

### Cambridge Education, LLC – Sustainability

We believe that building sustainability begins from the first engagement with the school and underpins all of the work. The key to achieving sustainability is building the school's capacity through the development and maintenance of efficient and effective Professional Learning Communities (PLC), a continuous process for professional development, and monitoring implementation and assessing impact. We build in sustainability from the outset as a key component of all our work. For example, all PD programs will be designed to be activity-based and wherever possible we adopt an 80:20 principle for training where 80% of the training is embedded in classroom practice. Cambridge Education also utilizes a train-the-trainers model by training school/district staff to facilitate our professional development programs.

### **Sustainability Plan**

An integral part of our approach is to model best practices, create effective teams, build leadership capacity at all levels, including teacher leaders, to ensure sustainability. In effect we adopt an “I do, We do, You do” approach.

The following is an outline of the typical steps we believe are needed to build sustainability into the transformation process:

- Step 1: Understanding the interventions to be used in transforming the school
- Step 2: Continuously practicing these interventions to achieve mastery
- Step 3: Leading others in developing the knowledge, understanding and skills necessary
- Step 4: Objectively reviewing the work carried out and its impact
- Step 5: Adjusting and amending to improve the impact

These capacity building steps are aimed at ensuring that the school grows a totally sustainable system for reviewing the effectiveness of its work delivered by a more skilled cadre of people, who pass on their mastery to a continuous succession of new participants.

Our technical assistance, training and support enables school's to **embed sustainability** by:

1. Helping the school to identify specific champions to lead on key areas of sustainability (e.g. focused planning, data-driven instruction, parent and community engagement)
2. Training these champions and communicating their role to others
3. Involving champions in all core transformation work
4. Encouraging ever-increasing levels of leadership with guided support
5. Promoting frequent internal evaluation to ensure that strengths and weaknesses are known and responded to in a timely and productive way
6. Partnering with the school leaders to plan for the strategic development of the transformation process for the long-term
7. Acting as objective evaluators of the work as autonomy grows to ensure clarity and objectivity.

The following is typical of the feedback we receive from clients: *“Cambridge Education...has provided excellent PD with modeling on inter-rater reliability and effective feedback to improve teaching and learning for district leaders, principals, and assistant principals throughout the year. The ongoing professional learning has made a significant impact in Brevard Public Schools, and we've built sustainable capacity at every level.”*

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