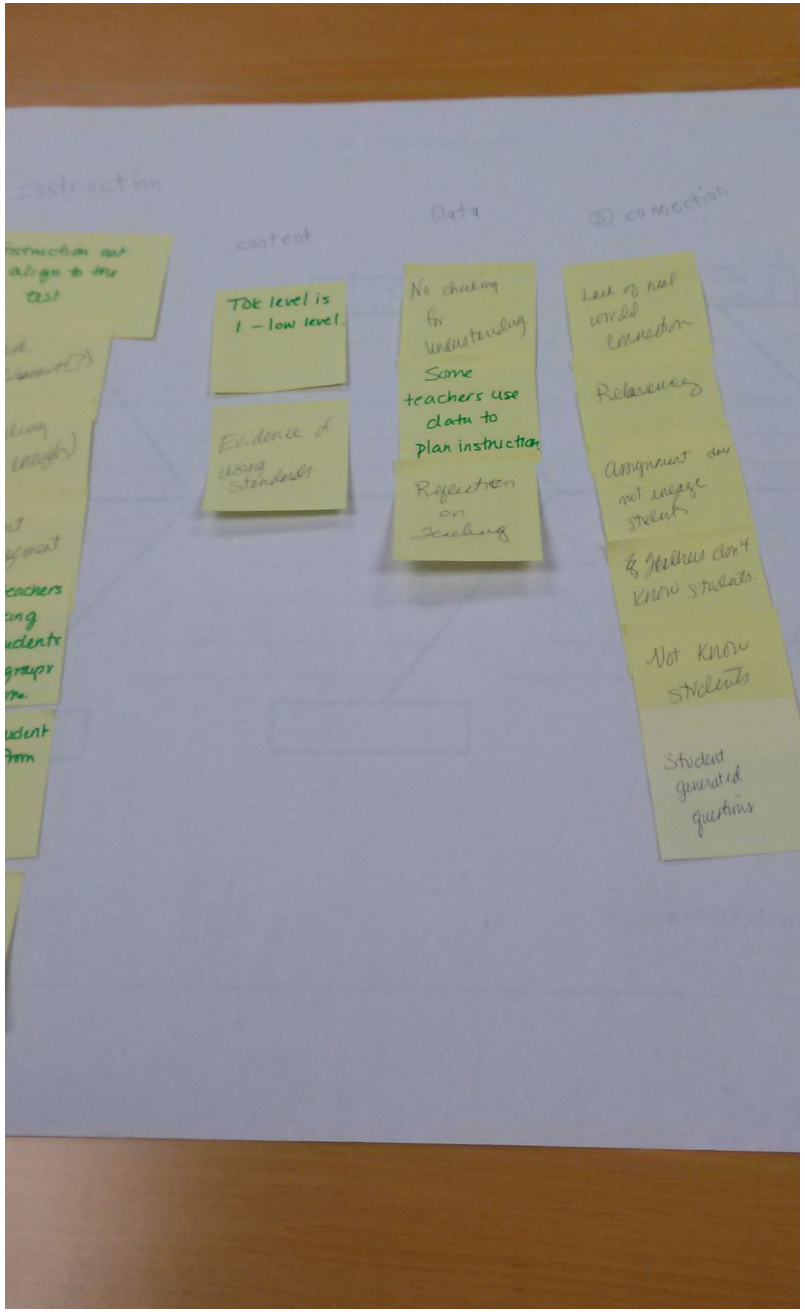
Additional Fishbones from Schools in Improvement

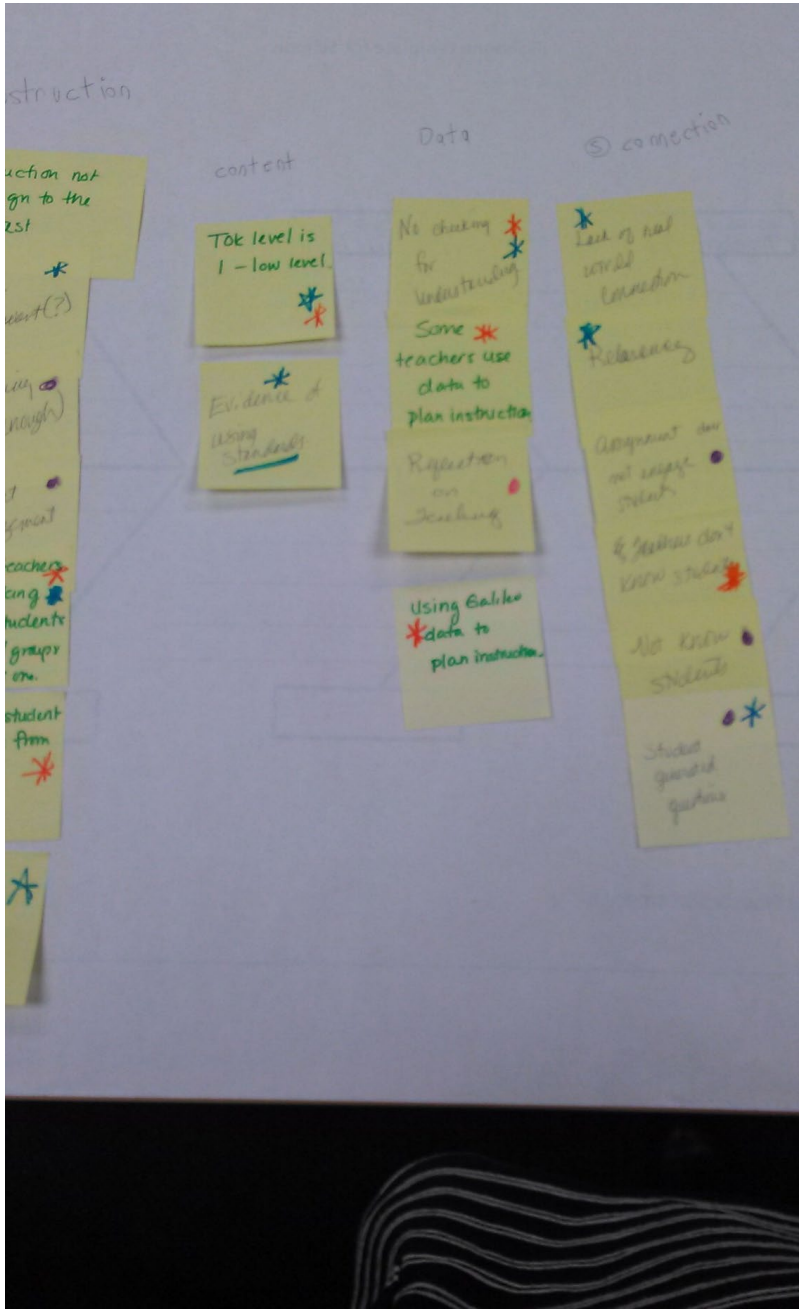


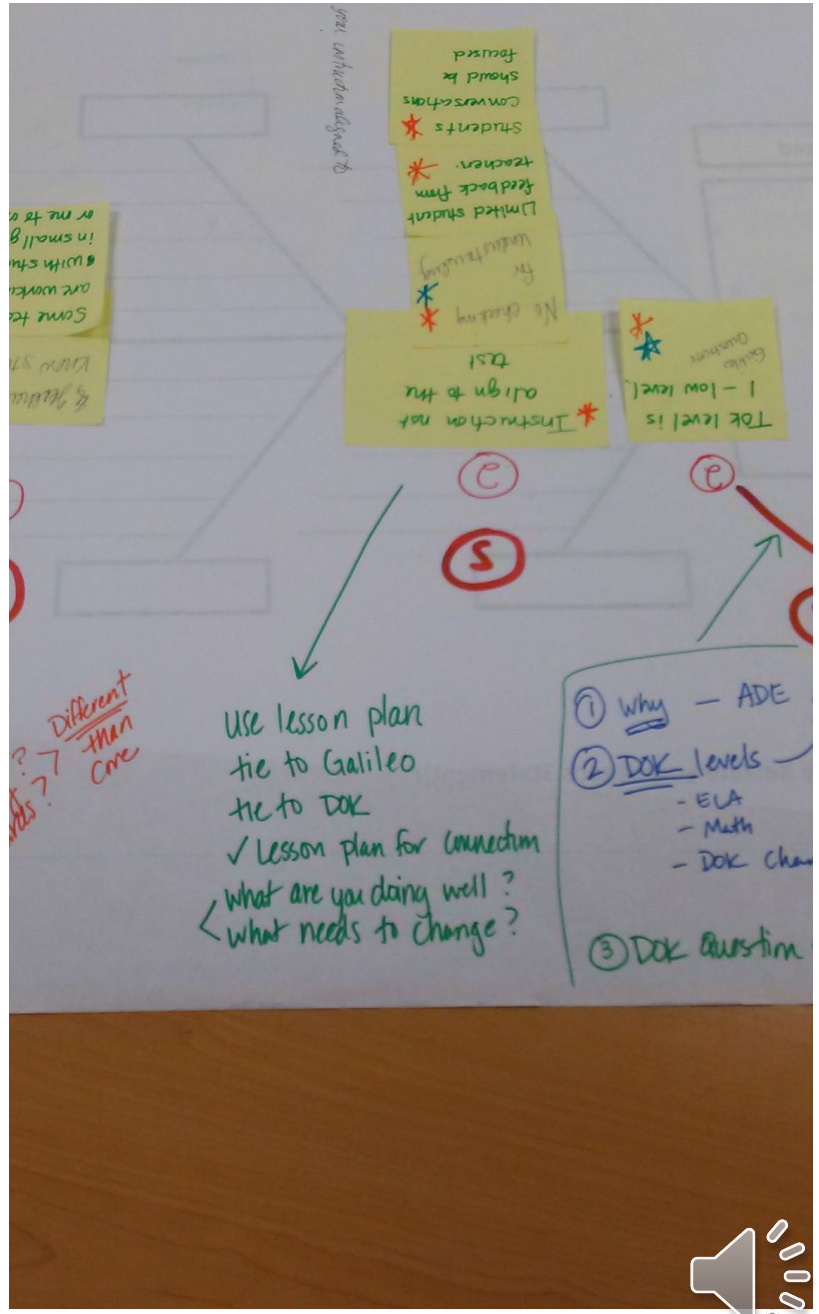
Overall Root Cause: low level questioning in class; limited use of questioning



Desired Outcome Teachers will include in daily planning instruction to increase levels of DOK. We will use more DOK 2's and 3's.


content
Data
connection
TOK level is 1 – low level.
Evidence of using Standards
No checking for understanding
Some teachers use data to plan instruction
Reflection on Teaching
Lack of real world connection
Relevancy
Assignment does not engage students
& Teachers don't know students
Not know students
Student generated questions

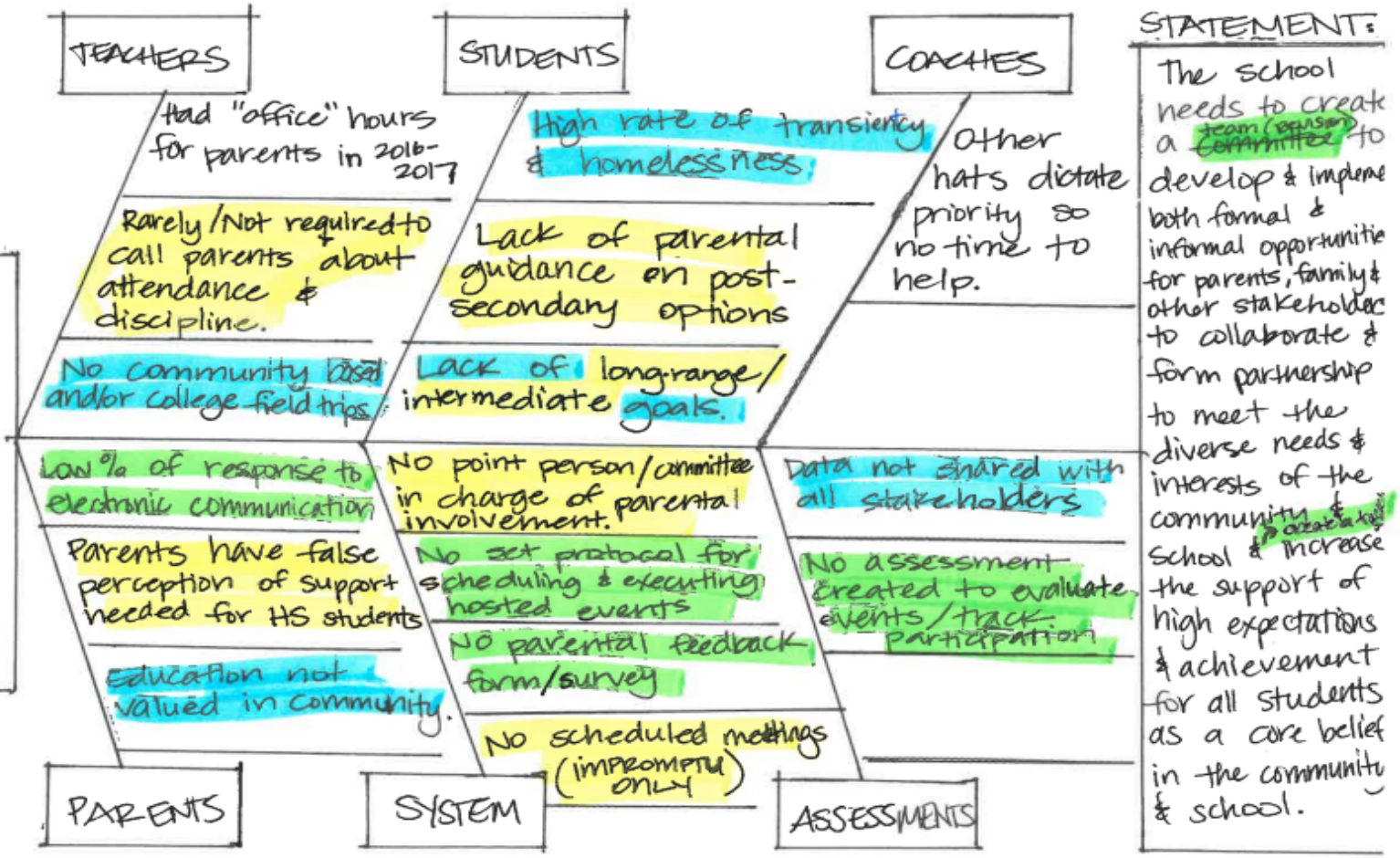

content
Data
connection
TOK level is 1 – low level.
Evidence of using Standards
No checking for understanding
Some teachers use data to plan instruction
Reflection on Teaching
Using Galileo data to plan instruction
Lack of real world connection
Relevancy


TOK level is 1 – low level
Instruction not aligned to the test
C
S
Different than Core
Use lesson plan
tie to Galileo
tie to DOK
✓ Lesson plan for connection
what are you doing well?
what needs to change?
① why – ADE
② DOK levels
- ELA
- Math
③ DOK questions

PRIMARY NEED:

The school needs to increase opportunities for parental support & involvement reinforcing an environment of high expectations & achievement for all students.

PRINCIPLE 6
1.4 & 6.1



NEED STATEMENT:

The school needs to create a ~~committee~~ team (persons) to develop & implement both formal & informal opportunities for parents, family & other stakeholders to collaborate & form partnership to meet the diverse needs & interests of the community & school & increase the support of high expectations & achievement for all students as a core belief in the community & school.

DESIRED OUTCOME:

The school creates a ~~committee~~ env. TEAM to develop & implement both formal & informal opportunities for parents, family, & other stakeholders that forms partnerships that meet the diverse needs & interests of the community & school & a tracking system that reinforces the enviroment of high expectations & achievement for all students

Thank you so much for your time today!

If you would like copies of the tools used throughout the webinar please visit

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All documents are posted below the module.

If you need additional support of have any questions please contact your program specialist or send a message to supportandinnovationinbox@azed.gov