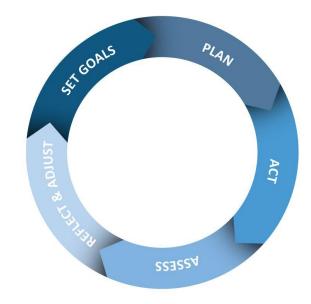


The Results-Oriented Cycle of Inquiry

The Results-Oriented Cycle of Inquiry (ROCI) is the most powerful means we have found for building schools' capability for continuous organizational learning and improvement. ROCI is a set of five simple steps designed to support individuals in sharpening their focus on results and developing habits that fuel continuous improvement. ROCI focuses everyone's attention directly on student-learning; stimulates people to learn from their successes and to diagnose and problem-solve their shortfalls; and then leads them to implement their provisional solutions and monitor how they are working. In this way, ROCI engages teachers and other leaders at every level as true learning leaders and, simultaneously, as leaders of sustained organizational learning and improvement.

ROCI also anchors our approach to supporting our school partners to learn and use the essential practices outlined in the School Transformation Framework. Our work with school partners unfolds in a series of six phases, each guided by a goal that focuses our work with school leaders and teachers.



Partner	Set Goals	Plan	Act	Assess, Reflect, Adjust	Close or Renew
• Create an authentic partnership in which each person is able to bring their unique knowledge, skills, and beliefs to the table in order to pursue a common vision.	define goals which will focus everyone's	• Create actionable plans that break down year-long goals into achievable quarterly, weekly, and even daily objectives, allocating time, resources, and actions to achieve those goals.	• Provide coaching, modeling, thought- partnership and collaboration in order to build the capacity of teachers and leaders to implement their plans effectively.	• Support school leaders and teachers to establish a regular habit of using data to understand results, learn from what's working and adjusting practice to ensure that goals will be met.	• Create a space for reflection on the progress made; unpacking successes and challenges in order to create momentum for the year ahead.