



# Priority Partner for School and District Turnaround



**ACHIEVEMENT NETWORK**  
**Learning. Together.**

## Approved Priority Partner Categories

### School-Based

- Leadership, Shared Responsibility and Collaboration
- High Quality Core Instruction
- Academic Supports and Interventions for students
- School Climate and Social-Emotional Supports

### District-Based

- Strategic Use of Human Capital
- Organization the District for Successful Turnaround

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### Website:

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**Founded:** 2005

### Mission/Vision Statement:

Achievement Network works alongside school leadership teams to strengthen their school-wide practice and culture of using learning standards and achievement data to get **breakthrough results** for students in underserved communities.

### Type of Schools Served:

K-12\* public and charter (\* we are in our first year working with high schools in Springfield)

### Sample District and School Partnerships:

Springfield Public Schools, Springfield Empowerment Zone, Lawrence Public Schools, Henderson Inclusion, Eliot K-8, Boston Collegiate Charter School, Neighborhood House Charter School

### Program Cost: A Core Model

Full Partnership is \$33,000 per school with 20 coaching interactions, Math and ELA interim assessments, and MyANet instructional resources and reports. Partnership supports can be adjusted to meet the needs of school partners.

## Model/Service Summary

As we know, there is no “quick fix” that can be applied to improving student outcomes. Instead, we’ve found student achievement is the result of school-wide improvement and system-wide coherence. Our support helps schools establish effective systems and structures that lead to stronger instruction. We help system leaders, school-based instructional leadership teams and teachers all study the new standards. Everyone needs to learn together what we’re demanding of our students if we’re going to create the system level coherence and understanding we need. Instructional leadership teams can then develop teachers to deliver lessons based on those standards, assess how well students have mastered the material taught, and use data to identify how best to address remaining gaps in student learning. Establishing these practices in every school is a critical lever to help us achieve the promise of the Common Core because it bolsters teachers’ skill and judgment as educators, rather than simply training them to follow a new curriculum. To help schools achieve these goals, ANet provides our partner schools with a unique, integrated combination of tools and training:

#### Tools:

- Interim assessments designed FOR learning, not OF learning
- Online instructional platform

#### Training:

- Job-embedded, school-based coaching
- Group professional development and online learning
- System-level alignment and coherence

## Considerations for Partnership Success

A strong foundation for support is essential to establishing long-lasting and impactful school partnerships. A key lesson from our U.S. Department of Education Investing in Innovation (i3) funded randomized control trial was the importance of certain “readiness” conditions:

- Teacher and leader knowledge of the new standards
- Presence of the instructional Core Action in classrooms
- Collaborative planning and intervention time
- Instructional pacing expectations
- Use of data in leadership team management rhythms
- Use of professional development to build a culture of continuous improvement

ANet schools in which these foundational conditions were present significantly outperformed their matched pairs in student achievement gains in both math and English Language Arts. This translated roughly to an addition four to seven months of learning over the two-year study period for students in those schools.

## Performance Outcomes Measured

ANet uses a set of three key metrics to measure our own progress and success: school-level practice improvement, school leader satisfaction with ANet’s supports, and student summative assessment results.

- *School Practice Tracking* - Our experience and results analysis has shown us that schools meeting practice goals is a key driver of school-wide improvement and student success. Each ANet partner school sets an annual practice goal on ANet’s proprietary, research-based Leader Levers rubric. ANet coaches monitor progress toward those goals using our proprietary practice tracking app and review quarterly progress on the corresponding practice tracking dashboard.
- *School Satisfaction* - ANet administers mid- and year-end surveys and use their feedback to learn from the experiences of our partners and adjust our approach to meet the unique needs and concerns of each school.
- *Student Achievement* - Ultimately, ANet’s work is about improving student learning. As such, we hold ourselves accountable to helping our partner schools outperform the state on average student achievement gains in ELA and math based on year-end summative exams. ANet’s Organizational Effectiveness team assesses student performance growth over the previous year and compares average student outcomes in ANet schools with those realized by the state.

## Evidence of Effectiveness

Third-party investigations confirm ANet’s tools and services are effective. In 2015, we shared the results of a randomized control trial of our program conducted by Harvard University’s Center for Education Policy Research (CEPR). This trial was funded through a prestigious Investing in Innovation (i3) grant and showed that schools with the right structures in place (such as common planning time) that partnered with ANet significantly outperformed control schools. This outperformance translated to roughly six months of additional learning for students in ANet partner schools over the two-year study period compared to students in control schools. Partnership with ANet led to statistically significant improvements in instructional practice, including:

- Teacher collaboration happened more regularly and more productively at ANet schools than at control schools.
- Leaders set up routines that facilitated strong teacher development and built their own skill leveraging time effectively.
- Teachers developed critical skills of analysis and planning.

