The Program Improvement Process for Equity focuses on institutional programs, practices, and policies to build an environment where every student can realize his or her potential in high-wage, high-skill, high-demand careers.

NAPE is here to help your team. NAPE will provide training, tools and resources, and technical assistance to help your team improve student outcomes using this powerful institutional change process.

**Organize**
- Assemble leadership team
- Schedule training sessions
- Collect student data

**Explore**
- Collect disaggregated data on student participation, performance, and completion at the national, state, and school levels.
- Identify participation and completion gaps
- Focus on gaps for specific demographic groups: gender, race, socioeconomic status, disability, and English-language learner.

**Select**
- Research strategies proven to address the Root Causes
- Select the most feasible, high-impact strategy given local resources

**Act**
- Develop a hypothesis
- Identify the Root Causes of the gaps
- Review research on Root Causes
- Create an evaluation plan and metrics
- Implement the strategy
- Measure the results

**Evaluate**
- Analyze the data and explore differences
- Identify participation and completion differences
- Repeat to broaden the impact

As you work through the five-step program, you have the power to change student outcomes.

**NAPE’s Vision:** Access, Equity, and Diversity
Every person is able to fulfill his or her potential through equal access to and equity in educational options that lead to the entire spectrum of career choices.

**National Alliance For Partnerships In Equity**
91 Newport Pike | Suite 302
Gap, PA 17527 | 717-407-5118
www.napequity.org
nape@napequity.org

This material is based upon work supported by the National Science Foundation under Grant No. HRD 1203121. Any opinions, findings, and conclusions or recommendations expressed in this material are those of the author(s) and do not necessarily reflect the views of the National Science Foundation.