



The EPIC Program

About SchoolWorks

SchoolWorks is an education consulting group with the mission of advancing all aspects of student learning and well-being by building the capacity of educators and educational institutions to assess, plan for, and achieve student success. Our core values are:

- **Accountability.** We believe that accountability for results is an essential component of every successful organization.
- **Based on Evidence.** We seek to understand the context and practices of schools, districts, school networks, authorizers, and communities through evidence-based processes.
- **Collaboration and Learning.** We serve our clients by collaborating and learning with them.
- **Diversity.** We practice cultural competence in the diverse schools and communities in which we work, and are strengthened by differing backgrounds, beliefs, experiences, and approaches.
- **Effective Practices.** Our team members identify effective practices across the education landscape and interpret and apply them in all aspects of our work.

Evaluation, Planning & Implementation Cohort Program

For over a decade, SchoolWorks has effectively engaged principals in growing their capacity to serve students. Our leadership supports are rooted in customized needs-assessment – leaders develop skills to advance identified outcomes within their own environments.

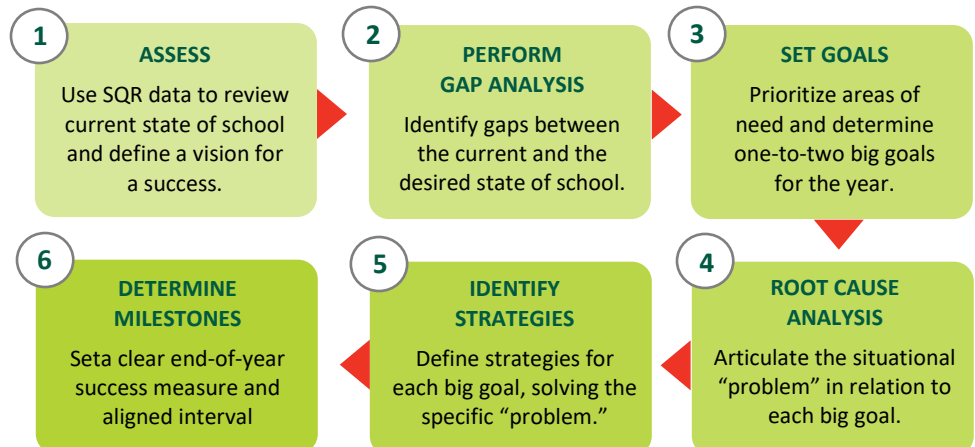
Theory of action: If school leaders engage in a cycle of: 1) assessing their practice; 2) action planning to address challenges; and 3) implementing improvement initiatives with proper supports; then the leaders' capacity will grow, and the school's implementation of effective practices will increase.

Step 1: Evaluate the Current State

To begin the process, SchoolWorks conducts a School Quality Review of the school. The review provides objective insight into the school's current instructional program, culture and operations, revealing areas for growth that will be proactively addressed in the action plan.

Step 2: Facilitate a Planning Workshop for School Leaders

Using the findings of the SQR, SchoolWorks guides the school leadership team through a 1-day prioritization and action-planning process. The result is a drafted one-year action plan that will serve as the foundation of continuous improvement throughout the year.



Step 3: Monitor Implementation

In five subsequent half-day sessions throughout the year, the SchoolWorks Project Manager will meet with the leadership team of the school to assess the benchmarks of the action plan and, based on results, adjust ongoing strategies. Strategy sessions will be devised to build skills through co-facilitated needs-based practice, and may include:

- *Conducting classroom observations with school leaders*
- *Observing and debriefing observation feedback sessions*
- *Observing staff/team meetings and providing feedback*
- *Assisting in the planning of faculty and/or team meetings*
- *Assisting in the use of classroom observation and student achievement data to plan PD needs*
- *Modeling or co-facilitating staff and/or team meetings*
- *Conducting school-based learning walks*
- *Working to prioritize school leaders' work*

Throughout these sessions, the SchoolWorks team provides school leaders with feedback on the plan and recommendations for ongoing improvement. If desired, SchoolWorks may schedule bi-weekly calls to provide further continuity of support.

SchoolWorks Leadership Support Clients Include:



Meet Our Experts

Betty Dao, M.A.Ed.
SR. PROJECT MANAGER

Betty is SchoolWorks' lead instructor for the KIPP Successor Prep program—providing professional development for KIPP's rising principal leaders and leading School Quality Reviews at KIPP schools nationwide. A former school leader, academic dean, and instructional coach, Betty holds an M.A.Ed. in School Leadership from Harvard School of Education.



Robin Coyne Hull
SR. PROJECT MANAGER

A Massachusetts charter school leader for over 11 years, Robin began her career in 1995 at South Shore Charter Public School and later served as head of school for the Benjamin Franklin Classical Charter Public School—one of the highest achieving charter schools in the state. She is a certified AMS Montessori elementary teacher and holds a dual license as a superintendent and elementary teacher.



Jay Adams, M.A.Ed.
CONSULTANT

As an Operations Manager for Metro Nashville Public Schools in Nashville, TN, Jay supported the implementation of schools' vision and guided principals to ensure a positive, achievement-focused school culture among teachers, staff, and students. She holds an M.A.Ed. in Administration and Supervision from Tennessee State University.

KIPP

SchoolWorks and The KIPP Foundation

SchoolWorks has a long-standing partnership with The KIPP Foundation to support the KIPP Successor Prep Cohort—a branch of the KIPP School Leadership Program that trains rising KIPP school leaders on how to manage change, plan for transition, develop a strategic plan, coach teachers, and manage staff performance. The program includes SchoolWorks-facilitated quarterly professional development workshops for members of the Successor Prep cohort focused on planning and prioritization.

During these sessions, participants learn the steps for effectively analyzing a growth area to develop a targeted action plan. Through participation in a model prioritization session, followed by a facilitated analysis wherein small groups of Successor Prep participants complete the prioritization process to address an individualized problem statement, participants engage deeply in each of the steps of action planning. They also develop a focused action plan for a single pre-identified growth area, drawing on the support of their peers and facilitators.

The KIPP Foundation renewed its Successor Prep cohort support services with SchoolWorks for the sixth consecutive year in 2018-19.

"One of the reasons I have advocated so strongly for KIPP to use SchoolWorks in our Successor Leader Reviews is because of both the process and the products. The prioritization has been noted as one of the most valuable aspects for our leaders."

—Candace Rogers, Director, KIPP Successor Prep