

1. Partner Background

Organization name:

2Revolutions, LLC

www.2revolutions.net

Summarize your organization's mission and its connection to Louisiana's plan for struggling schools.

2Revolutions is a school focused education design lab. We work with schools and educators to design and implement solutions to solve challenges faced in rethinking education delivery. We provide a combination of personalized coaching and implementation support services with access to high quality resources and connections with experts in education reform to support schools and districts in improving the quality of education they provide their students.

2. Evidence of Track Record of Student and School Outcomes

In any format, please illustrate your organization's track record in dramatically improving schools or systems of schools and/or radically increasing outcomes for targeted subgroups of students.

We propose to use our personalized school support system in this work and to have it led by seasoned turnaround operators. Applying our personalized approach to school change with leaders in the turnaround industry will provide Louisiana's struggling schools with a path to improvement that keeps Louisiana's educators deeply involved in the work.

Ben Rayer is the former President and Chief Operating Officer of Mastery Charter Schools, a renowned network of turnaround public charter schools in Philadelphia, PA and Camden, NJ. Mastery currently serves over 12,000 students, 83% of which qualify for Free/Reduced Lunch and 93% of which are African American or Latino. Test scores in Mastery's turnaround schools have improved by an average of 40 percentage points per grade/subject after four years.

Lars Beck is the former CEO of Scholar Academies, a network of turnaround public charter schools in Washington, DC; Philadelphia, PA; Trenton, NJ; and Memphis, TN. Scholar Academies currently serve over 2,700 students, 93% of which qualify for Free/Reduced Lunch. Subsequent to their partnership with Scholar Academies, schools in this network are seeing academic growth, increased enrollment, a reduction in behavior incidents and increased staff retention.

2Revolutions, as an organization, has a demonstrated track record of working closely with our partners through personalized implementation coaching that builds local capacity for ownership. We believe that local ownership is essential for ensuring that the work is sustainable over time. The

combination of our unique methodology for implementing school change and the leadership team that will lead this work will greatly benefit Louisiana's struggling schools.

3. Your Organization's Model

How will you differentiate your services to meet the unique needs of schools and districts in Louisiana?

We believe that our unique design methodology coupled with the career expertise of two seasoned school turnaround leaders positions us as an excellent partner to support a network of Louisiana districts engaging in this work. We would propose structuring the engagements as follows:

- **Turnaround "Blueprint" for the Work:** Based on our extensive collective front line experience and building off a turnaround project we completed last year for Achievement First's Charter Network Accelerator, we analyzed the practices of the nation's best turnaround operators and created a blueprint for how turnarounds can be most successfully implemented.¹ Nothing within the blueprint is complex. The challenge is in the successful implementation of the parts of the blueprint. We propose that all of our supports are anchored to this blueprint as the guiding northstar.
- **Personalized Implementation Plans and "Playlists" of Information:** While the blueprint for a successful turnaround may be generally the same, each school's path to implement that blueprint must be highly customized based on its circumstances and the strengths and areas of growth of the leadership team and school staff. Our support will begin with an intensive assessment process to build a multi-year implementation plan that is customized to that particular school. Each plan will include resources to be reviewed by school team members (courses and playlists in our proprietary learning platform called InspirED) and identify priority focus areas for coaching and implementation support.
- **High Level Leadership Coaching:** Change is hard, and we know from personal experience that this is particularly true in turning around low performing schools. In order to sustain the transformation that will be necessary, we believe that each leadership team undergoing turn around must have continuity of relationship with a coach who has walked in his or her shoes. Ben and Lars will serve as the "quarterbacks" of all support resources, being in direct communication with each leadership team at least twice per month.
- **Deep and Targeted School Based Supports:** Based on their personalized implementation plans, school teams will be assigned a school based coach who can best support their unique needs. Full-time coaches will work in partner schools and provide virtual support in between visits to schools. The coaches will be supplemented with members of the 2Revolutions' talent cloud who can help support their needs. For example, we can bring in socio-emotional learning experts to work with a school team struggling with high discipline rates or connect another school team with leaders who have been particularly effective in reducing high

¹ Including Mastery Charter Schools, UP Education Network and Green Dot Public Schools.

mobility rates in their community. We intentionally keep these budget funds flexible until we deeply understand the needs of our partners so that we can ensure that we best allocate our project resources to meet their needs.

- **Statewide Network via InspirED Platform.** Through our proprietary online collaboration platform,² we have the ability to create a strong community of leaders and educators across the state who are undergoing a shared experience, learning from each other and leveraging each other's best thinking. Our InspirED platform allows for the sharing of resources and exchange of ideas across the state. This strategy is a particularly effective strategy for reaching and connecting with rural districts. The tool also allows schools and districts to share and collaborate with each other which enhances the coaching supports being provided by 2Revolutions.

What are the attributes of your ideal partner school or district?

From partner schools and districts, we would be looking for leadership who believes that change is possible and who are willing to try new ways of doing things. In order to implement our Turnaround Blueprint, partner districts would need to provide a certain level of autonomy to the schools undergoing turnaround minimally related to staffing and finances.

Describe your experience working with other third party providers to support coherent school and district improvement.

2Revolutions often works with other parties when we are supporting a state or district in school design work. In New Hampshire and Colorado, we work deeply with foundations, districts and state departments to implement our approach to designing and supporting the implementation of school redesign across large numbers of schools and districts across entire state geographies.

What support from the state, district or school partners would enhance your success in Louisiana?

As stated above, certain levels of autonomy for partner schools will be critical for their success. While not imperative, we have often seen the creation of dedicated networks of schools or districts working together on similar challenges helping with shared professional learning community experiences for the schools who are engaging in the same experience. At the state level, waivers to acknowledge the multi-year lag between when a turnaround starts and when results will show up in academic achievement data help ensure that the work is undertaken authentically by schools.

² <http://www.getinspired.2revolutions.net>