

# How to Achieve HRS Certification

Want to become a high reliability school? Achieve certification at all five HRS levels and make it a reality! The certification process begins by surveying teachers and administrators (student and parent surveys can also be administered for more comprehensive data). The survey results will then go through an in-depth analysis to determine your school's strengths and weaknesses.

After school weaknesses are identified, programs and practices will be implemented to begin the improvement process. Next, your school will identify lagging indicators and collect data to monitor their progress. Once the requirements for each lagging indicator have been met, your school will achieve high reliability status for that level. You will need to collect quick data on a regular basis (e.g. monthly) to ensure continual progress. If the initial survey results show that your school has no areas of weakness in the categories it has deemed most important, then you can skip ahead to identifying lagging indicators and collecting data.

The following figure illustrates the two paths to HRS certification. Your school will continue the process until it has reached high reliability status at all five levels. At this point, you will become a certified high reliability school! From here, you will continue to use quick data to monitor the school's status, celebrate accomplishments, and sustain long-term success as an HRS.

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Administer appropriate survey(s) to teachers, administrators, students, and/or parents

Compile and analyze results

Do you need to work on any leading indicators?

YES

NO

What critical commitments will help you work on the leading indicators?

What resources do you need?

What professional development do you need?

Do you need to work on another leading indicator?

YES

NO

Create lagging indicators (based on the leading indicators) to measure success.

Set criterion scores for lagging indicators

Collect data on lagging indicators?

Did you meet the criterion scores for the lagging indicators?

YES

NO

High reliability status achieved

Use quick data for continuous monitoring  
(implement interventions if data shows an  
indicator has "slipped")

What will you do to meet the criterion scores?

Implement plan and collect data