Improvement Methods

for Equity

Foundational improvement skills used to advance equitable outcomes

The Improvement Methods for Equity (IM4E) course brings together individuals or teams interested in learning the fundamentals of improvement in service of increasing equitable outcomes across a range of sectors and contexts.

Study the System

Build Empathy and Capacity

Develop Change Theory

Measure Impact

Test and Scale

What you'll learn?

✓ Root Cause Analysis

Identify high-impact root causes of system problems and the most effective and lasting levers for change with a Pareto analysis.

✓ Process Maps

Visualize your system as a whole and look critically at the present state of how your system is designed to gain a better understanding of the ways in which various elements interact with each other.

✓ Building a Culture of Empathy & Capacity for Change

Learn how empathy and other skills will positively impact your improvement process by helping to foster trust, increase engagement across your community and, ultimately, create long-lasting outcomes centered on what really matters.

✓ SMARTIE Aims

Develop shared goals by establishing scaffolded aims, linked to long term equity imperatives that go beyond the typical framework of being specific, measurable, actionable and realistic, to also ensure that the aim is inclusive and equitable.

✓ Creating a Theory of Change

Co-design change theory with a key driver diagram (KDD) to coordinate and communicate change efforts to help realize your vision for change and achieve your intended outcomes.

✓ Developing Measures

Design a portfolio of diverse and accessible measures for learning and improvement.

✓ Measurement for Learning

Learn how to use Run Charts to interpret your data in order to know whether the changes you're testing are having the desired impact.

✓ PDSA (Plan, Do, Study, Act)

Use PDSA cycles to methodically test and observe how changes interact with your system so you know which ones work as intended.

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Course Details

- IM4E is a four-day virtual course, facilitated via Zoom
- Registration includes access to an online learning platform of course content facilitated by our Improvement Advisors, learning materials, participant discussion boards, and four live webinars.
- Interested in organizing an Improvement Methods for Equity Practicum for your own organization? We can customize IM4E for your organization to apply skills to your own projects. For more information, availability, and pricing, contact hello@shift-results.com.

Before each day of the course, we ask that you watch a short Introduction Video for each of the improvement skills and complete a brief check for understanding. This will ensure a common baseline level of knowledge among all participants that we will build upon during our workshop with application to a case study.

Sample Agenda

Day 1
- Community building
- Shift approach to continuous improvement
- Building empathy and capacity for change

Day 2
- Understanding root cause with Pareto Charts
- Scaffolded approach to setting a SMARTIE Aim
- Creating a Theory of Change

Day 3
- Designing a diverse portfolio of measures
- Process maps

Day 4
- Plan-Do-Study-Act cycles
- Measurement for learning
- Seeing the whole: applying continuous improvement in practice

Upcoming course dates and registration can be found in the Online Learning section of the Shift website.

www.shift-results.com/onlinelearning

For more information or to learn about custom offerings, please contact hello@shift-results.com.

> *I felt like I had a hammer, nail, and a couple of screw drivers... then coming into IM4E, all the tools, templates, and videos, I felt like I walked into Home Depot. There were just so many more tools, so many more avenues available to me and my staff to figure out how we take this concept and put it into practice.*

-Jon Roure, Executive Vice-President & Chief Innovation Officer of the Student Leadership Network, about his experience diving into all that the IM4E learnings offered.

Experts in the art and science of improvement. Advocates for equity and inclusion.

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