Using Root Cause Analysis to Create a High-Performance Learning Culture

What can you expect to gain from this course?

Participants in this course learn to uncover the underlying causes of underperformance and build a high-performance learning culture to tackle needed change at the building level. Using tools to recognize and understand relevant sources of school data, participants identify high-priority areas of concern and create a plan to lead school teams in a consistent and relentless focus on data-based solutions.

Who should take the course?

Principals, teacher leaders, curriculum specialists and aspiring leaders can learn from this training how to engage individuals and teams to close achievement gaps by identifying problems, understanding their root causes and implementing research-based solutions within schools.

How can you get the most out of this course?

You will get the most from this course by committing to regular engagement with the online learning community, completing readings and assignments, and applying your learning to a course project creating an actionable plan for improvement to address an identified need or problem in your school.

How does this course align with leadership standards?

All SREB professional development courses are aligned to SREB’s 13 Critical Success Factors — practices SREB research has associated with principals who have been successful in raising student achievement in high-need schools. The course is also aligned with ISLLC 2008 and Common Core standards where applicable.

Course Description

School leaders who are able to uncover the real problems their schools face are more likely to be successful at closing performance gaps among student groups.

Improving student learning as a team requires the creation of a school culture open to change and innovation. High-performing school leaders expand this culture to build among community stakeholders shared beliefs about effort, relevance and relationships. These shared beliefs stimulate students’ desire to achieve and motivation to make the necessary effort. In this course, principals and school leaders learn to engage individuals and teams to ask tough questions about which current school practices are limiting student learning and to mine a variety of data sources to clearly articulate the scope, cause and resolution of the problem. Participants undertake a project that focuses on utilizing the skills taught in the course to identify root causes and implement solutions to problems in their schools or organizations.

For more information and online registration, visit www.sreb.org/leadership
Course Outline

- **Unit 1:** Course Overview
- **Unit 2:** Performance Culture
- **Unit 3:** Culture and Achievement
- **Unit 4:** Values, Beliefs and Goals
- **Unit 5:** Using Data
- **Unit 6:** RCA Tools
- **Unit 7:** Root Cause Analysis
- **Unit 8:** Follow-Up and Evaluation

Course Features

*This course is designed with 40 hours of content.*

- **Format:** This course consists of Web-based content that can be delivered fully online or in hybrid formats.
- **Timeline:** The recommended course timeline is eight weeks. Varying timelines can be accommodated.
- **Facilitation:** This course is closely facilitated by an experienced SREB trainer.
- **Required Texts:** This course requires an ancillary textbook.
- **Project:** Throughout the course, participants complete an action plan targeting a problem in their schools.
- **Cost:** Individuals, $295; Teams of five or more, $275. Larger cohorts may request a custom price quote. Course-license pricing is also available. Independent study, with no facilitator, is available for $195.
- **Customization:** For an additional fee, courses can be customized to state-specific standards or other requirements.

Leadership Training Courses

**IMPROVING THE SCHOOL AS A SYSTEM**

**ONLINE TRAINING**

- Using Root Cause Analysis to Create a High-Performance Learning Culture
- Organizing Resources for a Personalized Learning Environment
- Building Instructional Leadership Teams to Lead Change for Student Success

**FACE-TO-FACE TRAINING**

- Using Data to Focus Improvement
- Providing Focused and Sustained Professional Development

**IMPROVING CURRICULUM AND INSTRUCTION**

**ONLINE TRAINING**

- Mapping the Curriculum to Grade-Level and College-Readiness Standards
- Designing Assessment to Improve Student Learning
- Leading Schoolwide Literacy Initiatives
- Assessing Academic Rigor in School and Classroom Practices

**IMPROVING LEADERSHIP PREPARATION**

**FACE-TO-FACE TRAINING**

- Developing Collaborative University-District Partnerships to Prepare Learning-Centered Principals
- Developing Internship Programs for School Leaders: A How-To Guide for University and School District Partners
- Mentoring School Leaders in Competency-Based Internship and Induction Experiences