

Cambridge Education, LLC. – Planning and Pre-implementation

We have a core competency in facilitating effective site-level planning and pre-implementation through our Focused Planning to Improve Student Learning process. Our **Theory of Action** is that if a school can define a narrow set of strategic objectives to accelerate student learning, execute well-defined initiatives with a persistent focus on implementation, and systematically monitor the impact of those initiatives to inform midcourse corrections, then outcomes for students will improve dramatically.

Cambridge Education’s Guiding Principles for School Planning

- **Deep and Intentional:** Focus on a few overarching objectives. Target identified needs and the instructional core.
- **Coherent:** Develop a **coherent and focused** set of strategies and initiatives specific to supporting the school’s own unique path to success.
- **Collective Responsibility:** Enable and support **cross-functional collaboration** and take **collective responsibility**.
- **Dynamic:** Use evidence at interim checkpoints to assess progress. Adjust in a **dynamic process** in light of new learning, experience and interim results.
- **Monitor the plan:** Identify and support implementation and monitoring of progress.

We have applied the above principles to support the design and implementation of effective SIG programs in over 40 schools across the US ranging from inner-city Chicago, Los Angeles, Newark and New York to smaller towns and cities in Michigan and Wisconsin and remote rural locations in Illinois and Virginia. We offer a comprehensive package including: conducting a Comprehensive Needs Assessment, including facilitating parent and community forums; supporting schools and districts to write successful SIG applications; and serving as Lead Partner in both Transformation and Turnaround Models and facilitating the effective site level planning at all stages, including pre-planning.

The exact nature of our services is customized to meet the requirements of the individual school, but the process includes:

- Consideration and revision (if necessary) of vision and mission statements and development of the theory of action
- Use of multiple data sources
- The creation of themed school priorities (no more than 5 and optimum of 3)
- Unpacking of priorities to ensure deep understanding
- The creation of “BIG messages” that capture wide stakeholder views and perceptions
- The alignment of BIG messages with priority statements
- Methodology for measuring progress, including the creation of group and individual action plans with interim success criteria and endpoint key performance indicators (KPI)
- Accountability processes for regularly, rigorously and consistently tracking progress

We believe that by engaging staff and the broader community in the school improvement planning process, schools have the opportunity to develop collective ownership of their overall improvement strategy and a broad spectrum of distributed leadership, key components of sustaining improvement over time.

States, districts and schools have all provided positive feedback on the quality and effectiveness of the planning process we have implemented as Lead Partner.

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