Problem of Practice

The Problem of Practice is student achievement gaps due to scholars testing below grade level. The purpose for this study is to identify and implement intervention strategies to help scholars fill their achievement gap with implementation of Social Emotional Learning throughout the

Key Facts

- ☐ Summative assessment scores identifying scholars testing below grade level.
- ☐ The target population are scholars who are considered low-income earners.
- ☐ Reading is a struggle more than mathematics.
- ☐ Social Emotional Learning is a component to offer additional support.

Vision for Change

The Vision for Change is to help scholars receive as many intervention strategies as possible to help them throughout their educational journey in Find My Genius. Scholars are encouraged to embrace and understand their emotions in a positive manner.

"Find My Genius" An Intervention to Help Scholars Fill Their Achievement Gap

Stage Model of Organizational Change: Kotter's Eight-Stage Process

Nadler and Tushman's Congruence Model

Deszca, G., Ingols, C., & Cawsey, T. F. (2019). Organizational change: An action-oriented toolkit. Sage Publications.

Establish a Sense of Urgency **External Factors**

Scholars advance into the next grade level, yet they are not testing at their grade level.

Create a Guiding Coalition People in the **Transformation Process**

People needed to make a change are YMCA Staff which include Program Directors, Site Directors. Stakeholders include District Personnel and Principal.

Develop a Vision and Strategy Strategic Plan

A focus on homework support, implementation of phonemic awareness during small group instruction, workbooks at the scholar's developmental level and social emotional support to boost critical thinking.



Communicate Work

Bi-weekly meetings with Program Directors, Site Directors and District. Communication with parents, staff and scholars. Communication regarding the development of all scholars.

Oualitative:

☐ Assess the scholars using Renaissance STAR Testing.

Evaluation of the

Change Plan

Implementations to be made:

- ☐ Determine the level of need for intervention for language arts and/or
- ☐ Build rapport with scholars and anecdote their skill set.
- ☐ Positive attitudes and relationships.
- ☐ Implement accommodations and strategies for potential change process.
 - ☐ Establishing an effective reading group instruction to include phonemic awareness, phonics, fluency, vocabulary, and comprehension.

Next Steps

The overarching goal is to implement change and additional resources into the curriculum process of Find My Genius. BellXcel curriculum workbooks have shown improvement in some scholars but not all. The scholars who are not showing improvement need additional resources to help them fill their achievement gap in a specified area such as reading text. The EIP is created to offer more support for those scholars who need more than a workbook. Identifying and applying scaffolds for a more hands-on and small group approach.

Anchor New Approaches Goals

Implement additional resources for scholars during Language Arts.

Consolidate Gains and Produce More Change Influence the Goals/Results

Use short-term gains as motivation to push towards the goal of helping scholars build on their development.

Generate Short-term Wins Formal Structures and **Systems**

Addressing positive feedback when progress is made.

Empower Employees Informal Organization

Site Director conducts meetings with staff to discuss updates, successes, and concerns.

Lysandra L. Resendez