



SCHOOL IMPROVEMENT SUPPORT ALIGNED TO ISBE EXPECTATIONS

School Improvement Support

As an approved **IL-EMPOWER Learning Partner** for both Curriculum and Instruction and Governance and Management, SchoolWorks works with Illinois schools to assess current performance and develop and sustainable improvement plans that establish clear, measurable expectations and monitor for results. We then support plan implementation through capacity-building instructional and leadership supports. The process begins with an in-depth review of the school's current state aligned to the Illinois Quality Framework Supporting Rubric.

ASSESS

Identify school strengths and areas of need via a school quality review or needs assessment.

PLAN

Co-create an improvement plan that best addresses areas of need that present the greatest levers of change.

ACHIEVE

Implement leadership coaching and instructional supports to accelerate initiatives of the improvement plan.

MONITOR

Assess progress against benchmark data. Monitor ongoing improvement and pivot actions, as necessary.



ASSESS. The engagement begins with a needs assessment aligned to the Illinois Quality Framework Supporting Rubric. The SchoolWorks team gathers insight into the current state of the school.

- **School Quality Review.** Most engagements begin with a formal needs assessment. A team of experienced SchoolWorks reviewers visit the school to collect and analyze multiple sources of evidence in order to understand how well the school is working.
- **Other Input.** If a formal needs assessment has recently been conducted, the SchoolWorks team will utilize data and findings and collect supplemental information, as needed, to inform the development/refinement of the school improvement plan.

“Plan development and support services provided by SchoolWorks were the basis for the successful turnaround of MLK Charter School.”

— Alan Katz, Lead Founder, Martin Luther King, Jr. Charter School of Excellence



PLAN. SchoolWorks then facilitates a plan development workshop with a representative group of school stakeholders. The needs assessment findings drive the goals and strategies of the plan, which is developed to meet all ISBE-defined accountability requirements. ➡

 **ACHIEVE.** After the school improvement plan is developed, SchoolWorks implements intensive leadership and instructional supports that are strategically designed to build capacity within the school team.

LEADERSHIP SUPPORTS

SchoolWorks monitors the progress of strategies and interventions identified within the plan through on-site and virtual coaching sessions.

Our Online Coaching Platform Tracks Progress.

The coaching engagement is centered within an online platform. This structure ensures alignment to the goals and benchmarks of the improvement plan, provides a forum for communication, and archives touchpoints between the school leader and SchoolWorks coach.

In-Person Coaching Sessions build skills through co-facilitated practice. The SchoolWorks coach models best practices and promotes need-based skills development by:

- *Facilitating Professional Learning Community (PLC) meetings to foster positive instructional behaviors*
- *Conducting classroom observations*
- *Observing and debriefing observation feedback*
- *Assisting in the use of data to plan PD*
- *Assisting in the planning of faculty and team meetings*
- *Modeling or co-facilitating staff and team meetings*
- *Conducting school-based learning walks*
- *Working to prioritize the school leaders' work*

During **Virtual Coaching Sessions**, the school leader uploads recordings and artifacts to the online platform (recorded feedback sessions, recorded PD sessions, etc.). The SchoolWorks coach provides feedback and offers support aligned to the school improvement goals.

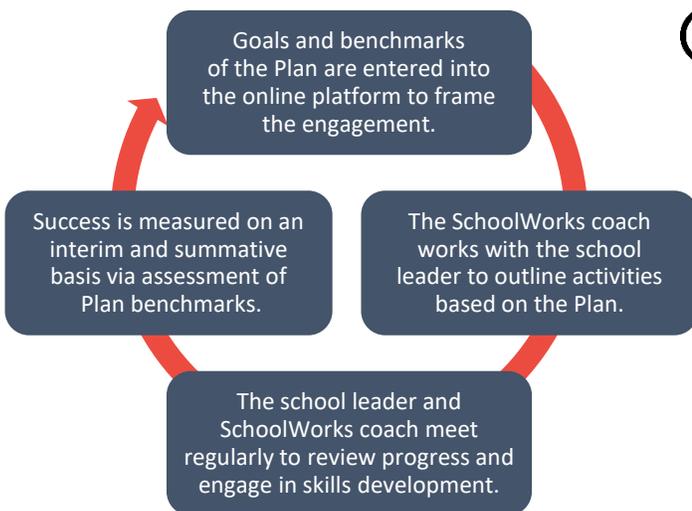
INSTRUCTIONAL SUPPORTS

Simultaneously, SchoolWorks provides capacity-building instructional support through the implementation of our MORE (**M**aster, **O**bserve, **R**ate, **E**levate) System.

Our Instructional Framework Builds Capacity.

Through a combination of instructional training, classroom observation, and progressive data evaluation, SchoolWorks helps the school team gain a unified understanding of what high-quality instruction looks like and supports teachers in elevating their practices.

- During **Training for Administrators**, SchoolWorks facilitators build the capacity of the school leadership team to assess instructional practices in the classroom at scale, identify trends, and tailor professional development to address areas of need using SchoolWorks' research-based *Classroom Visit Tool*. SchoolWorks then provides digital tools to support the collection, analysis, and use of data by certified school observers.
- Subsequently, SchoolWorks facilitates **Training for Teachers** to communicate the instructional expectations of the framework to teaching staff.
- As the school engages in a cycle of observation and feedback, SchoolWorks provides guidance and support in the analysis and use of classroom observation data via **Consultative Support Sessions** and **Professional Development**.



MONITOR. Success measures will be informed by the findings of the initial School Quality Review, identified within the school improvement plan, aligned to ISBE expectations, and tracked/measured within the online coaching platform. Metrics may include:

- *Assessment of follow-through on implementation plan by school administration*
- *Classroom observation ratings/data*
- *Academic performance data (reported via state tests and school benchmark assessments)*
- *Student attendance rates*
- *Behavior data*
- *Implementation of/participation in targeted professional development*

Talk to SchoolWorks. Find out more about how SchoolWorks can support your school's improvement efforts. To learn more, for custom pricing information, or to speak to a SchoolWorks team member, contact Jennifer Strock at jstrock@schoolworks.org.