The Milwaukee Partnership Research Study

Moving from Vision to Reality

Center for Urban Population Health (CUPH),
University of Wisconsin-Milwaukee (UWM)
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Vision

Dedication + Effort + Commitment

= Inspirational VISION

# Reality

Pace + Priorities + Demands

= REALITY

2020-2021 CUPH Research Study

Research question: What are challenges and catalysts to moving an aim forward?

Research findings:

- Key meeting challenges revolved around a lack of concreteness.

- A precise process provided this concreteness.

- A set of tools put the process into action.

Implementation Science
Meeting Science

Implementation
Science

Our
Study
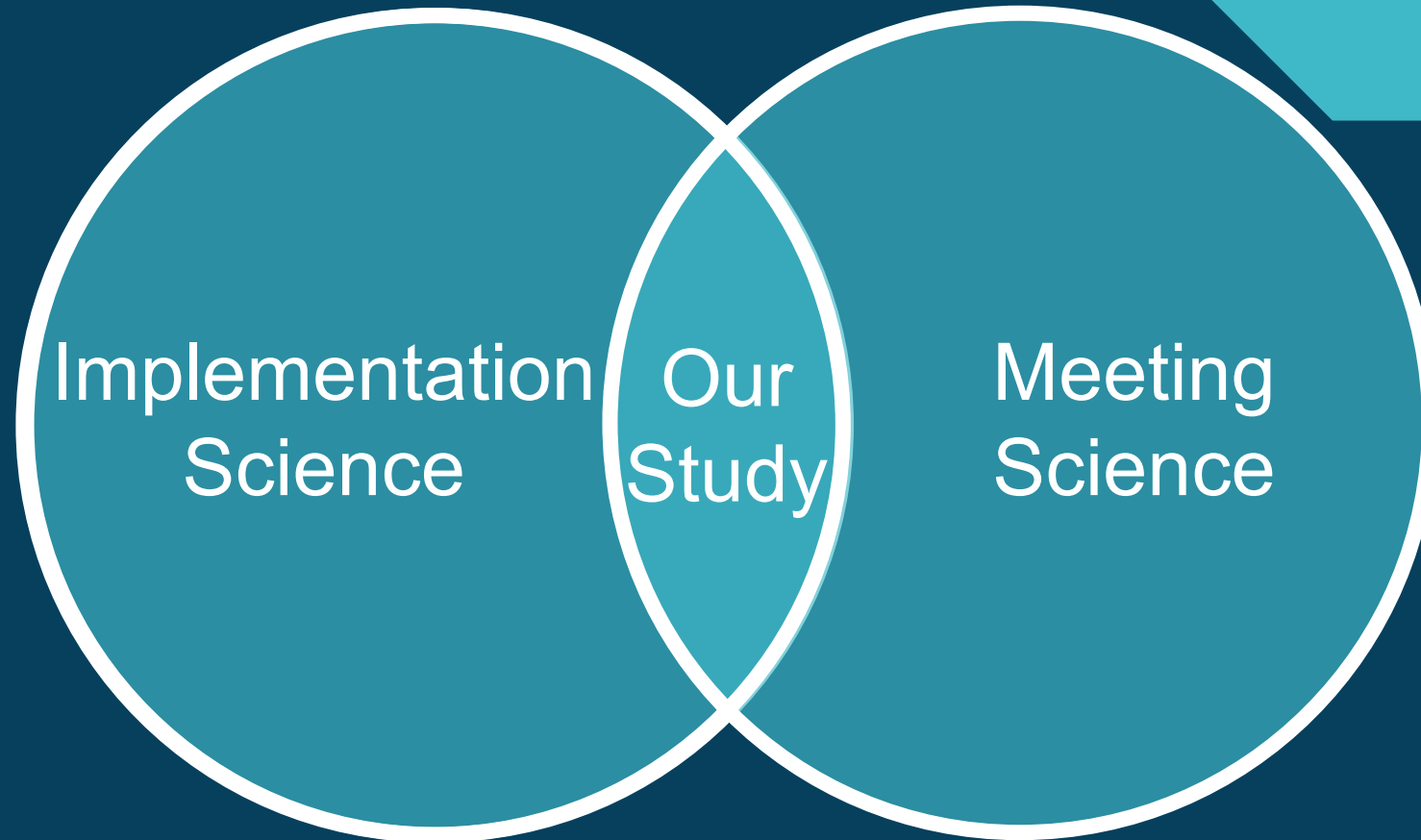
Meeting
Science

Study Context

Context:

- Weekly school-based leadership meetings focused on implementing a school-wide initiative
- September 2020 through May 2021
- Participants: four school leaders, one project leader, one participant-observer

Methodology:

- Two ethnographers documented meetings
- Meeting notes were entered into qualitative software
- Coding schema created
- Inductive thematic analysis

"

You do not rise to the level of your goals.
You fall to the level of your systems.
Your goal is your desired outcome.
Your system is the collection of daily habits
that will get you there.
-- James Clear

Main Findings

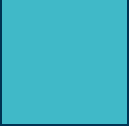| Challenges	Examples
Unclear aim	Daily? Monthly? Far reaching notion of student-centered and focus on equity
Illusive implementer buy-in	
Uncertain status of baseline	Anecdotal
Undefined scope	Curriculum mapping
Imprecise measures of progress	Not Individualized
Vague plans for creating change	Collection folder

Main Findings

| Challenges	Tools
Unclear aim	Graphic clarifies aim
Illusive implementer buy-in	Visual engages implementer
Uncertain status of baseline	Rubric captures baseline data
Undefined scope	Stages define scope
Imprecise measures of progress	Tracker measures progress
Vague plans for creating change	Chart maps the very next step for change

Examples of Tools

Rubric

Square	Oval	Circle	Triangle
The standard, success criteria, and CFU align. CFU goes beyond Recall/ Remembering (DOK 1) as directed by the standard.	The standard, success criteria, and CFU align. CFU does not go beyond Recall/ Remembering (DOK 1) as directed by the standard.	The standard, success criteria, and CFU do not align.	The standard, success criteria, and/or CFU are missing.

Tracker

Teacher	Grade Level	Date	Measure
Pablo Neruda	K5	11/04/20	■
Mary Oliver	8	11/04/20	●
Charles Bukowski	6	11/11/20	▲
Mary Oliver	8	05/02/21	⬮

Replicable Process: Vision to Reality
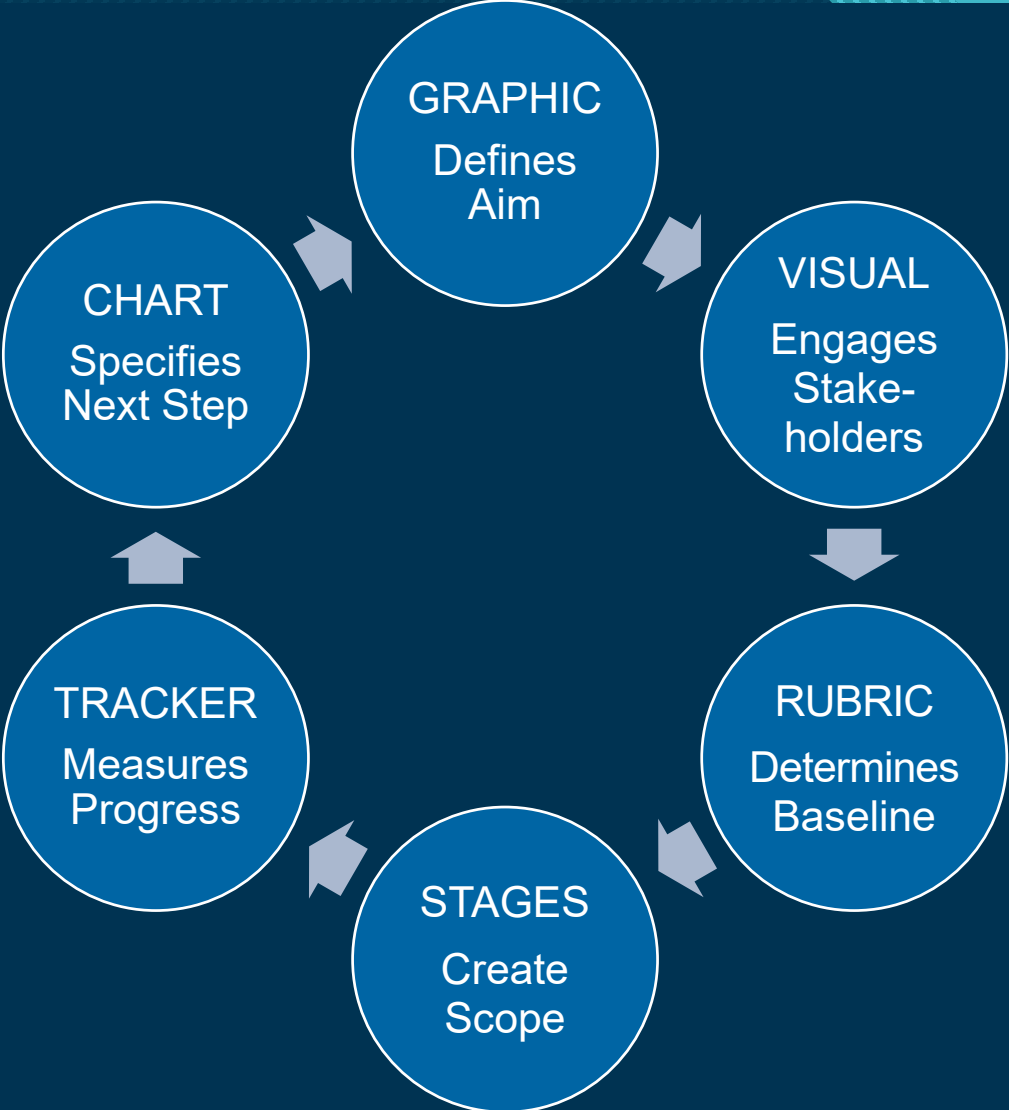
Conversation with CUPH

We invite you to consider these questions and engage with us in a dialogue about this work.

- Where have you seen this come up in your work?

For those who wish to type out responses, please do so in this shared Google Doc:

https://docs.google.com/document/d/1W-uk7VJOXgFpSNM4SYv8baDvd6jbmGFxrukZ6QXibO4/edit?usp=sharing

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- What tools and/or processes have you used to move an aim forward?

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- What tools and/or processes have you used to move an aim forward?

- How could we make this a real "thing"?

- What are some ways we could make this a thing at CUPH?

Next Steps

Thank You

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CUPH
Center for Urban Population Health
Data-driven. Evidence-based.
Community-engaged.

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