

# School Improvement at Scale: What Works? What Doesn't?

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# What Doesn't Work

- Federal and state mandates alone
- Structural reforms that do not change teacher practices
- Compliance rather than eager innovation
- Anything that does not win teachers' hearts and minds

# What Does Work

- Use of proven programs
  - *If* proven programs:
    - Meet school needs
    - Are chosen by staff
    - Have adequate training, coaching
    - Are monitored
    - Continuously improve



# What Are Proven Programs?

- Proven to produce better achievement than current practices
- ESSA evidence standards
- What Works Clearinghouse

# Needs Assessment

- Determine what schools need to succeed
- Root causes

# Program Selection

- Exploration
- Visits, if possible
- Vote

# Program Implementation

- Implement as in successful evaluations
- Plenty of training, coaching



# Monitoring

- Monitor implementation, student outcomes
- Adjust as needed



# Continuously Improving

- Honest feedback
- Continuous improvement
- Long-term planning



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