

The Center for Quality People and Organizations (CQPO) was founded in the fall of 2002 and is a 5013C non-profit organization. Our mission is: *To establish a continuous learning environment of mutual respect and trust in school-related communities by teaching problem solving processes and utilizing teamwork thereby empowering all students' abilities to learn current curriculum and prepare them for real-life choices.*

We provide a set of classroom tools and processes that allow teachers to do what they are currently doing, more effectively and efficiently

CSIP- Consolidated School Improvement Plan

We also provide school administrators with tools to create a CSIP setting targets, and goals, which are followed up with on a regular basis.

- ***QUEST Consolidated School Improvement Planning***
 - Plan strategic improvement process on an annual or bi-annual basis
 - Learn techniques for investigating areas for improvement
 - Learn how to implement successful countermeasures for areas of focus
 - Implement monitoring systems for tracking effectiveness
 - Implement Visual Control System for tracking
 - Developing School Culture

CQPO assists to eliminate the achievement gaps in your school – Culture and Diversity (Culture Development- Missions and Visions)

In schools today it's not uncommon for students to be exposed to a vast amount of different cultural backgrounds. This could be with students, teachers and parents within the school. QUEST provides safe parameters or an environment for students to work in groups and experience teamwork philosophies learning how to communicate and listen with one another sharing roles and responsibilities while effectively solving problems. Students learning from students can be powerful.

CQPO offers several classrooms tools, which are: QUEST, ASK

What does QUEST mean?

QUEST is a set of classroom tools that assists teachers to implement team-building and problem solving skills that are important for students to learn for life long learning skills which is helpful in today's workplace. QUEST is based on principals used at Toyota in their Quality Circle Program empowering employees to work together to improve work areas and processes.

How does QUEST work?

The QUEST process consists of teaching students teamwork philosophies to learn current curriculum in all different subject areas. We provide a safe environment (parameters/ground rules) and a process for the students to conduct their groups using problem-solving techniques (PDCA Plan Do Check Act) (Active participation). QUEST Consultants train teachers, school administrators in several different areas of team building skills. Some ask, how can we engage our students? How can we teach what we they are suppose to learn and have a student retain the knowledge and be interested or engaged at the same time? The /Problem Solving process allows for "critical thinking" by students to think differently about why they are learning various concepts in the classroom. It makes them ask questions about their what and why they are learning.

Such as, what is the purpose, what are my assumptions, and what are the concepts? It teaches the student how to analyze and evaluate not to memorize and move on.

Key areas within our training session>>Teachers and students will learn how to:

Work together as a team utilizing roles and assigning responsibilities

Learn about agenda, goals, timelines, and outcomes

Problem Solve using the 4-step PDCA process

Identifying a problem and determining the root cause

Determining Countermeasures to solve the problem

Evaluating the effectiveness of their plan, making changes if necessary

Turn the Countermeasure into standard practice and continue to monitor its effectiveness

What is ASK?

One of the most successful tools we teach at CQPO is called Assessing Student Knowledge (ASK). How the ASK process relates. We consider this -“teaching to the need of the student” engaging students in their own learning process.

Wouldn't it be nice to have an avenue of “on-going” assessments similar to the CATS assessment all year, once a week to monitor student progress, both strengths and weaknesses?

■ **ASK Process (Assessing Student Knowledge)**

- Use the ASK 4-step process incorporating PDCA
- Understand and outline Core Content and Program of Studies expectations for each grade
- Engage students in their own learning process in core content subject areas
- Assess students on a weekly basis with both preview and review questions related to core content expectations
- Students will then graph results on a weekly basis breaking down the core content strands into sub-strands understanding their strengths and weaknesses
- Identify focus areas using QUEST tools to develop individual plans for improvement as well as classroom results as a whole
- This environment takes the fear of failure away allowing the student to think, analyze, and evaluate new problems.
- The ASK process is very engaging and empowering to students
- Can also facilitate Differentiated Instruction in various ways, targeting knowledge levels in students and groupings

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The ASK process sets the stage for Differentiated Instruction

Differentiated Instruction is a platform to allow teachers to engage students and challenge them at all levels taking into consideration the various learning styles. Differentiated Instruction can happen at many levels/areas in the classroom. QUEST can support Differentiation by the using the Grouping Format; this format avoids the “one size fits all” concept of teaching or instruction. It allows for students to work in groups according to different academic differences, cognitive differences, interests, motivations, or learning styles. The QUEST process allows students to learn from others ideas, building upon and analyzing questions they may arise while making sure the group stays on task and accomplishes their goals.

