

Finding Root Cause

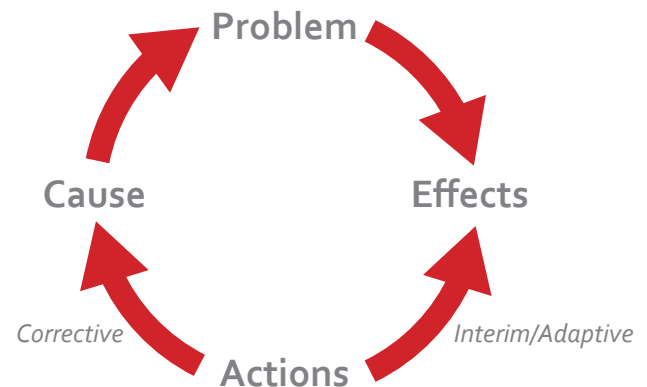
Are you confident in your district's ability to get to the root of a problem and are you confident in your district's ability to find and address root cause?

How are you addressing these common situations?

- Understanding and addressing student achievement incongruities
- Resolving school climate discrepancies—disciplinary referrals, suspension rates, absenteeism, etc.
- Diffusing emotions on controversial problems—involving special population groups, safety, health, school violence, etc. using the facts
- Avoiding ineffective action against high-profile problems

These are common—but completely fixable—problem-solving missteps. TregoED can teach you how to use our systematic Problem Analysis tool to help you:

- Recognize and understand problems in a timely fashion
- Utilize data more efficiently and effectively
- Collaborate more effectively on tough problems
- Use facts and logic to defuse the emotional response which often accompanies big problems
- Identify true cause so corrective action can be taken.



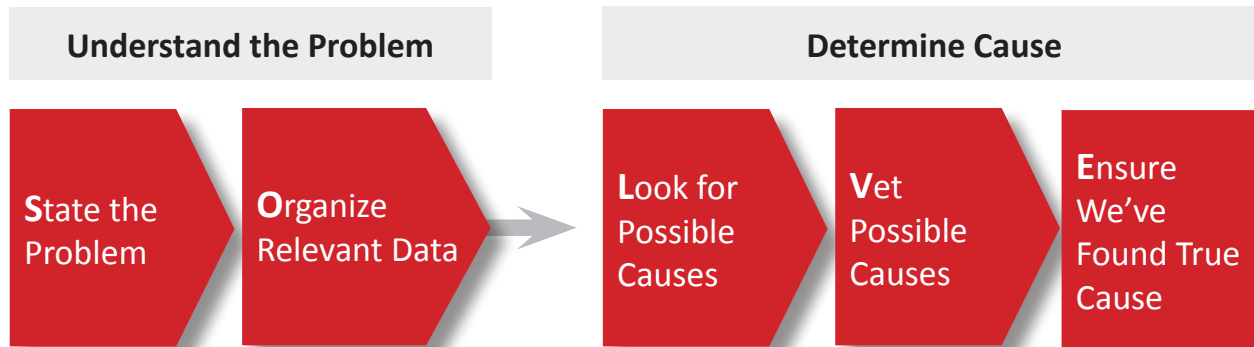
TregoED's Problem Analysis tool has helped us use data on student achievement more effectively and efficiently at the district and school level. Not only are we better able to zero in on true cause, we are much less likely to chase after 'pet' theories or take ineffective action."

Patti Pierce, Former System Improvement Specialist/ACHIEVE Team
Colorado Springs School District 11



Finding Root Cause

Problem Analysis Flow Chart



Problem Analysis can help you:

- Ensure effectiveness of school improvement and site-based teams
- Avoid ineffective action and unnecessary expenditures
- Improve systems and operations

Using Problem Analysis can help you avoid these common pitfalls:

- **Problems? What problems?**
In some systems, people hide problems or deny their existence to avoid opening the proverbial "can of worms."
- **Not my fault!**
Pointing fingers or assigning blame fosters a culture where people don't take responsibility for fixing problems or being part of the solution.
- **Problem? Consider it fixed!**
In some organizational cultures, a quick fix gives you immediate satisfaction, but may not give you the right fix.
- **Data fatigue**
You have lots of data but are not sure how to use it, or you have too much data and you are not sure what to do with it.

Who we are

For over 25 years, TregoED has helped build the decision-making and problem-solving capacity of education leaders. TregoED's proven analytic processes are based on Kepner-Tregoe's pioneering research used by organizations and Fortune 1000 companies around the world. These process tools are the essential first step to building leadership capacity and improving student outcomes.