

engage2learn Partner Case Study:

Prioritizing Teacher Growth as a Catalyst for Student Achievement

In the summer of 2019, a midsize urban school district (15K+ students) learned that over a third of their elementary schools had been labeled “Improvement Required.” That following December, the district began a partnership with engage2learn (e2L) to strategically improve those schools and accelerate student achievement. By focusing on standards alignment, teacher growth, and a combination of administrator, instructional support staff, and direct teacher coaching, the district’s educators showed tremendous growth after just one semester of coaching, evidenced by badge recognition in eSuite.

As a seasoned virtual organization, operating as a geographically-dispersed workforce since 2011, e2L seamlessly transitioned the district to virtual coaching and supported teachers as they pivoted to the world of online learning in the spring of 2020.

The Challenge

When state officials announced that school districts would not be required to conduct state testing in the face of COVID-19 shutdowns, district staff realized that their elementary campuses would not receive new accountability ratings and would instead be faced with another year labeled as “Improvement Required”.

Unfazed, undeterred, and encouraged by the rapid teacher growth they’d seen in such a short period of time, despite the disruptions in learning, district leaders were motivated to press on.

The Strategic Solution

The district expanded their partnership with e2L to include **Coaches Academy** and **Executive Coaching** for the staff members who work daily with students across all of their elementary, middle, and high school campuses. This decision was crucial in equipping teachers and instructional coaches with the support to not only get through a particularly difficult time in public education, but to feel prepared and confident in their craft in the future, no matter the circumstance.

By the year’s end, a total of 292 educators across 25 campuses received one-on-one support from e2L coaches, maximizing their capacity to coach more teachers using the eGrowe Coaching method and **eSuite®**, **e2L’s integrated professional learning delivery, management, and reporting platform**.

As teachers and instructional coaches continued to learn and implement new tools and systems into their classrooms, the district’s Associate Superintendent for Curriculum & Instruction understood the importance of recognizing and celebrating their achievements. Coachees were hard at work earning badges through documenting coaching sessions and evidence of classroom implementation in eSuite, and the district’s leaders wanted to see tangible evidence of their growth within the school walls.

“We knew we needed to create **a badge recognition system** that was accessible, observable, and communicated clear goals. We knew we wanted it to be seen as a way of **celebrating educator growth**, so we decided to call it ‘Badge Celebrations.’

Associate Superintendent for Curriculum & Instruction

During executive training with e2L, district principals analyzed the educator growth data captured in eSuite from the start of the coaching – over a year and a half of data. From there, each principal identified three priority best practices, three priority coach standards, and badge goals for teachers and instructional coaches to work toward.

For example, the principals at one of the district's 14 elementary schools identified the following for the 2021-2022 school year:

2021-22 Educator Growth Goals	
For Teachers	For Instructional Coaches
<p>Priority Instructional Best Practices</p> <ol style="list-style-type: none"> Standards Alignment Differentiation & Scaffolding Assessment & Formative Feedback 	<p>Priority Coaching Standards</p> <ol style="list-style-type: none"> Collaborative Partnerships Coaching Role Culture
<p>Goal for Badges Earned</p> <ul style="list-style-type: none"> 100% of Year 1 teachers being coached will earn Level 2 badges for all three best practices. 100% of Year 2 teachers being coached will earn Level 3 badges for all three best 	<p>Goal for Badges Earned</p> <ul style="list-style-type: none"> 100% of instructional coaches will earn Level 3 badges for all three coach standards.

The district then hung up posters in each school and ordered stickers of e2L's badges. Today, every time a teacher or instructional coach earns a badge, the respective sticker is added to the Badge Celebrations poster. This system not only fostered a sense of celebration, camaraderie, and motivation among teachers and staff, but has had a direct impact on student achievement.

“The experience of coaching for me has been one of the most tangible things we’ve done throughout the year in terms of seeing the success on a daily basis.”

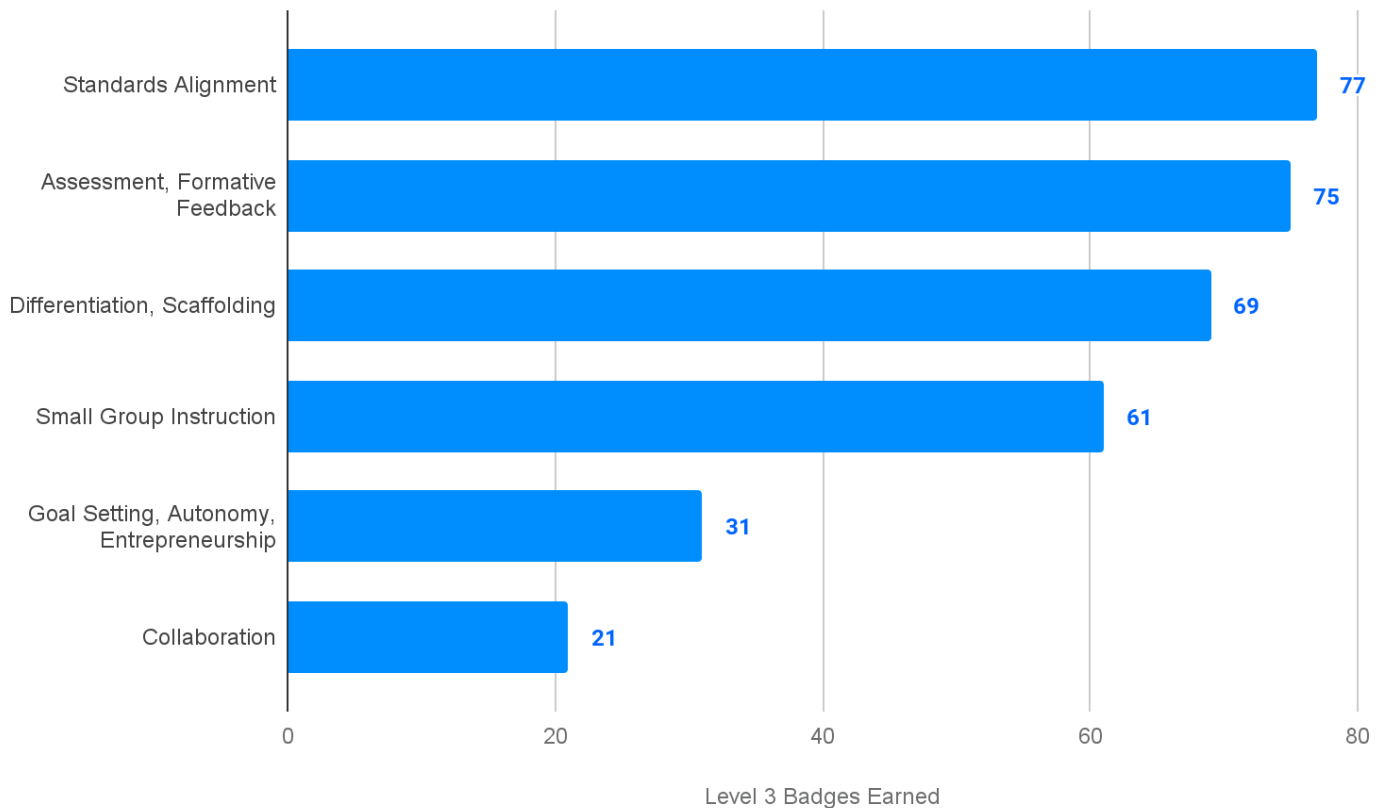
Elementary School Principal

The Outcome

Not only did teachers flourish, but student outcomes data began to speak for itself. Across **all** grade levels, students were thriving, experiencing an average growth of 12.9% in reading and 13.7% in math as measured on MAP tests and drawing a straight line between educator and student growth.

Instructional Competency Growth

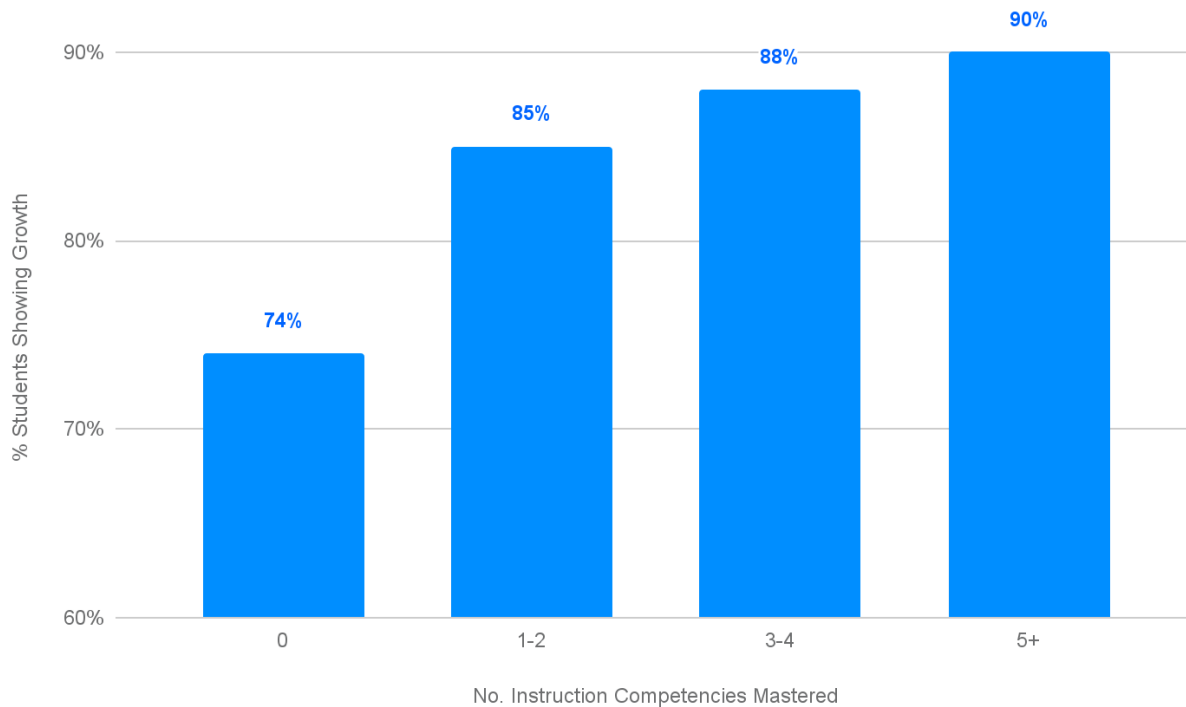
2021-22 badges earned through evidence of competency (*source: eSuite*)



Standard	Badges Earned	Educators
Standards Alignment	77	68
Assessment, Formative Feedback	75	65
Differentiation, Scaffolding	69	58
Small Group Instruction	61	53
Goal Setting, Autonomy, Entrepreneurship	31	25
Collaboration	21	18

Impact of Educator Growth on Student Growth

2021-22 BOY vs EOY District-wide MAP data (source: eSuite; district MAP data)



	No. of Instructional Competencies Mastered*			
	0	1-2	3-4	5+
% Student Growth	74%	85%	88%	90%
Number Teachers	139	68	35	12

*As measured by level 3 best practices badges earned in eSuite

Smart Professional Learning for Public Schools.

Since 2011, engage2learn (e2L) has been the leading provider of Education Intelligence through smart professional learning, job-embedded coaching and training, and related technology solutions for nearly 300 districts and 79,000 educators, impacting over 4.5 million students in the classroom.

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