

Imagine...being the number 1 agent of change

Is your voice creating and sustaining immeasurable change for kids?

Date: COSA 10/23-24/2022



Effective Leaders

- + Disruptors
- + Innovators
- + Voice
- + Power/Agency
- + Change Agents



Being a Reflective Leader...

Do you have a vision for change in your system?

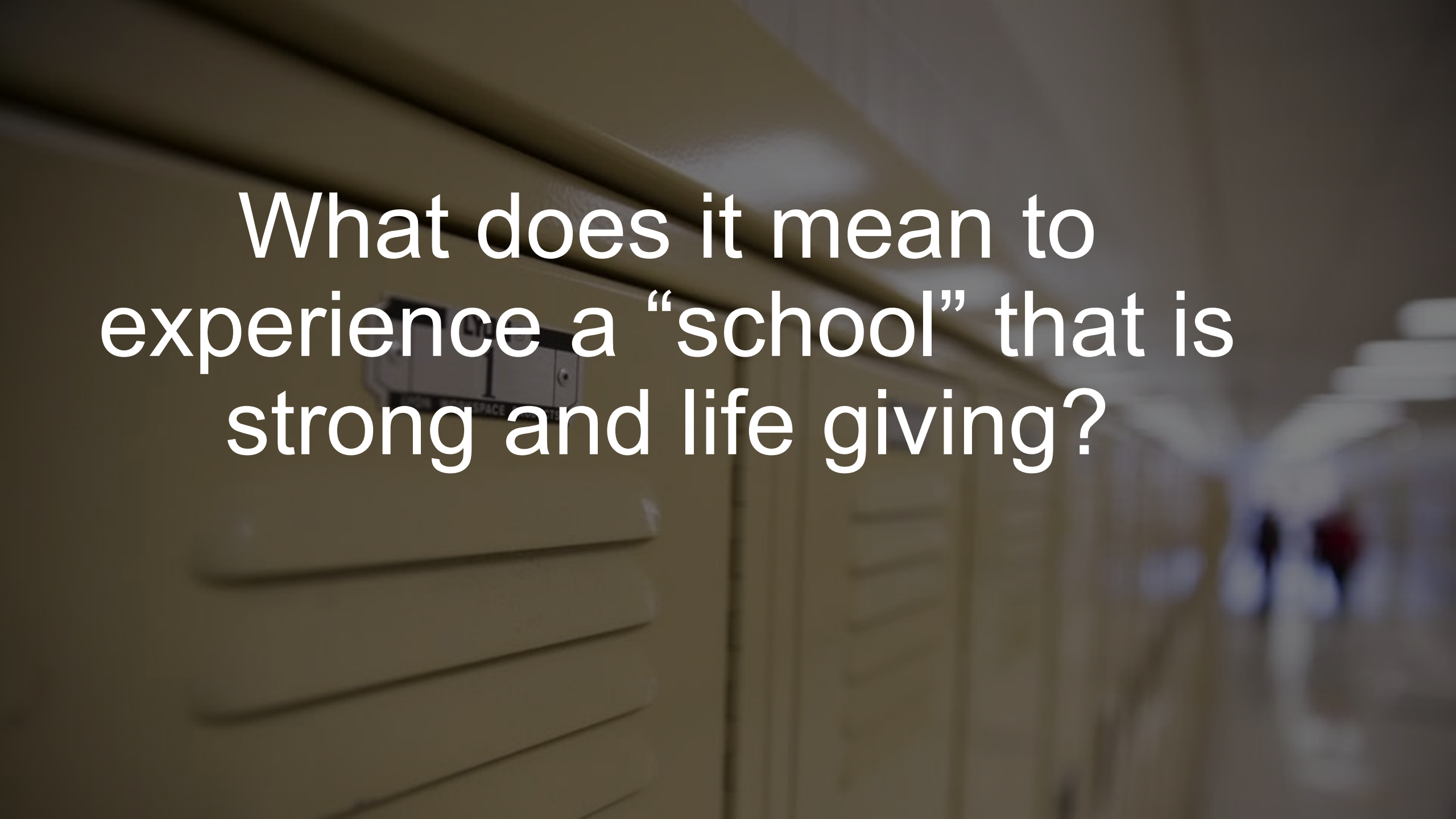
How committed are you to changing elements of your system to actualize your vision?

How do you convey a sense of urgency?

How much time are you allocating to it & are your teams bought in?

How will you know if you are successful?

How will you know if you are not?



What does it mean to
experience a “school” that is
strong and life giving?

Supercharge school leader practice

“Principals really matter. Indeed, it is difficult to envision an investment with a higher ceiling on its potential return than a successful effort to improve principal leadership.”

*How Principals Affect Students and Schools:
A Systematic Synthesis of Two Decades of Research*

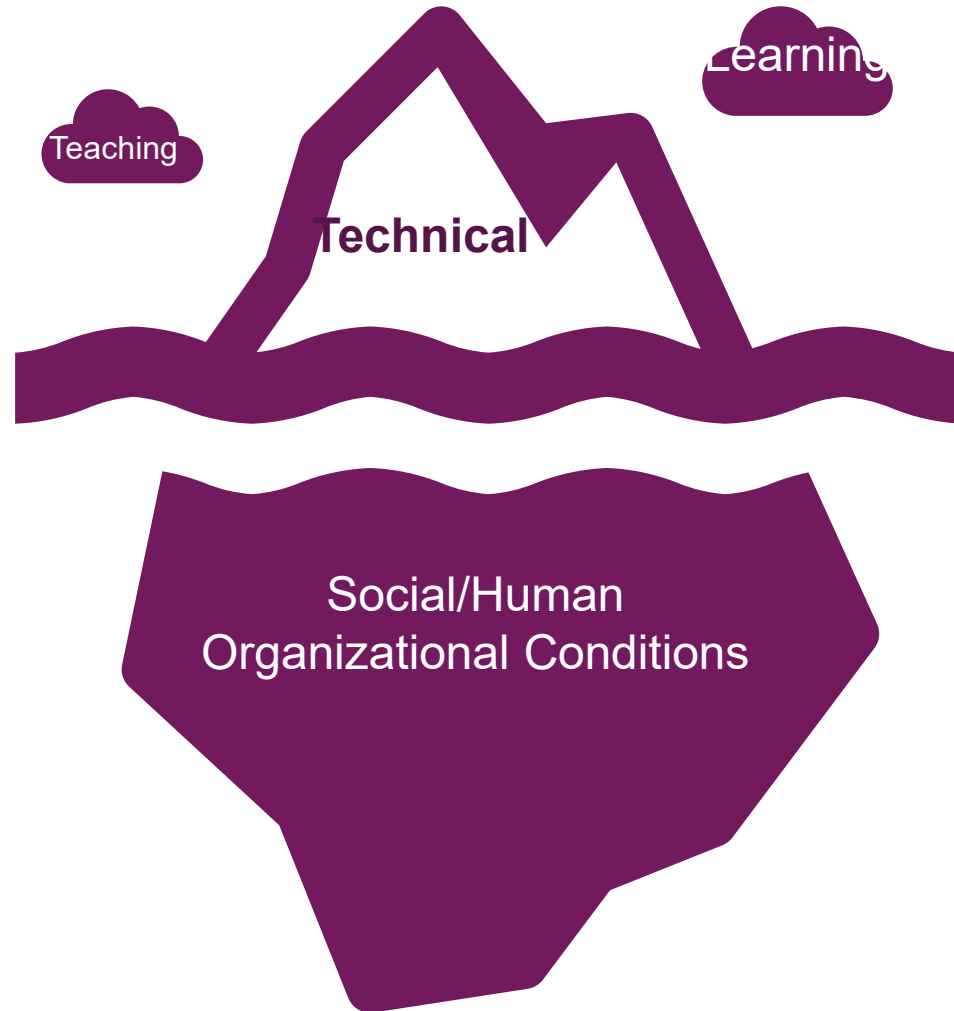


“A test alone never changed a kid's life, it's what happens after the assessment that makes all the difference.”

Chris Minnich
CEO, NWEA



How do you the prioritize academics and conditions?



Explore:

WHY Partnership Matters

WHY 5Essential Supports

How we use data to improve learning conditions

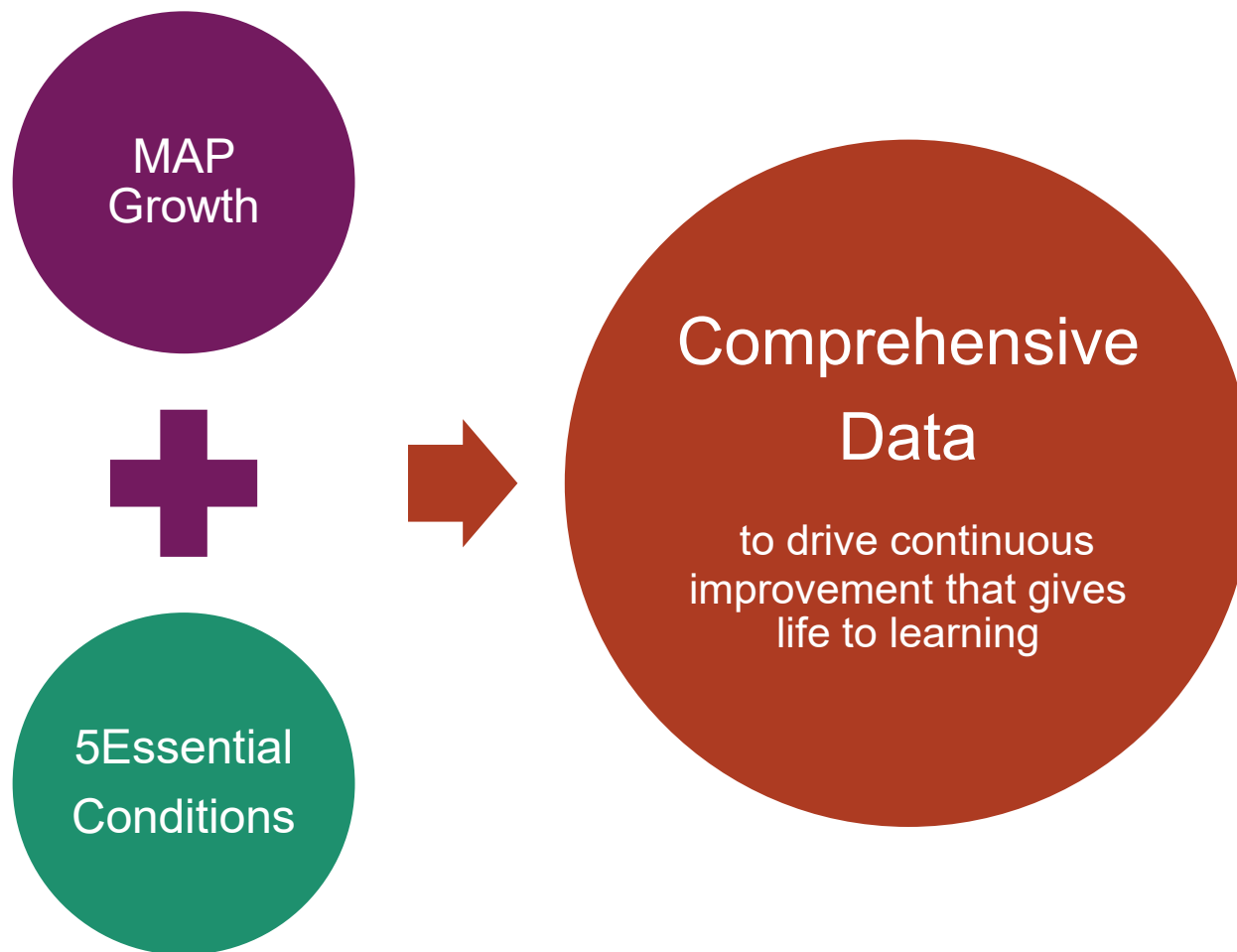
What evidence is possible

How you can get involved

We needed additional data...



The Right Data...

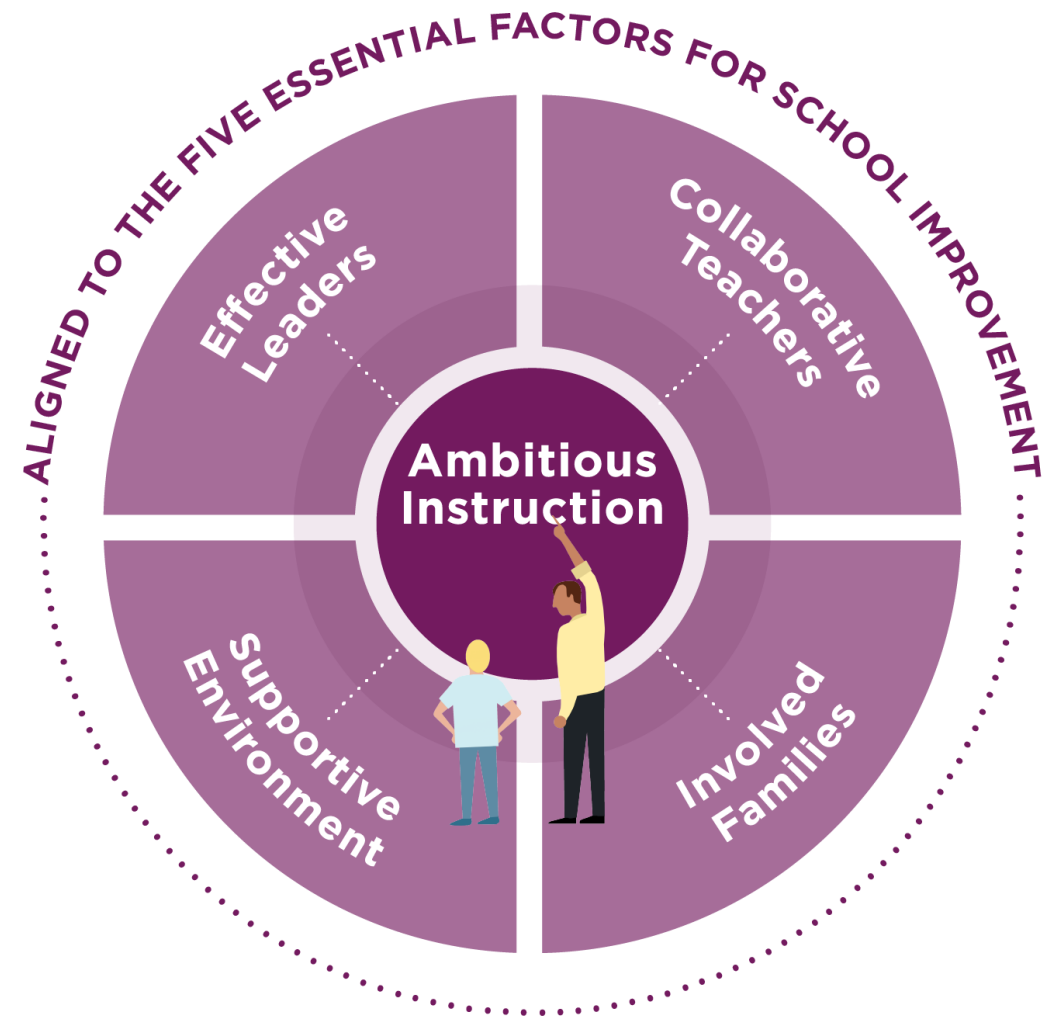


THE GOLD STANDARD...

“How we organize schools is critical for student achievement. Improving schools entails coherent, orchestrated action across all five essential supports.

Put simply, there is no one silver bullet.”

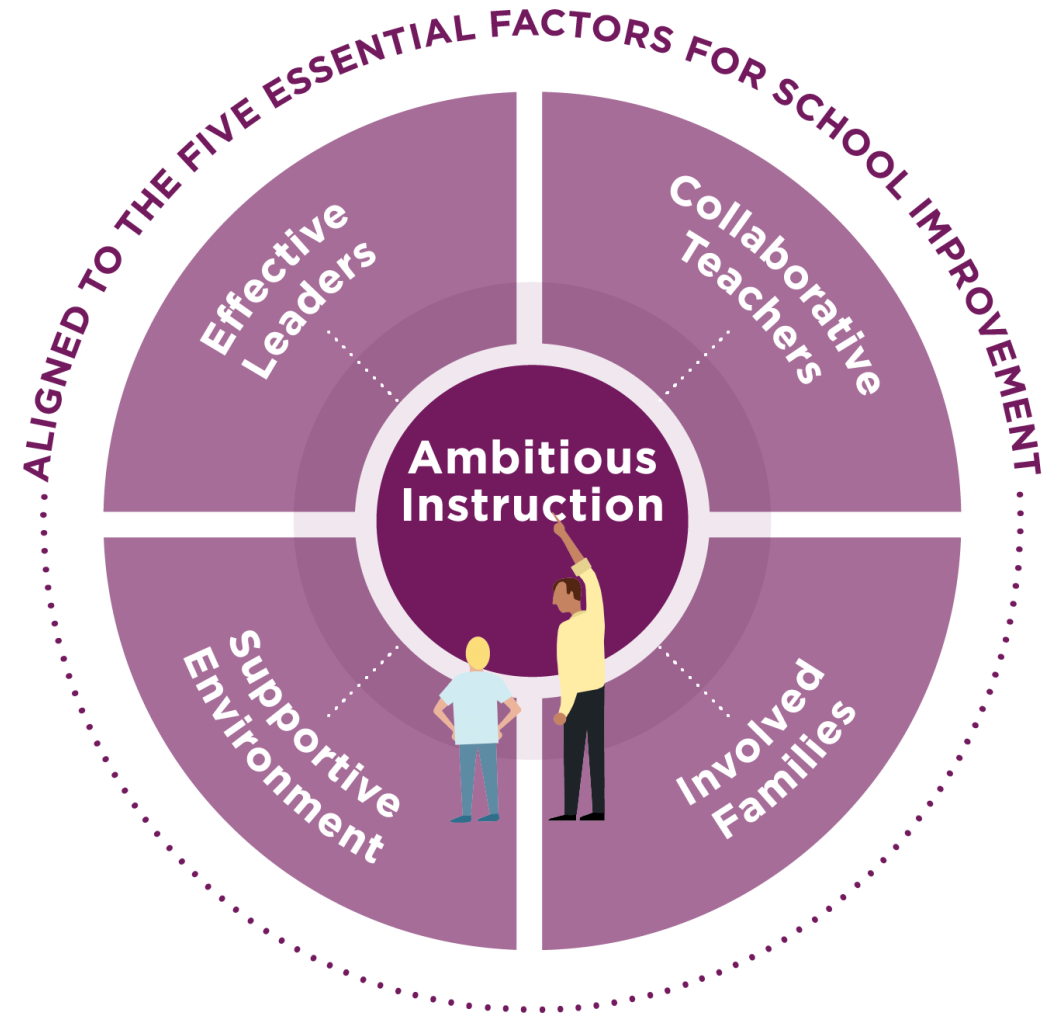
Anthony Bryk, “Organizing Schools for Improvement.” Phi Delta Kappan, April 2010.



Five Essentials is a registered trademark and is the intellectual property of UChicago Impact and the University of Chicago

5Essentials Components

- 5Essentials Framework
- 5Essentials Survey
- 5Essentials Data



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5Essentials Framework

Ambitious Instruction

Classes are challenging and engaging

Supportive Environment

The school is safe, demanding, and supportive

Effective Leaders

Principals and teachers implement a shared vision for success

Collaborative Teachers

Teachers collaborate to promote professional growth

Involved Families

The entire staff builds strong external relationships



5 Essentials and Core Measures

Effective Leaders

Instructional Leadership
Program Coherence
Teacher Influence
Teacher-Principal Trust

Supportive Environment

Academic Personalism
Peer Support for Academic Work
Safety
Student-Teacher Trust
Expectations for Postsecondary Education
Schoolwide Future Orientation

Ambitious Instruction

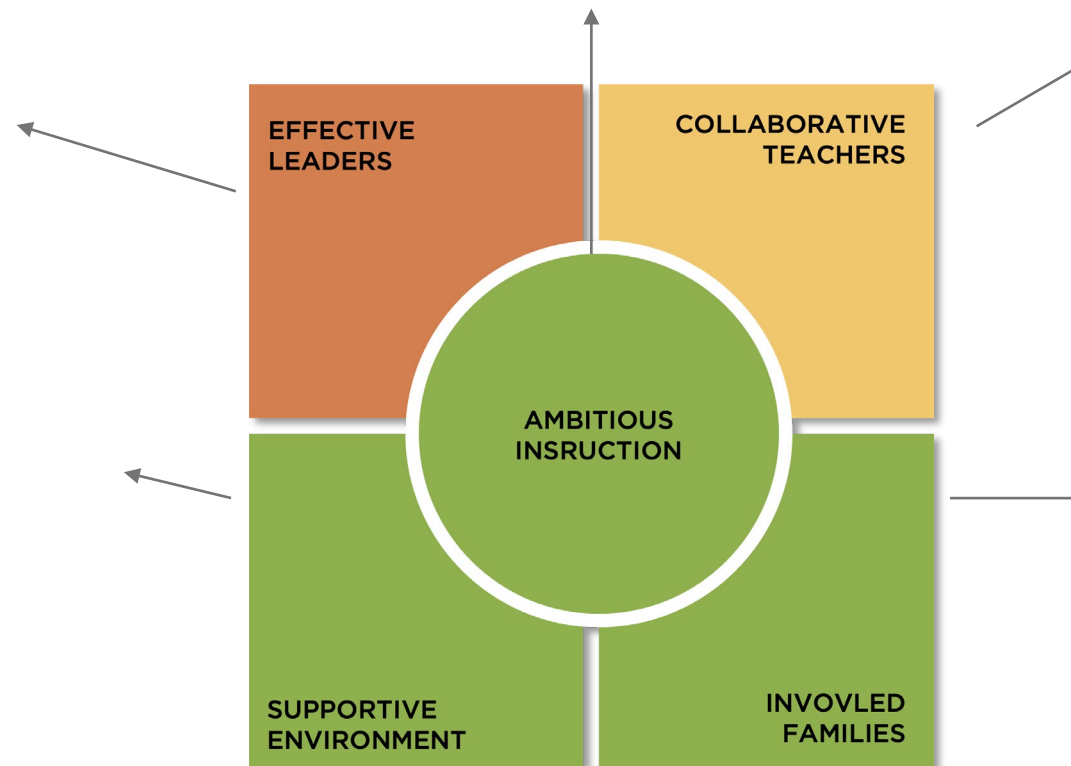
Academic Press
English Instruction
Math Instruction
Quality of Student Discussion

Collaborative Teachers

Collaborative Practices
Collective Responsibility
Quality Professional Development
School Commitment
Teacher-Teacher Trust

Involved Families

Parent Influence on Decision Making in Schools
Parent Involvement in School
Teacher-Parent Trust



The 5Essentials Core Measures

The 5Essentials Survey assesses student and teacher perceptions of a school's organizational conditions. It illustrates a school's strength in multiple Measures of each of the five essential factors for school improvement:

Ambitious Instruction

English Instruction: Students interact with course material and one another to build and apply critical reading and writing skills.

Math Instruction: Students interact with course material and one another to build and apply knowledge in their math classes.

Academic Press: Teachers expect students to do their best and to meet academic demands.

Quality of Student Discussion: Students participate in classroom discussions that build their critical thinking skills.

Effective Leaders

Teacher Influence: Teachers have influence in a broad range of decisions regarding school policies and practices.

Program Coherence: School programs are coordinated and consistent with goals for student learning.

Teacher-Principal Trust: Teachers and principals share a high level of mutual trust and respect.

Instructional Leadership: The school leadership team sets high standards for teaching and student learning.

Collaborative Teachers

Collaborative Practices: Teachers observe each others' practice and work together to review assessment data and develop instructional strategies.

Collective Responsibility: Teachers share a strong sense of responsibility for student development, school improvement, and professional growth.

School Commitment: Teachers are deeply committed to the school.

Teacher-Teacher Trust: Teachers are supportive and respectful of one another, personally and professionally.

Quality of Professional Development: Professional development is rigorous and focused on student learning.

Supportive Environment

Peer Support for Academic Work (ES): Students demonstrate behaviors that lead to academic achievement.

School-Wide Future Orientation (HS): The school engages all students in planning for life after graduation.

Expectations for Post-Secondary Education (HS): The school expects all students to attend college and promotes college-readiness.

Academic Personalism (ES): Teachers connect with students in the classroom and support them in achieving academic goals.

Student-Teacher Trust: Students and teachers share a high level of mutual trust and respect.

Safety: Students feel safe both in and around the school building, and while they travel to and from home.

(ES): Elementary School
(HS): High School

Involved Families

Parent Influence on Decision-Making: The school has created opportunities for parents to participate in developing academic programs and influencing school curricula.

Teacher-Parent Trust: Teachers and parents are partners in improving student learning.

Parent Involvement In School: Parents are active participants in their child's schooling.

Researchers found...

10x

vs.

<10%

More likely to improve student outcomes if strong on three or more Essentials than schools weak on three or more

Chance of improving student outcomes over time when a sustained weakness exists

30+ Years of Research Shows

The 5Essentials has positive relationships with multiple academic outcomes.



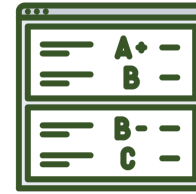
Test scores and
test score gains



Attendance
rates



Graduation
rates



GPA



Teacher
mobility /
retention



Freshman On
Track

Research out of Stanford Un. discovered

A comprehensive set of practices and conditions that made schools much more likely to improve student outcomes



They called them the 5 essential supports

Partnerships Matter

NWEA

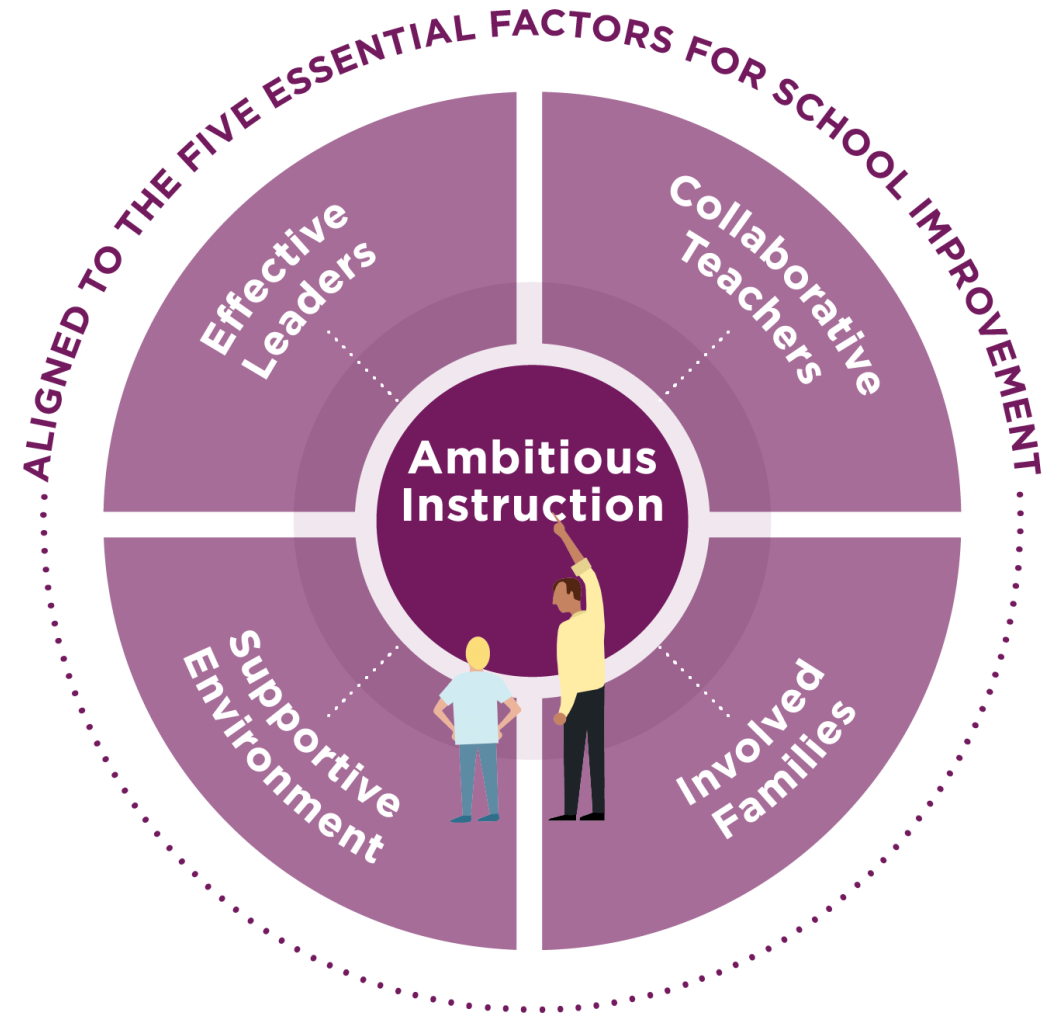
- + Gold Standard Achievement and Growth Data
- + Professional Learning
- + Research Arm

UCHICAGOImpact

- + 30+ Years of Research
- + Gold Standard in Diagnostic Surveys
- + 20+ Years of Continuous Evidence for how to Move Schools Forward

5Essentials Components

- 5Essentials Framework
- 5Essentials Survey
- 5Essentials Data

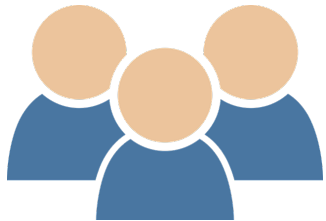


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5Essentials Survey

The 5Essentials survey is a researched-based diagnostic instrument designed to identify a school's strengths and areas of opportunity on the five essential factors that drive school improvement.

Students/teachers parents... lend their voices and share their experiences



to enable the whole school to improve.



What does the survey measure?

Core 5Essentials Survey Measures

5Essentials

Students	Teachers and Other Educators	Parents/Guardians
Academic Personalism	Collaborative Practices	Communication Preferences
Academic Press	Collective Responsibility	Computer/Internet Access
English Instruction	Expectations for Post-Secondary Education	Parent Connectedness
Math Instruction	Instructional Leadership	Parent Involvement & Disruptions
Peer Support for Academic Work	Parent Influence on Decision Making in School	Parent Satisfaction
Safety	Parent Involvement in School	Parent-Student Interaction
School-Wide Future Orientation	Program Coherence	Parent-Teacher Interaction
Student-Teacher Trust	Quality of Professional Development	Parents' Assessment of Involvement in School
	Quality of Student Discussion	Parents' Assessment of School Safety
	School Commitment	Parents' Assessment of Teacher Trust
	Teacher Influence	Quality of School Facilities
	Teacher-Parent Trust	School Outreach
	Teacher-Principal Trust	
	Teacher-Teacher Trust	

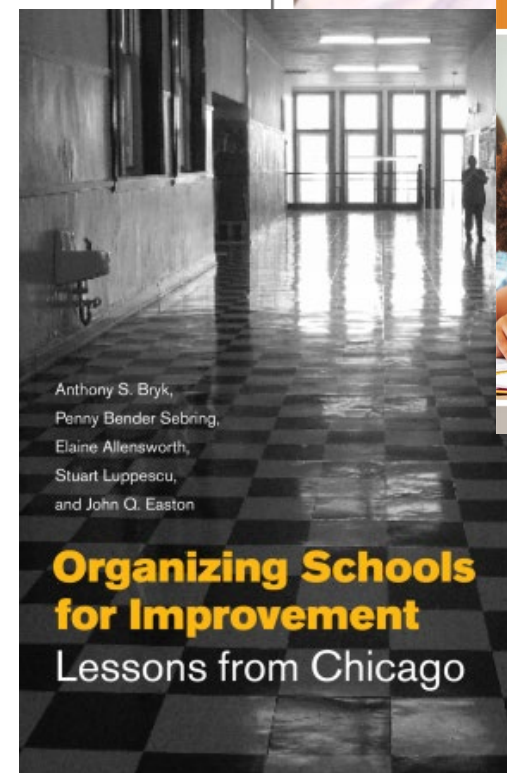
It's Not Just Having Data...

*“One of the central lessons from research on data use in schools and school districts is that assessments, student tests, and other forms of **data are only as good as how they are used.**”*

Coburn, C. E., & Turner, E. O. (2011). Research on Data Use: A Framework and Analysis. *Measurement: Interdisciplinary Research & Perspective*, 9(4), 173–206

How do we know it works?

- + 30 years of research; 20 years of data
- + Analyzed at scale across the state of Illinois and used by over 6000 schools
- + Positive relationships with:
 - Test scores and test score gains
 - Attendance rate changes
 - Graduation rates and rate changes
 - GPA
 - Teacher mobility / retention
 - Freshman On-Track



“Assumptions are a threat to equity because they limit the kinds of experiences that students have access to.”

—Chase Nordengren, PhD
NWEA Research Scientist





NWEA/UChicago Collaborative with Schools

NWEA Needs Assessment

Pinpoint strengths and identify opportunities with our research-backed approach.



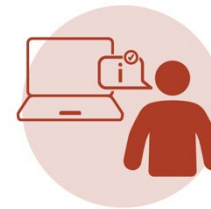
Leadership Coaching

Get shoulder-to-shoulder support and quarterly progress reporting from an educator well-versed in school improvement.



UChicago Impact 5Essentials Survey and professional learning

Equip leaders with the data, tools, and ongoing professional learning they need to facilitate and sustain meaningful improvement.

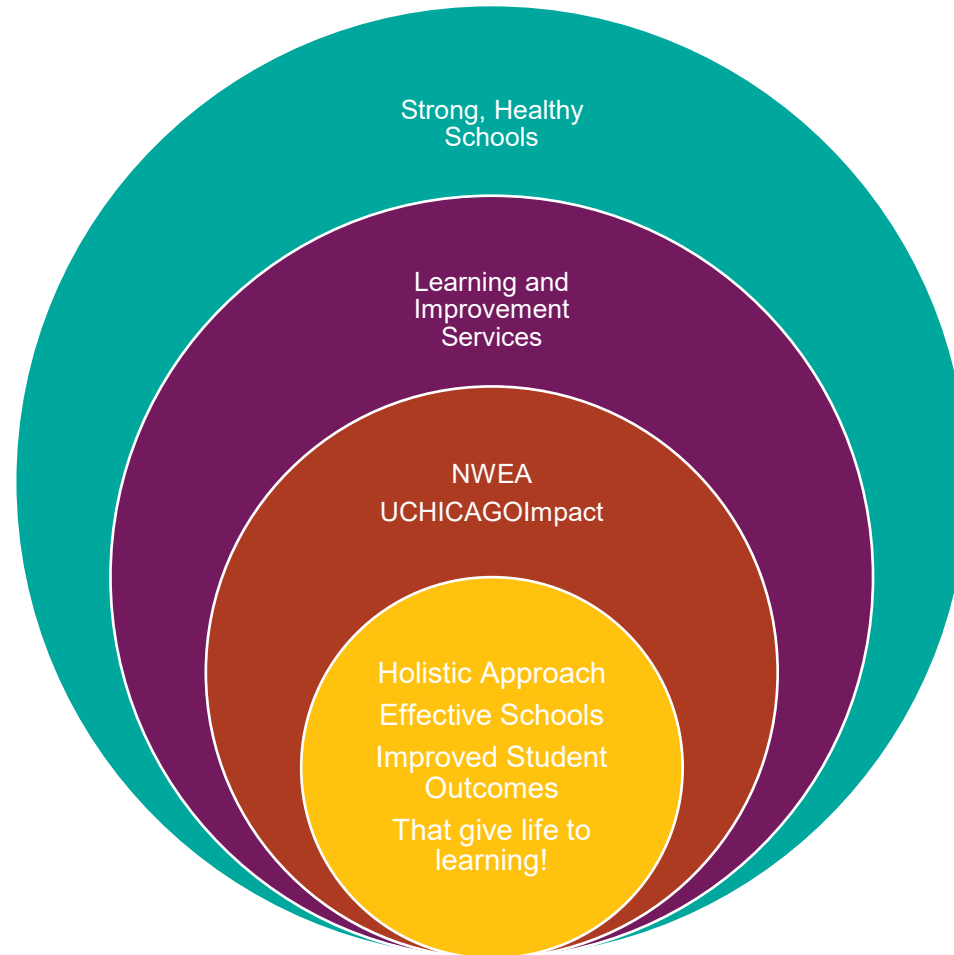


Systems Advising sessions

We partner with your district leaders to develop structures and behaviors to support your improvement goals.



How do you organize your schools?



Questions?



Thank you!

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