



A Theory of Change: The Breakthrough Series Collaborative on Social and Emotional Learning

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**Culture of Continuous
Learning Project**

CCL PROJECT PARTNERS



INSTITUTE FOR EARLY EDUCATION
LEADERSHIP AND INNOVATION



**Center *for the*
Study of
Social Policy**
Ideas into Action



CCL Project Overview: The BSC-SEL

QUALITY IMPROVEMENT

- **Importance of quality improvement in ECE**
- **Research and methods from other sectors and disciplines**
- **The BSC Methodology**

WHAT IS A BREAKTHROUGH SERIES COLLABORATIVE?

- Developed by Institute for Healthcare Improvement
- An improvement approach that brings together multiple organizations to work towards a common aim using continuous quality improvement methods.



THE CCL BREAKTHROUGH SERIES COLLABORATIVE ON SEL

Assess the feasibility of implementing a CQI model – a Breakthrough Series Collaborative (BSC) – in Head Start and child care settings

- **Select focal topic: Social and emotional learning (SEL)**
- **Implement in Boston, MA**
- **Conduct a Feasibility Study**
- **Design an evaluation plan to examine the effectiveness of a BSC in supporting and sustaining teacher practices, an organizational culture of quality improvement, and children's development**

THE CCL BREAKTHROUGH SERIES

COLLABORATIVE

- **Aims & Content (the “what”)**

- **Social and emotional learning**
- **Pyramid Model**

- **Methods (the “how”)**

- **Improvement science: BSC methodology**

BSC LITERATURE REVIEW: CULTURE OF CONTINUOUS LEARNING PROJECT

Culture of Continuous Learning Project:
A Literature Review of the Breakthrough
Series Collaborative (BSC)



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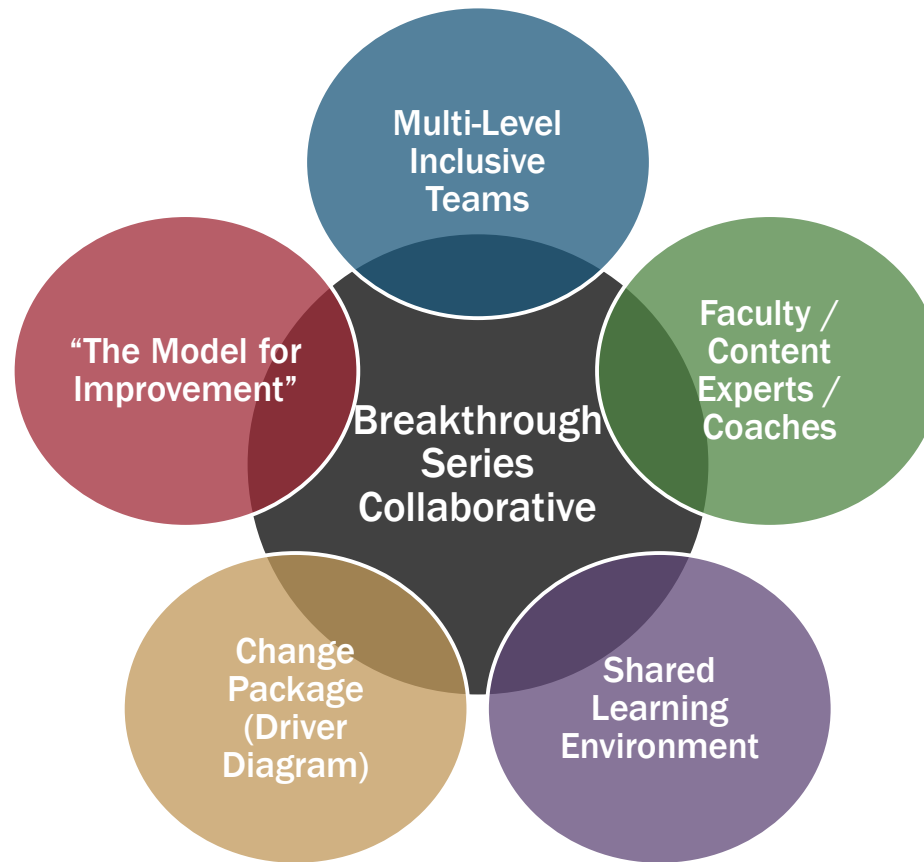


Theory of Change

WHAT IS OUR THEORY OF CHANGE?

- **Purpose of the TOC**
- **The core components of the TOC**
 - **Strategy**
 - **Outputs**
 - **Mechanisms**
 - **Outcomes**
 - **Impact**

STRATEGY: THE BSC-SEL



OUTPUTS

- ✓ **Learning Sessions**
- ✓ **Monthly Metrics**
- ✓ **Affinity Groups**
- ✓ **Action Periods**
- ✓ **Expert Consultation with Teams**

- **Structures that support relationships**
 - Regular times for collaborative professional learning
- **Work processes/routines**
 - Adoption of protocols for collaborative learning and improvement
 - Tools for organizational self-assessment
 - PDSAs to test changes

MECHANISMS

The Strategy and its Outputs activate these mechanisms:

- 1. Shifts in the relational dynamics within and among organizational members**
- 2. Shifts in participants' mindsets about changing their professional practices**

MECHANISMS: RELATIONAL DYNAMICS

Relational dynamics within organizations

- Psychological safety
- Team member efficacy
- Parallel process
- Intra-organizational learning



Relational dynamics among organizations

- Inter-organizational (vicarious) learning

MECHANISMS: MINDSETS

Mindsets

- Curiosity, inquiry mindset
- Problem-solving; visibility into problems



SHORT TERM OUTCOMES

- 1. Increased knowledge, skills, beliefs, attitudes about:**
 - SEL practices
 - How to improve
- 2. Improved organizational climate and culture**
- 3. Stronger leadership at all levels**
- 4. Increased individual and collective efficacy**

LONG TERM OUTCOMES

- 1. Nurturing, responsive and supportive relationships and environments**
- 2. High quality culturally responsive teaching practice in social skills and emotional competencies**
- 3. Strong family partnerships**
- 4. Racial equity and cultural responsiveness in SEL practices**
- 5. Organizational capacity to support and retain staff and to promote continuous learning for improvement**

IMPACT

Children's Social and Emotional Learning

- 1. Improved SEL quality in classrooms and program-wide**
- 2. Improvement in SEL quality sustained over time**
- 3. Improved SEL outcomes for children**

NEXT STEPS

- **Produce brief on the BSC-SEL Theory of Change.**
- **Complete the CCL Feasibility Study. Final report anticipated in early 2020.**