

CUSTOMIZED SUPPORT

Districts and schools receive strategic, differentiated support to meet their needs. Each district/school is unique in their journey to transform. We offer a set of research based, targeted services tailored to the specific needs of your context.

HOW WE WORK

Partners in School Innovation actively seeks to **disrupt patterns of inequity** in education by developing systems and structures that work effectively to close persistent achievement gaps based on race, class, culture and gender. To do this work effectively, we develop our own and our partners' cultural proficiency by seeking to understand how race, culture, class, and gender **impact how we understand and respond** to the world around us **so that we can work strategically to change**.

Central to our work is the idea of **building capacity**. We work side by side with educators to build their capacity in service of their vision for **sustainable transformation**. We think about capacity building in terms of building sustainability. Based on their vision for teaching and learning, we support schools/districts to put in place systems and structures and then work with them to **ensure that the practices become a part of the fabric of the schools regardless of leadership or other changes**.

SERVICES WE OFFER

LEADING FOR EQUITY

BUILDING RACIAL AND CULTURAL PROFICIENCY: All of our work holds an equity lens, all in service for greater instructional academic gains. Through institutes, networks and/or workshops we build the

capacity of district leadership, school leaders, and teachers to become racially and culturally proficient, empowering them to be proactive and responsive to the diverse needs of the communities they serve, particularly those who have been historically underserved.

SCHOOL BASED SERVICES

RESULTS ORIENTED LEADERSHIP:

Leadership Coaching: We partner with principals and their leadership teams to help create and sustain system-wide results. We do this by supporting school leaders with:

- Strategic planning (visioning, creating a Theory of Action, professional learning plans, assessment calendars, etc.)
- Build systems for professional learning (PD, collaboration, and coaching)
- Monitoring adult practice and student learning for greater accountability

Supporting the Development of Instructional Leadership Teams: We partner with new, developing and existing teams seeking a systematic approach to school change to deepen their impact on teacher practice and student learning.

School Transformation Reviews: The School Transformation Review (STR) is an occasion for district and school leaders to take inventory of the strengths, challenges and opportunities within their schools in order to inform the process of continuous improvement.



"Partners' work is clearly a powerful national model for school transformation; but what might be the most lasting benefit for us is how the Partners approach works to build the capacity of our leaders at the district level. As a result of this partnership, we will know more, have better tools and more adaptive skills to support teachers in our most challenged schools. For that we are profoundly grateful."

JOSÉ L. MANZO
SUPERINTENDENT (2005-2012), ALUM
ROCK UNION ELEMENTARY SCHOOL
DISTRICT



SYSTEMS FOR PROFESSIONAL LEARNING

Supporting schools to implement structures and conditions that are vital for teachers to continuously improve their practice.

PROFESSIONAL DEVELOPMENT: We provide job-embedded professional development related to strong leadership and teaching and learning that will result in sustainably increased leader and teacher capacity.

PLCS/TEACHER COLLABORATION: The research is pretty clear that PD alone doesn't move teacher practice. Teachers need time to collaborate with colleagues to deepen their practice and to incorporate new learning into their daily practice. Our focus on building professional learning communities vs. simply providing input via professional development helps to build a culture of collective learning & responsibility in the school and/or across the district.

INSTRUCTIONAL COACHING: In addition to job-embedded professional development and collaboration, teachers also need quality instructional coaching and feedback on their practice to incorporate new learning into their daily practice. We build the capacity of school/district coaches to provide this support.

DISTRICT-BASED SERVICES

Focused consultation and coaching for district leaders in the areas of strategic planning, school transformation, curriculum planning, and assessment.

RESULTS ORIENTED LEADERSHIP:

District Transformation Reviews: Collect data on the current state of district systems and practice in the areas of Leadership, Professional Learning and the Core Instructional Program. Following an intensive data

collection process that includes surveys, interviews and observations of key events, our team can provide an in depth analysis of district strengths and opportunities for growth.

Strategic Planning & Cycle Reviews: Create a theory of action and plan for achieving your district's vision, using adult practice and student achievement data to prioritize and align initiatives across the district. Strengthen systems and processes for monitoring and reflecting on progress towards goals and district priorities. Identify and implement adjustments needed to more effectively support schools.

Professional Learning: Design a learning system that enables teachers and leaders to receive the training and support they need to achieve their goals. Learn to design and facilitate learning communities that leverage continuous improvement cycles to support participants in a rigorous and action-oriented collaboration.

CROSS SCHOOL/DISTRICT PROFESSIONAL LEARNING NETWORKS

We create leadership and teacher networks to build a culture of continuous learning and improvement across the district.

TEACHER DEVELOPMENT NETWORKS:

We bring together teachers across similar content areas or grade levels to support intentional planning and reflection in order to improve instruction that they can replicate back at their sites with other teachers and in their daily work.

Common topics include:

- Building high-performing teams
- Setting SMART and equitable goals
- Backward planning Common Core aligned, culturally responsive units and

lessons

- Creating and using Common Core aligned assessments
 - Data analysis to identify successful teaching practices and student needs
 - Creating intervention plans for students
- LEADERSHIP DEVELOPMENT NETWORKS:** Our Leadership PLCs create opportunities for school leaders (principals, assistant principals, coaches and teacher leaders) to learn about and implement best practices for School Transformation. We teach leaders to utilize the Results-Oriented Cycle of Inquiry as a way of working to realize their vision for students, while customizing the design and content of each Leadership PLC to meet the needs of our partners.

While the scope and sequence of learning for each Leadership PLC varies, common topics include:

- Building high performing leadership teams
- Defining a collective vision for students
- Setting SMART and equitable goals
- Prioritizing strategies for accomplishing goals
- Defining Professional Learning Plans
- Analyzing data, reflecting on successes and challenges and making adjustments
- Using the Results-Oriented Cycle of Inquiry
- Facilitation and coaching skills
- Building cultural proficiency

DATA NETWORKS: The use of data to drive continuous improvement is one of the key foundational elements of our approach. We have found that effective data use does not happen by accident. Instead, sites need to be systematically supported in multiple ways to use data effectively. Our support for sites includes a multi-step approach to ensure significant capacity is built.