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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