Large urban district located in the Dallas-Fort Worth Metroplex

Arlington
INDEPENDENT SCHOOL DISTRICT
More Than a Remarkable Education

The Right Way to Create & Scale A District-Wide Vision for Learning
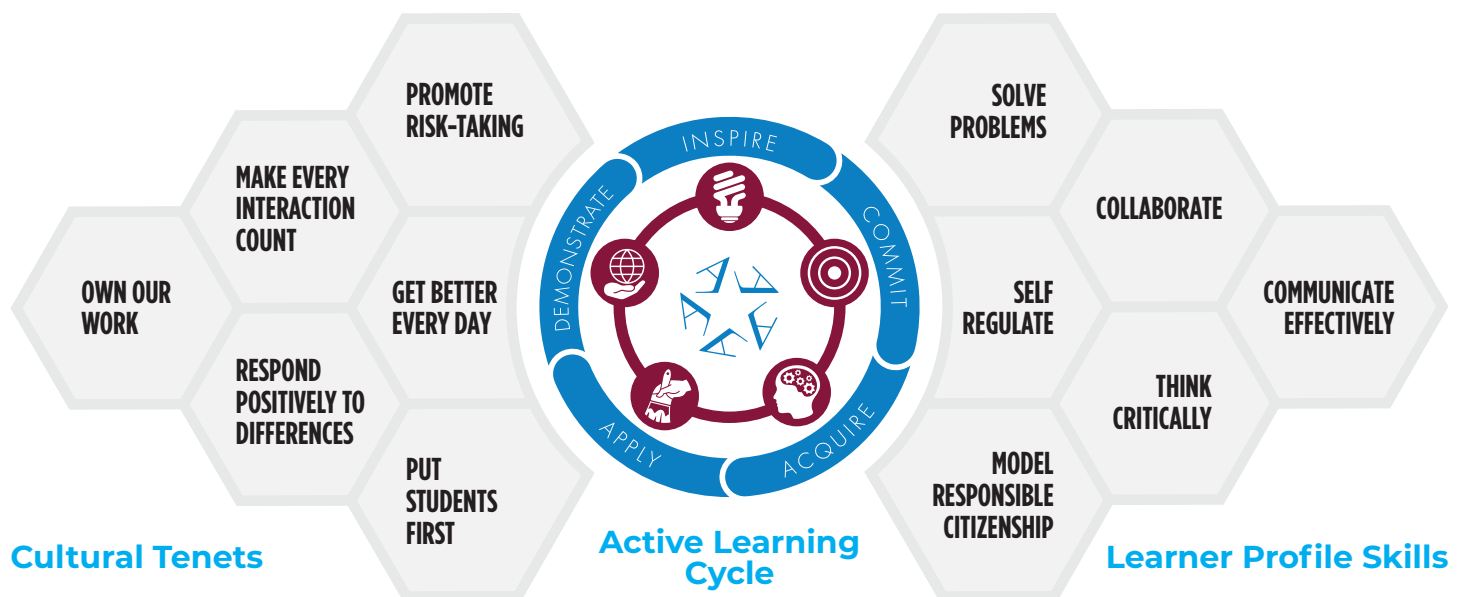
With a student population of nearly 60,000 students, 72% of which are economically disadvantaged, Arlington ISD is not unlike most urban districts. Disparities in income and opportunity in the city of Arlington, Texas lead to vastly different outcomes for students from one campus to the next. But despite the barrier to equity facing the district, in 2015, under the visionary leadership of Superintendent Dr. Marcelo Cavazos, Arlington ISD set their eyes on achieving one very ambitious goal:

100% of Arlington ISD students will graduate exceptionally prepared for college, career, and citizenship.

With this goal, Arlington ISD committed to producing not just good students in their district but good citizens as well. With such an ambitious goal, Dr. Cavazos and Chief Academic Officer Dr. Steven Wurtz knew the district would need a strategic and scalable plan to modernize teaching and learning in every classroom in the district, and they knew engage2learn (e2L) was the right partner to help design and execute that plan.

Building an Equitable Foundation for Learning

In order to ensure all Arlington ISD students are exceptionally prepared for their futures, e2L facilitated district stakeholders through a 6-week strategic planning process which designed the foundational components needed to ensure the district's success. The result of this work was three core components the district would use to scale its vision for learning and create equity in the learner experience.

PROMOTE RISK-TAKING

MAKE EVERY INTERACTION COUNT

OWN OUR WORK

GET BETTER EVERY DAY

RESPOND POSITIVELY TO DIFFERENCES

PUT STUDENTS FIRST

INSPIRE · COMMIT · ACQUIRE · APPLY · DEMONSTRATE

SOLVE PROBLEMS

COLLABORATE

SELF REGULATE

COMMUNICATE EFFECTIVELY

THINK CRITICALLY

MODEL RESPONSIBLE CITIZENSHIP

Cultural Tenets

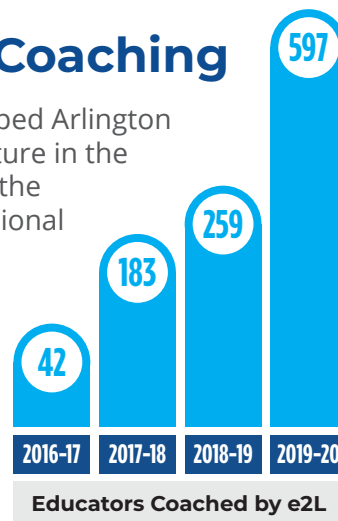## Active Learning Cycle

Learner Profile Skills

These six Cultural Tenets express the environment, which will foster students to grow their development of the learner profile skills.

The **Arlington ISD Active Learning Cycle** encapsulates the learner profile skills and cultural tenets into a framework that leverages very best practices learning and gives students the opportunity to practice and master the skills needed to be exceptionally prepared for their futures.

Beyond content mastery, these six Learner Profile Skills depict the skills Arlington ISD students need to be prepared not only for the academic rigor of their education but also to be successful in life.

Responsible Rollout through Coaching

Once their three core components were in place, e2L helped Arlington ISD create a gradual release plan that would shift the culture in the district bit-by-bit until a wave of innovation swept across the district. Each year, cohorts teachers, leaders, and instructional coaches received training and ongoing, job-embedded coaching on how to implement the Active Learning Cycle and the e2L Best Practices for Learning. Taken together, this strategic support helped to transform classroom and campus cultures and ensure every student gained vital skills needed to succeed in life while also mastering their content standards.

Educators Coached by e2L

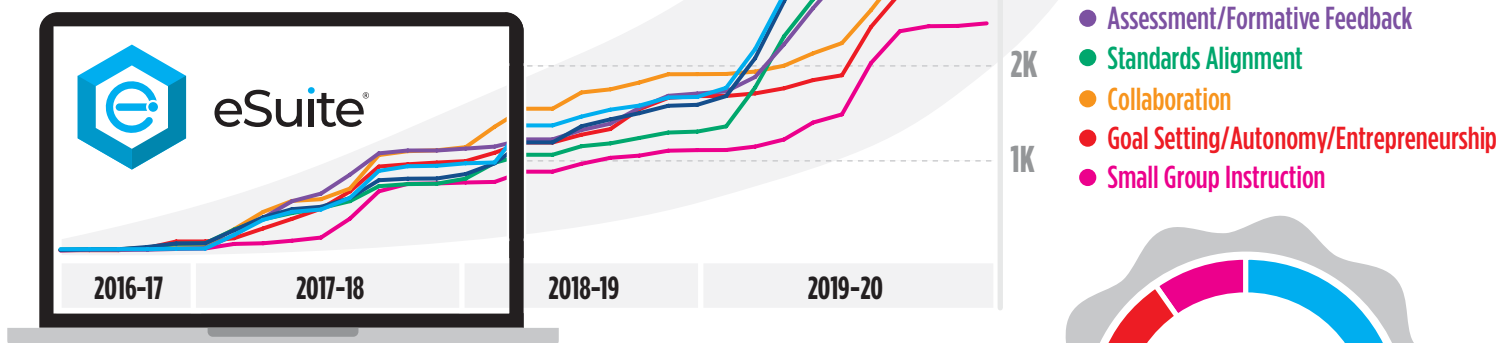| 2016-17	2017-18	2018-19	2019-20
42	183	259	597

The Power of Coaching Data

In the process of modernizing the learning experience in Arlington ISD, Dr. Wurtz also wanted to demonstrate the strong correlation between teacher growth and student achievement, but he did not have a way to capture or show that data; that is until eSuite. Even though the district had multiple coaching models and a variety of ways of documenting coaching, Dr. Wurtz saw the power of e2L's comprehensive coaching and professional growth platform and decided to use this one platform across the entire district to help identify patterns of growth and areas of need. With eSuite reports, like those shown in this profile, Arlington ISD is able to draw a straight line from teacher growth to student achievement.

Cumulative Teacher Growth
Growth Indicators Completed

eSuite®

2016-17	2017-18	2018-19	2019-20

5K
4K
3K
2K
1K

A Laser Focus on School Improvement

For the 2019-20 school year, Arlington ISD tapped e2L again for a special project to help turnaround seven district campuses that were designated as "Improvement Required." For these seven campuses, e2L provided evidence-based coaching with a laser focus on improving Tier 1 Differentiated Instruction, and the effects of this approach were felt on these campuses almost immediately. "All of our data is trending with double digit gains," said Katina Martinez, Principal of Short Elementary. "We are primed to go from an 'F' rating to closer to a 'B' rating just in one year." Unfortunately, due to COVID-19, Texas students were unable to complete state-level assessments, and the hard work of the staff and students at campuses like Short Elementary could not be quantified using standardized testing.

District Snapshot

Student Population

59K+

Eco. Disadvantaged

72%

Hispanic/Latino

47%

English Language Learners

29%

e2L Life Ready Best Practices Standards

- Culture/Environment/Professional
- Differentiation/Scaffolding
- Assessment/Formative Feedback
- Standards Alignment
- Collaboration
- Goal Setting/Autonomy/Entrepreneurship
- Small Group Instruction

2,626
Total Badges Earned

powered by engage2learn

> All of our data is trending with **double digit gains**. We are primed to go from an 'F' rating to closer to a 'B' rating just in one year.

Katina Martinez, Principal of Short Elementary, Arlington ISD

DALLAS
INDEPENDENT SCHOOL DISTRICT

Large metropolitan area, located in North Texas

Instruction Drives Technology & so much more...

Each year, school districts are making massive investments in new technology devices and infrastructure intended to modernize the learning experience and increase student achievement and engagement. But each year, districts are also seeing these same technology acquisitions do little to move the needle for student achievement and engagement. In 2017, Superintendent Dr. Michael Hinojosa knew Dallas ISD was at risk of falling into the same trap of spending millions of dollars on technology that did not actually lead to better results for students.

The Dallas community had approved a **100 million dollar technology bond** for the district, and Dr. Hinojosa wanted to ensure (a) district stakeholders had a voice in how the money was spent and (b) that purchases made with bond dollars aligned to the districts desired outcomes for learners and reimagined the learning environment. Dallas ISD partnered with engage2learn (e2L) to facilitate a 3-phase technology planning process that resulted in a **5-year plan for technology purchases that were strategically aligned to a vision for learning** created by district and community stakeholders.

Community Engagement

e2L facilitated multiple stakeholder groups in summits, focus groups, and district committees to gather input from 1,252 teachers, families, leaders, community members, and students on their highest hopes for learners as a result of their time in Dallas ISD.
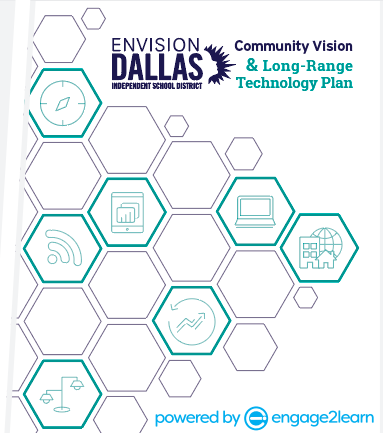
Vision for Learning

Next, e2L met with a design team of 217 stakeholders to create a clear and concise expression of the district's vision for learning that included learner outcomes and the learning experience. 12 Design Principles were also created as a criteria for assessing the efficacy and alignment of technology purchases to the district's vision.
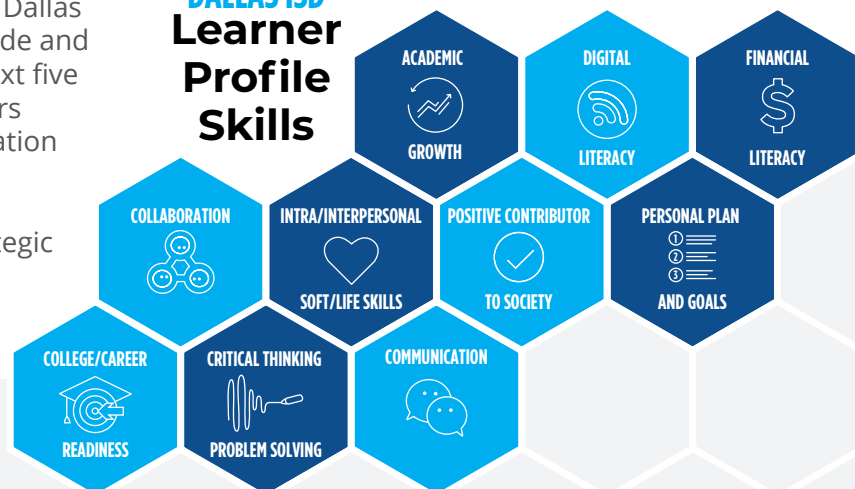
Technology Profile

The design team also drafted a set of technology standards for each classroom in the district. This technology profile was then paired with e2L's district-wide technology and facilities needs-assessment survey that determined the current state of alignment to the district's vision for learning.

Technology Plan

ENVISION DALLAS
Community Vision & Long-Range Technology Plan

powered by engage2learn

The resulting Long-Range Technology Plan provided Dallas ISD a strategic, learner outcomes-aligned plan to guide and inform the district's technology purchases for the next five years. Dr. Hinojosa and his team of innovative leaders knew though that while this plan set a strong foundation for technology purchases, the work of ensuring the effectiveness of the technology was just beginning. Dallas ISD would again partner with e2L on two strategic initiatives aimed at enhancing the digital fluency of teachers and their students.

DALLAS ISD Learner Profile Skills

- ACADEMIC GROWTH
- DIGITAL LITERACY
- FINANCIAL LITERACY
- COLLABORATION
- INTRA/INTERPERSONAL SOFT/LIFE SKILLS
- POSITIVE CONTRIBUTOR TO SOCIETY
- PERSONAL PLAN AND GOALS
- COLLEGE/CAREER READINESS
- CRITICAL THINKING PROBLEM SOLVING
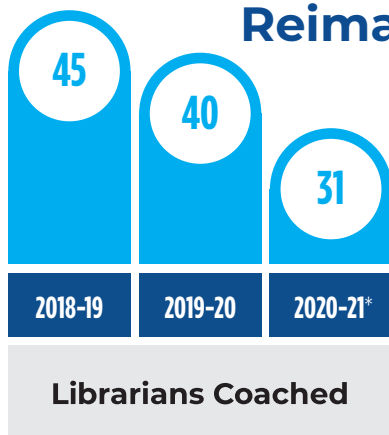- COMMUNICATION

Content Customizations

e2L created custom professional learning rubrics for Dallas ISD including a rubric based on the AASL Standards and Best Practices for Virtual Learning aligned to the Dallas ISD Teacher Evaluation system. e2L coaching will focus on the effective implementation with fidelity of the technology purchases, including iPads and Chromebooks.

powered by engage2learn

2018-20
Reimagining the Librarian

45 — 2018-19
40 — 2019-20
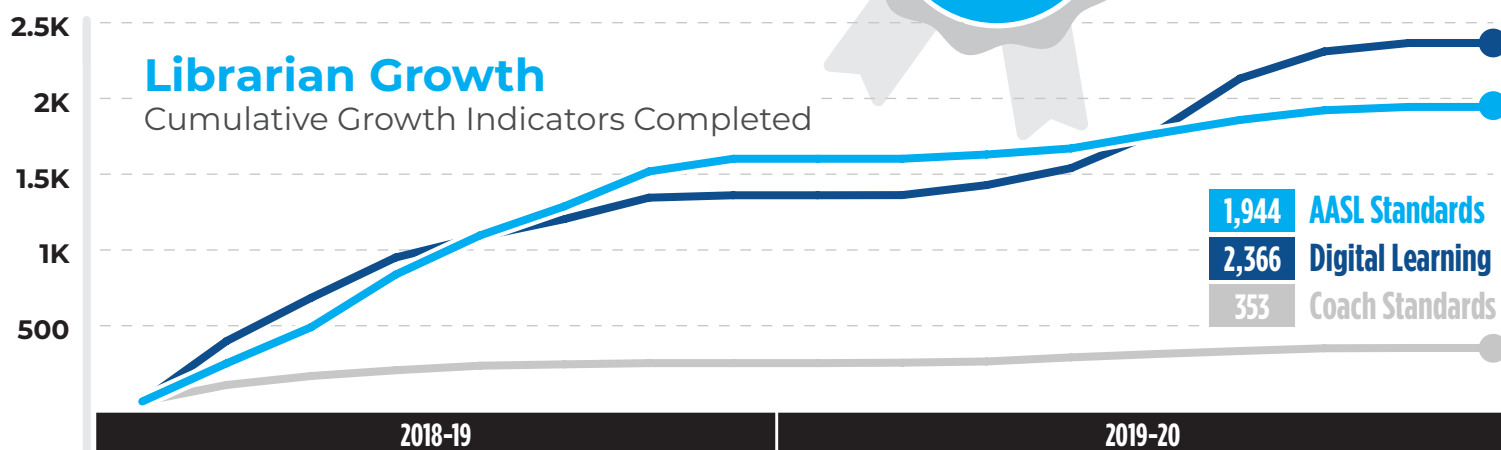**31** — 2020-21*

Librarians Coached

*As of Sept. 30, 2020

There has been a growing trend in recent years to digitize school libraries and replace librarians with other, seemingly more relevant staff positions. But instead of replacing its library program, Dallas ISD's visionary leadership wondered:

What if we coached and supported librarians in creating and implementing innovative programs that align to, extend, and enhance what was happening in the classroom?

In conjunction with the roll-out of its Long-Range Technology Plan, Dallas ISD set out to revitalize its school library program through training and coaching from e2L. Over the course of three years, cohorts of school librarians who participated in the **e2L Game Changers Coaches Academy** would be coached on the National School Library Standards from the American Association of School Librarians as well as the e2L Coach Standards. The resulting growth allows participating librarians to be utilized as additional teacher support personnel and enables campuses to leverage the assets of the school library program to help drive innovation and school improvement.

District Snapshot

Student Population
154K+

Eco. Disadvantaged
86%

Hispanic/Latino
70%

English Language Learners
45%

35
Total Badges Earned

Librarian Growth
Cumulative Growth Indicators Completed

1,944	AASL Standards
2,366	Digital Learning
353	Coach Standards

2.5K
2K
1.5K
1K
500

2018-19   2019-20

2020 & Beyond
AIMing for the Middle

For the 2020-21 school year, Dallas ISD is taking a strategic focus on improving middle school students' outcomes with its **Achieving in the Middle (AIM)** initiative. Part of the AIM Initiative was the creation and staffing of Instructional Lead Teacher positions who teach a small number of classes while also providing campus instructional support to other teachers on their campus. Deputy Chief of School Leadership, Dr. Mark Ramirez explained that while the district had focused mostly on staffing changes, they hadn't yet seen the improvement they needed; however, this initiative with e2L can integrate the additional components of creating a positive, responsive culture to get the results for learners.

In addition, in order to enhance the technology proficiency of teachers during COVID, Dallas ISD decided to leverage their ILT positions to provide strategic support at their lowest-performing middle schools. To do this, e2L will train and coach 87 ILTs to implement e2L's proven, highly-efficient coaching system. In the process, e2L will also coach 348 teachers at these same schools on how to best use the various digital tools at their disposal to create and facilitate mastery learning in every classroom in a fraction of the time.

One of the 10 largest school districts in the country

HISD

Ensuring Digital Fluency in the Age of Hybrid/Blended Learning

In the summer of 2020, Houston ISD assembled its team of Teacher Development Specialists (TDS)--the district's resident literacy experts--to create English Language Arts & Reading (ELAR) curriculum for Grades K-3. The end result of this work was a full year's worth of high-quality, differentiated curriculum ready to be used in ELAR classes across the district.

Over that same summer, the city of Houston became a major hotspot for COVID-19, and it became readily apparent that for most of the 2020-21 school year, Houston ISD students would be attending school remotely. Houston ISD's Chief Academic Officer, Yolanda Rodriguez knew almost immediately that while the content of the district's freshly crafted curriculum provided rigorous and engaging in-person learning experiences for students, that same curriculum would not meet the needs of the district's virtual students.

This problem was exacerbated by the fact that the district's K-3 grade levels had not yet widely implemented the district's Learner Management System (LMS) app, itsLearning. This meant Houston ISD's K-3 teachers would need extra support in how best to facilitate virtual learning for young learners using the district created curriculum and LMS platform.

It is for this reason Chief Rodriquez partnered with engage2learn (e2L) on a special project to help ensure the expertise of the Teacher Development Specialists transferred to the daily practice of teachers facilitating virtual learning.

> " I know e2L commands the virtual space. I have seen your work there, and we need that expertise to reach the goals we have for our coaches, our teachers, and our learners.

Yolanda Rodriguez, Chief Academic Officer, Houston ISD

Grow the Coaches, Support the Teachers

HISD Evaluation System

HISD Literacy Curriculum

Custom Resources

itsLearning LMS

Coaching Support System

Engaging Digital Tools

e2L Coach Standards

Best Practices for Virtual Learning

Using e2L's Coaches Academy, e2L will train and coach a cohort of Houston ISD's Teacher Development Specialists (TDS) throughout the 2020-21 school year on how to convert the district's curriculum into engaging virtual learning experiences. To do this, the e2L team first spent several months collaborating with the Houston ISD team to create custom resources to facilitate a coaching support system for teachers that was aligned to the district evaluation system. This coaching support system would also integrate the district-created literacy curriculum, itsLearning LMS, and high-level engaging digital tools for young learners.

The TDS will be coached on two sets of relevant professional learning standards; the e2L Coach Standards and the Best Practices for Virtual Learning. These standards help to increase the teacher support capacity, leadership skills, virtual learning expertise, and digital fluency for each TDS who will then turn around and coach and support K-3 Teachers in Houston ISD. This integrated coaching system, which simultaneously supports both curriculum content and digital fluency, is the key to coaching effectiveness and efficiency.

Data-Informed, District-Aligned Coaching & Growth

In a district of 200,000+ students, it is critical for Houston ISD to have data to inform and evaluate the effectiveness of its work. This is why Houston ISD has chosen to rely on e2L's comprehensive coaching platform, eSuite, to organize all of the coaching and growth data related to this project.

To better ensure Houston ISD's goals are accomplished, e2L has integrated into eSuite specific features needed to measure and monitor the success of this project. e2L collaborated with Houston ISD to design and implement a new type of virtual classroom visit form that can be used to collect data on teacher implementation of the Best Practices for Virtual Learning. This new Virtual Classroom Visit form filled with virtual learning "look fors" has been incorporated into eSuite and will help measure teacher implementation of the Best Practice for Virtual Learning.
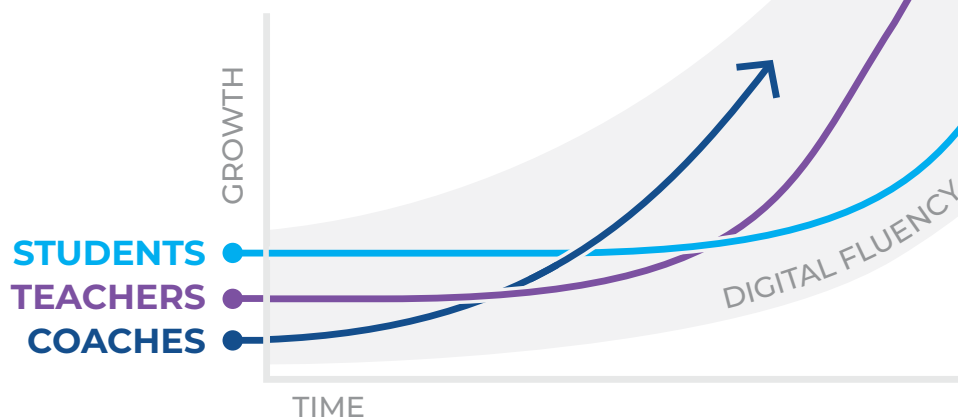
Virtual Classroom Visit Form

HISD Professional Growth Rubric

Houston ISD
Content Customizations

A customized Professional Growth Rubric for Houston ISD has also been incorporated into eSuite. This rubric will ensure all coaching in Houston ISD, whether by e2L or the TDS is aligned to the district's evaluation system. This means that teacher and TDS coaching is not extra work for Houston ISD, but rather is essential work for ensuring the success of Houston ISD.

With eSuite, Houston ISD will be able to fill in the missing piece of the puzzle that ties pedagogy and coaching directly to student outcomes. The data and evidence from coaching conversations documented in eSuite will give Houston ISD a way to look at coaching and professional growth more strategically. Chief Rodriguez has high expectations for how eSuite reports will inform strategic decision-making and create a laser focus on best practices, including digital fluency that ultimately impact and increase student achievement.

eSuite®
Comprehensive Coaching & Professional Growth Plaform

BADGE EARNED
STANDARDS ALIGNMENT
Way to Grow!

powered by engage2learn

District Snapshot

Student Population

209K+

Eco. Disadvantaged

79%

Hispanic/Latino

62%

African American

23%

English Language Learners

34%

GROWTH

STUDENTS
TEACHERS
COACHES

DIGITAL FLUENCY

TIME

" **Educator growth is a leading indicator of student growth.**

Shannon Buerk, Founder & CEO, engage2learn