

OSPI – Continuous Improvement

Technical Assistance Topic 2.2

Collective Confidence!

Lack of understanding, confidence, and support is the number one barrier to successful school improvement. We've all been on teams where you can tell from the start that progress won't come easy. This usually stems from unclear goals and weak support. Building team confidence is one of the most reliable ways to create lasting improvement.

When teams are stuck in doubt, they lose vision, focus, and belief in themselves. Achieving goals becomes difficult—sometimes impossible.

Knowing

Does your team truly know the district and school goals? Knowing doesn't just mean repeating them word for word. It means understanding their purpose, the outcome, and how each person's role connects.

Too often, teams stop at memorization. What's needed is action — turning goals into daily practice. Tools like process mapping can help staff see how their work supports the larger vision. This not only builds alignment but also strengthens the work environment.

Teams also need the right data. Updated student information should connect directly to district goals and school plans.

Top Tip

Move beyond surface-level understanding. Every team member should be able to explain not just the goals, but how their work helps reach them.

Believing

The phrase “seeing is believing” is especially true in school improvement. Classrooms can easily become isolated. Unless we break that isolation, schools won't improve.

To build belief, teams need to see wins. Success should be shared across the school—not hidden in one classroom. Confidence grows when staff see real practices making a difference for their own students.

Top Tip

Schedule regular “learning showcases” where teams share strategies and results tied to schoolwide goals. This builds belief and reinforces shared progress.



Receiving Relevant Feedback

Feedback often feels negative, but it doesn't have to. Effective feedback is clear, timely, and tied directly to school goals.

When planning meetings, focus feedback around the data that matters most. Teams don't need every number—just what's necessary to measure progress. Highlight gaps, break down results, and tell a clear story about where growth is needed.

Top Tips

Use a simple rubric in meetings or observations. This keeps feedback focused, timely, and connected to improvement goals.

Schedule regular “learning showcases” where teams share strategies and results tied to schoolwide goals. This builds belief and reinforces shared progress.

The Cost of Not Implementing

Delays in implementation grow more costly over time. Think of navigation: being off course by one degree doesn't seem like much at first, but the longer it goes, the farther off track you get.

If you're off by one degree after 100 yards, you're only about 5 feet away from your target. But after 1,000 miles, you're nearly 18 miles off course. At that distance, the finish line disappears. That's why early, clear corrections are so important.

Top Tip

Plan checkpoints from the start. Schedule meetings, data reviews, and community updates early so course corrections happen when they matter most.

Conclusion

Collective confidence is not built in a single meeting or by posting goals on the wall. It grows when every team member knows the goals, believes in the work, and receives clear feedback along the way.

The real power of collective confidence is this: no one carries the work alone. Every success, no matter how small, moves the team closer to the finish line. The earlier we align, the more we celebrate together, and the greater the impact becomes.

Final Tip

Confidence is contagious. When leaders model clarity, belief, and follow-through, it spreads across classrooms and schools. Build it early, share it often, and watch your team achieve more than they thought possible.

Contact

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