

## Requirement #1:--Planning and Pre-Implementation

For each school receiving its services, *Atlantic Research Partners* (hereinafter “*Atlantic Research*”) will provide a systematic, thorough and comprehensive performance audit of programs, systems, and personnel; this initial site-specific process will establish baseline data upon which *Atlantic Research* analysis, determinations and ultimate recommendations shall be based. Determinations shall be rendered solely upon the basis of validated and documented evidence, and in accordance with clearly articulated criteria. Further, *Atlantic Research* will identify educational standards achieved and not achieved at each school site, and provide detailed strategies for school leadership teams on implementing critical changes within their buildings; changes specific to identifiable needs, and deeply focused upon student academic performance.

Crucial to *Atlantic Research*'s value is the collaborative involvement of school leaders and teachers themselves at each building in which our teams work. Longitudinal studies by *Atlantic Research* and efficacy researchers nationwide establish that effective interventions and sustainable change occur only if those affected by the interventions “own” and participate in implementation. Consequently, *Atlantic Research* maintains a rigorous focus on collaboration, professionalism, respectfulness and sensitivity in all of its school improvement work. Issues are explored and probed *with* stakeholders—not independently or in isolation. High standards and high expectations are not compromised by collaboration; instead, opportunities for sustained growth are data-proven to be enhanced.

The *Atlantic Research* performance audit process will also provide each school with verbal and written feedback that is clear, easily understood and—most importantly—constructive. The core focus of the *Atlantic Research* performance audit team will be on six areas affecting each school: student academic achievement, teaching quality, curriculum alignment and rigor, school culture, resource management/efficiency, and school leadership.

The performance audit process itself is divided into three phases: Pre-Audit, Site Work, and Post-Audit.

### Evidence of Effectiveness:

“The partnership between Hampton County 2 (Estill, SC) and *Atlantic Research* was spread over three years. Three schools were addressed: elementary, middle and high school, totaling about 1500 students. Year One, a core group of teachers were trained, who then went on to train other teachers. Year Two was also the first year that *Atlantic* conducted Instructional Audits, which allowed us to drill down on specific areas that needed overhauling. Year Three, we were able to post double digit gains in English and Math at Estill Elementary School and double digit HSAP gains for Estill High School the following period.” Dr. Dionne Simmons, former Superintendent of Schools.