



# The NIC Process

*From Teacher Teams to System-Wide Change*

## Step 1

### Define a Shared Aim

Agree on a measurable goal, such as improving fluency or engagement school-wide

## Step 2

### Form Cross-Role Teams

Include classroom teachers, specials, support staff, and administrators.

## Step 3

### Collect and Study Data

Monitor key indicators weekly to see if changes are improving learning.

## Step 4

### Iterate with PDSA

Plan, test, study, and adjust quickly to refine what works.

## Step 5

### Share Learning

Disseminate insights across grade levels and subjects to sustain improvement.

 Continuous Improvement in Action 