

Requirement #3:  
Operational Flexibility

In today's climate of economic challenge and extraordinary competition, reliable, results-driven methods are crucial to achieving and sustaining organizational effectiveness. Practical, research-tested tools, strategies and protocols are pivotal. And seamlessly providing them is what *Atlantic Research* does for businesses, nonprofit organizations, and institutions engaged in delivery of preK-12 education services.

Our services begin with a dedicated team of experienced professionals clinically analyzing client needs and current practices, then ultimately building—with substantial client input and clear concurrence—specific management, education, organizational and leadership programs exclusively tailored to the specific needs and circumstances of each client site. *Atlantic Research* recognizes that there is no one-size-fits-all approach to mastering the complex issues facing managers, administrators, and leaders today. What we provide is real research. And real results. Immediate and long-term.

*Atlantic Research* customizes its work in each client engagement; however, there are certain non-negotiables that we are compelled to identify from the outset:

- A. An intense focus on teaching quality must underlie all our work, or sustainable gains will not be realized. (Please note: There is a distinction between *teacher* quality and *teaching* quality: the intensity of our focus is not on individual attributes but on teaching behaviors and their effectiveness in engaging students and communicating academic content.)
- B. We *blend* training, facilitation and organizational problem-solving rather than introducing each in isolation. Our reasoning for this non-negotiable is straightforward: it ensures the highest levels of candor and the most sustainable implementation of reform.
- C. We will not implement any tactic, strategy or methodology that is not research-driven; our work recognizes that authentic reform requires data-backed practices—practices arising solely from valid and authenticated study.
- D. Because reform is not sustainable without strong collaboration, candor and timely, two-way feedback, our strategies employ on-site partnerships and joint problem-solving; top-down mandates and isolated directives are proscribed.
- E. *Atlantic Research* faculty members are selected wholly on the basis of their record in accelerating student academic achievement, and on their demonstrated commitment to *Atlantic Research's* driving principle: *all kids can and must succeed*.

Evidence of Effectiveness:

Atlantic Research supports operational flexibility granted by the district to buildings under the SIG. This operational flexibility allows building level leaders to make decisions to uniquely impact their building regardless of district policies. Atlantic works closely with schools to assess their needs as a building and often acts as a liaison between the building and the district to ensure that the unique needs of a SIG building are being met and all provisions of the grant are being followed.