



LOUISIANA DEPARTMENT OF EDUCATION

REQUEST FOR INFORMATION

November 29, 2016

INTRODUCTION

The Louisiana Department of Education is identifying partners to support the co-design of school improvement and school redesign efforts in Louisiana's struggling schools, particularly in rural communities across the state. TrueSchool's mission is to empower frontline educators to design, lead, and launch new learning models in their schools to rapidly improve student outcomes. Together, we aim to partner with districts across Louisiana to co-create effective solutions to improve student outcomes and build the local capacity of teachers and school leaders to lead innovation within their schools.

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ABOUT US

TrueSchool Studio partners with school districts and education organizations to discover and scale solutions that dramatically improve student outcomes by working directly with frontline educators as innovators within schools to expedite the process of innovation. We believe educators on the ground are the single greatest force in transforming student outcomes. Through the TrueSchool Student-Centered Design Process, educators gain the knowledge, mindsets, and practices to design new learning models in their school. We also create a new network of visionary educators leading bottom-up innovation, sharing and spreading great ideas locally and globally. This contributes to our vision of moving towards a world in which all students have access to an excellent education.

Specifically, we:

DEVELOP PEOPLE to lead education innovation:

We lead personalized, professional learning studios to empower educators to lead change and innovation within schools.

DESIGN TOOLS for new learning experiences:

We co-create tech solutions with educators that are human-centered and solve real problems in schools.

DISCOVER IDEAS to inform and inspire education change:

We research and share what's working across our global network of 100,000+ classrooms and inspire the scale of effective, scalable solutions.



CORE ORGANIZATIONAL PRINCIPLES

Social impact is central to our vision—we design with, not for, educators in order to achieve sustainable systems-change in education led by on the ground educators. We focus on the following principles across everything we do:

CO-CREATE

We approach all work as a partnership with an emphasis on collaboration and humility. We recognize the unique role and perspective of educators as the critical designers of the student experience.

CHALLENGE

We continuously seek opportunities to reimagine, reinvent, and rapidly improve. We take risks and fail forward.

COMMUNICATE

We communicate openly with honesty, integrity, and accountability to enable debate and the psychological safety to take risks.

ACTUALIZE

We work hard and love what we do. It’s a privilege to work with such incredible people and to realize change together.

OUR MODEL

TrueSchool Studio facilitates a comprehensive education innovation journey incorporating both people and idea development across a district or region. Educators gain enduring knowledge, mindsets, and practices to tackle school challenges and identify promising solutions through our design process, including prototyping, testing, and refining with student and other stakeholder feedback. The experience also reflects the development of the people, the team, and the broader school environment that serves as the foundation for ongoing education innovation and continuous improvement.

Educators participate in the program as a school design team of four committed members. The school design team includes at least one full time teacher and the principal (or another individual in a school leadership position with school-wide resource allocation authority). The school design team members are the experts on their community and student needs – we facilitate our Student-Centered Design Process to enable educators to build new learning models that lead to transformational gains in student academic achievement and more broadly, improve long-term student outcomes. We believe it is vital to build the capacity of educators and school leaders on the ground to create sustainable, effective impact.

PROGRAM FEATURES

TrueSchool Solution includes 24 weeks of program engagement over one academic year. We deliver Solution with across a cohort of at least ten schools, with each school team working on a unique solution that tackles a pressing opportunity for redesign in their school. Solution includes six cohort-wide Studios and two community-wide Showcases for the entire cohort of schools to learn together. Each school design team receives six personalized coaching sessions and one school site visit. By the close of the program, schools produce at least two classroom prototypes and implement a pilot and capture outcome data. Educators implement a, grade-level, department-wide, or whole school pilot and produce a scaled implementation plan for the upcoming academic year.



TRUESCHOOL PROGRAM ELEMENTS

- **STUDIO:** Facilitated, collaborative, cohort-wide learning experience to co-create new learning models.
- **FIELDWORK:** Getting out of the building to engage stakeholders in discovery and prototyping.
- **COACHING SESSIONS:** Individual coaching with TrueSchool facilitators (30-45 minute sessions).
- **TEAM WORK TIME:** Design teams synthesize learnings, complete submissions, and plan next actions.
- **SITE VISIT:** TrueSchool team visits the school to meet with the design team in person, observe the solution in action, review team development, and assess efficacy of the solution.
- **SHOWCASE:** Community-wide sharing of solutions, findings, and questions for feedback and collaboration.

OUR IMPACT

TrueSchool has worked with over 100 schools, and 1,100 educators, impacting 50,000+ students to date. We measure our impact in two key areas: people development + idea development.

PEOPLE DEVELOPMENT

Educators from our 2015-2016 Solution Program reported:

- 95% of educators report they are implementing a solution that is improving student outcomes
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- 92% of educators agree their solution is sustainable in the long-term
- 95% of educators incorporate new education models, tools, and strategies into instruction and practice
- 90% of educators measure, track, and reflect on impact data
- 90% of educators agree their school culture is one that encourage teachers to assume leadership roles
- 95% of educators rate their experience of TrueSchool Programs as “very good” or “excellent”

Educators demonstrated growth in self-reported pre and post survey on key knowledge, skills + mindsets

- +27% of educators agree, “I lead implementation, impact, and sustainability at scale”
- +20% of educators agree, “I know how to effectively pilot test on a small scale in classrooms or schools”
- +19% of educators agree, “I confidently lead change in my school”

IDEA DEVELOPMENT

Solutions are driven entirely by a school or district’s defined focus area. We work closely with schools to identify key formative and summative impact metrics to determine efficacy of their solutions varying from standardized tests scores, student surveys, on-track rates, teacher evaluation growth, social emotional learning proficiency, etc.

In our latest cohort, nine of ten schools saw growth on their determined impact metrics. Here are some examples (more are included in the supplementary deck as well):

Henry Elementary School

Solution: The Henry team targeted 1st and 3rd grade reading skills by starting a daily literacy block with new practices, particularly shared reading and small group instruction. In addition to building students’ individual skills, the team also focused on developing collective class support and community to foster growth in literacy.

Impact: Growth of 18.7% on NWEA reading growth for 3rd graders. 63% of 1st graders grew 20+ points on their fluency scores

Cooper Dual Language Academy

Solution: The Cooper team instituted new practices for collaboration across 2nd and 3rd grade teachers to create stronger alignment in the curriculum of key skills and standards for student success. Teachers spent several full school days collaborating to analyze and revise the 2nd and 3rd grade curriculum to facilitate smooth transitions for students and improved academic performance.

Impact: Growth of 22.3% on NWEA reading attainment for 2nd graders