PROGRAM IMPROVEMENT PROCESS FOR EQUITY

The Program Improvement Process for Equity focuses on institutional programs, practices, and policies to build an environment where every student can realize their potential in high-wage, high-skill, high-demand careers.

NAPE IS HERE TO HELP YOUR TEAM.

NAPE will provide training, tools and resources, and technical assistance to help your team improve student outcomes using this powerful institutional change process.

1 ORGANIZE
- **Assemble** leadership team with a diverse group of stakeholders
- **Schedule** training sessions with NAPE
- **Collect** disaggregated data on student participation, performance, and completion at the national, state, and school levels

2 EXPLORE
- **Analyze** the data and explore differences
- **Identify** participation and completion gaps
- **Examine** the gaps for specific demographic groups: gender, race, socioeconomic status, disability, and English-language learner

3 DISCOVER
- **Review** research on Root Causes
- **Develop** a hypothesis
- **Test** hypotheses with action research
- **Validate** the Root Causes of the gaps

A **Root Cause** is a barrier to student participation and completion within one of five frameworks: Education, Career Information, Family, Internal, Societal.

4 SELECT
- **Research** strategies and interventions proven to address the Root Causes
- **Select** the most feasible, high-impact strategy given local resources

5 ACT
- **Create** an evaluation plan and metrics
- **Implement** the strategy or intervention
- **Measure** the results

6 REFLECT
- **Reflect** on the results
- **Present** the results

7 REPEAT
- **Repeat** the PIPE process to broaden the impact