

Root Cause Analysis Examples

Priority Performance Need 1

22% of our students with disabilities Met or Exceeded Expectations on the Spring 2024 NJSLA in math against a schoolwide rate of 65%.

Root Cause Analysis 1

Why? -> Students with disabilities have been struggling throughout the school year in math.

Why? -> Quarterly benchmark scores are low leading to students feeling defeated.

Why? -> Test scores are showing that the Number System standards continue to be a major issue.

Why? -> Computing fluently with multi-digit numbers frustrates students.

Why? -> Grade level curriculum does not address foundational computational skills, assuming students have mastered it previously.

Root Cause: Students need more practice on foundational computational skills so they can build academic self-esteem and perform calculations quickly and accurately.

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Priority Performance Need 2

Reading assessment results show that 40% of 3rd through 5th grade students met their year-end reading growth targets.

Root Cause Analysis 2

Why -> Students largely plateau after their mid-year reading assessment.

Why -> Small groups, where students are supposed to get more nuanced instruction, are not dynamic, keeping students in the same group throughout the year.

Why -> Teachers have not been given direction on how often to change student reading groups to ensure that students are continuously challenged.

Why -> Principal/district have not provided adequate PD and ongoing support on dynamic small grouping.

Why -> Principal/district are not well-versed in dynamic small grouping.

Root Cause: A lack of knowledge around best practices for dynamic small grouping has led to school and district leaders insufficiently supporting teachers in developing, maintaining, and modifying small groups for reading instruction leading to growth stagnation.

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Root Cause Analysis Examples

Priority Performance Need 3

Four-year graduation rate is 76% while 5-year graduation rate is 79% reflecting a plateau over the past three cohorts.

Root Cause Analysis 3:

Why? -> Students are not obtaining sufficient credits to graduate on-time.

Why? -> Many students have jobs which lead to them missing part or all of school due to oversleeping and/or leaving school early.

Why? -> Students are missing school (and thus assignments and, ultimately, course credits) given their mistaken belief that they will have opportunities to make up work at the end of the school year.

Why? -> Middle school and some 9th grade teachers allow students to make up course work at the end of the school year.

Why? -> Administrators have encouraged this practice to minimize students needing summer school.

Root Cause: Many students have not sufficiently adapted to the high school credit system, partially enabled by 9th grade teachers and middle school culture and end up needing remedial work at the end of the school year to pass courses and graduate on-time.