

PRACTICE CARD 01 | DIGITAL RESOURCE OR SERVICE

WCFIX A-F Campus Action Plan Toolkit

Move from accountability concerns to a manageable campus improvement plan rooted in instruction, culture and local evidence.

Team / organization: _____ Review date: _____

Audit and Diagnostic

- ☐ Review current accountability evidence, student work, attendance and implementation data.
- ☐ Listen to students, families and staff; test root causes before selecting interventions.
- ☐ Prioritize one or two system gaps and connect them to relevant ESF practices.

Vision Design

- ☐ Co-design what improved instruction and student experience will look like.
- ☐ Set an outcome target and an implementation target with baselines and dates.
- ☐ Align roles, professional learning, the master schedule and resources to the priorities.

Action and Evolution

- ☐ Launch a 30-day improvement cycle with clear owners and weekly evidence checks.
- ☐ Use observation-feedback calibration and student work to assess implementation.
- ☐ Review at six-week intervals; adapt the plan and document sustainable routines.

Evidence of completion

A one-page campus improvement plan, evidence tracker and review agenda. Record the baseline, target, owner, due date, review date and next decision.

Book connection: Chapters 2–5, 9, 12, 17–21, 33–34, 38–39 and 45 of *Leading Schools That Work*. Ask: What will the people we serve experience differently?

AI support: Use approved or de-identified evidence to draft questions or summarize patterns. Your team validates findings, includes affected voices and makes decisions.

COMPANION GUIDE 01 | TEAM QUALITY RUBRIC

WCFIX A-F Campus Action Plan Toolkit

Score the evidence, then agree on one improvement. Use this rubric alongside the checklist on the previous page.

Audit and Diagnostic

Evidence focus: Review current accountability evidence, student work, attendance and implementation data.

0 - No usable baseline or verified evidence.

1 - Evidence gathered, but sources, perspectives or root-cause assumptions remain incomplete.

2 - Dated baseline and multiple evidence sources; affected voices inform a tested diagnosis.

3 - Diagnosis revisited with new evidence; alternative explanations tested and priorities refined.

Score: ___ / 3 or NE Evidence reference: _____ Next improvement: _____

Vision Design

Evidence focus: Set an outcome target and an implementation target with baselines and dates.

0 - No agreed desired experience or target.

1 - Vision drafted, but target, roles or resources remain unclear.

2 - People closest to the work agree on the desired experience, baseline, measurable target and responsibilities.

3 - The team validates the vision against feasibility and stakeholder feedback; target or design is refined.

Score: ___ / 3 or NE Evidence reference: _____ Next improvement: _____

Action Practice

Evidence focus: Launch a 30-day improvement cycle with clear owners and weekly evidence checks.

0 - No action owner, timeline or implementation record.

1 - Action plan drafted; ownership, deadlines or actual practice are inconsistent.

2 - A feasible action is implemented with an owner, timeline and dated evidence of practice.

3 - Implementation is checked for consistency; feedback is used to strengthen the practice.

Score: ___ / 3 or NE Evidence reference: _____ Next improvement: _____

Evolution and Impact

Evidence focus: Review at six-week intervals; adapt the plan and document sustainable routines.

0 - No review date or comparison with the baseline.

1 - Review planned or anecdotal; results and decisions are not documented.

2 - At the scheduled review, the team compares results with the baseline and target and records continue, adapt or stop.

3 - The team repeats the review cycle, tests the adaptation and documents sustained learning and outcomes.

Score: ___ / 3 or NE Evidence reference: _____ Next improvement: _____

Collaboration and Human Judgment

Evidence focus: stakeholder input, team decisions and any AI-assisted draft.

0 - Decisions made without affected voices or evidence validation.

1 - Some input sought, but disagreement, inclusion or validation is undocumented.

2 - Affected voices inform the decision; the team verifies evidence and records the rationale. People review any AI output.

3 - The team returns its decision to stakeholders, checks whose needs remain unmet and adjusts the approach.

Score: ___ / 3 or NE Evidence reference: _____ Next improvement: _____

Team review: Date _____ Reviewers _____ Next review _____

NE = not yet examined; it is not a score of zero. Keep a five-score profile rather than a total or percentage. A high score in one area does not compensate for missing evidence elsewhere. Agree on the lowest-evidence priority and name its owner.

This author-developed rubric supports reflection; it is not a validated diagnostic, certification or official school rating. Book connection: chapters 2-5, 9, 12, 17-21, 33-34, 38-39 and 45.