



## SCHOOL IMPROVEMENT SUPPORT ALIGNED TO RESEARCH-BASED OUTCOMES

### School Improvement Support

SchoolWorks works with schools to assess current performance and develop comprehensive sustainable improvement plans that establish clear, measurable expectations. Our progressive suite of services is designed to build capacity among the school's leadership team and instructional staff. The process begins with an in-depth review of the school's current state, followed by needs-aligned plan development, implementation, and monitoring supports.

#### 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 the areas of need that present the greatest levers of change.*

#### ACHIEVE

*Implement leadership supports and instructional supports to frame initiatives of the improvement plan.*

#### MONITOR

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



**ASSESS.** SchoolWorks begins each engagement with a needs assessment. During this phase our team gathers insight into the current state of the school to inform improvement supports.

- **School Quality Review.** Most engagements begin with a School Quality Review. 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 needs assessment has recently been conducted, the SchoolWorks team can utilize the resulting report, collecting supplemental information, as needed, to inform the development 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 facilitates a Plan Development Workshop with a representative group of school stakeholders. The assessment findings drive the goals and strategies of the plan, which will be developed to meet all defined accountability requirements and standards.



**ACHIEVE.** After the school improvement plan is developed, SchoolWorks provides custom leadership and instructional supports 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.

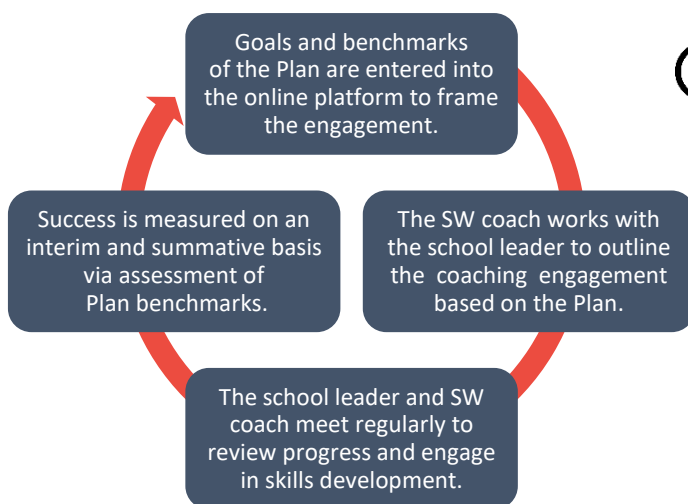
#### Our Online Coaching Platform Tracks Progress.

Coaching is facilitated via an online platform, which provides a forum for communication and an archive of 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 provides feedback to support improvement 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.). Each cycle of feedback coincides with a virtual meeting, wherein the SchoolWorks coach verbally reviews the feedback and offers support aligned to the established goals.



### INSTRUCTIONAL SUPPORTS

Simultaneously, SchoolWorks provides capacity-building instructional support through the implementation of our MORE (Master, Observe, Rate, Elevate) 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.

- 1 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*. Upon certification, SchoolWorks provides digital tools to support the collection, analysis, and use of data.
- 2 SchoolWorks then provides **Training for Teachers** to communicate the instructional expectations of the framework to staff.
- 3 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.** School-specific goals and related success measures will be informed by the findings of the initial School Quality Review and identified within the School Improvement Plan. Success metrics may include:

- 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
- Assessment of follow-through on implementation plan by school administration

**Talk to SchoolWorks.** Find out more about how SchoolWorks can support your improvement efforts. To learn more, for custom pricing information, or to speak to a SchoolWorks team member, contact Jennifer Strock at [jstrock@schoolworks.org](mailto:jstrock@schoolworks.org).