



For more than ten years, Focus on Results has been working with schools and districts across the United States and Canada to make measurable, lasting improvements in student performance, school and district leadership and decision-making, and professional development.

We provide a framework and concrete tools to help schools and districts make data-driven decisions to improve the learning for all students regardless of race, gender, or socio-economics.

From our work with hundreds of schools, we have developed a set of lessons learned that establish the stage for real improvement in student learning:

**To improve teaching and learning on a large scale, the whole district must be involved.**

Bureaucratic inertia can be a powerful force. It can stop well-planned, well-informed leadership development initiatives, if only because they represent change. For an entire school district to experience system-wide improvement, everyone in the school system must support the effort. Superintendents, senior management and school administrators must participate and contribute toward the creation of the process, content, and support of leadership development initiatives that improve a school system. Getting all the stakeholders in a school system involved is what makes long-lasting improvement possible.

**Re-focus the role of the school principal. Emphasize that his or her highest priority should be improving teaching and learning.**

Far too often, administrative matters pull principals away from what ought to be their core mission — improving teaching and learning. Principals need training, support, and coaching to help them re-focus their efforts toward student instruction. We work with schools and districts to provide principals the instruction, coaching, and follow-up support they need to maintain their focus on improving teaching and learning for the long term.

**Give equal focus to the *how* as well as the *what* of improving teaching and learning.**

Teachers and administrative staff need training and support on how to implement changes in instructional methods so the shift is consistent from classroom to classroom and from school to school within a district. We work with principals and administrators to develop their leadership and facilitation skills so they can lead their schools effectively in implementing improvements to teaching and learning.



**To produce lasting professional development, coaching follow-up is essential.**

Nearly everyone who's worked in education is familiar with this scenario: the one-shot professional development seminar that produces interesting, motivating thoughts and discussion, but is promptly forgotten as soon as it is over. Both research and experience confirm that unless professional development is embedded in day-to-day work, it tends not to get used after a seminar ends. We work with school leaders to organize and provide ongoing support, school site visits, and leadership coaching to ensure words translate to action.

Every school faces its own unique set of challenges. Instead of offering "one size fits all" solutions, at Focus on Results we partner with each of our clients to design an improvement plan that fits each school or district, one by one. We provide professional development and follow-up coaching to assist you in the implementation of the Vision 2015 strategies.

### **Seven Areas of Focus**

1. Identify and implement a school wide instructional focus with the school's instructional leadership team.
2. Develop professional collaboration teams to improve teaching and learning for all students.
3. Identify, learn, and use effective evidence-based teaching practices to meet the needs of each student.
4. Create a targeted professional development plan that builds expertise in selected best practices.
5. Re-align resources (people, time, talent, energy, and money) to support the instructional focus.
6. Engage families and the community in supporting the instructional focus.
7. Create an internal accountability system growing out of student learning.