

## **Operational Flexibility**

### **ENI Transformation Specialist**

As districts and schools are authorized to adjust staffing, calendars/time, and budgets to implement fully a comprehensive approach to substantially improve student achievement outcomes, an ENI transformation specialist is based at the school to provide weekly support to all aspects of the implementation plan and monitor the implementation.

The transformation specialist's regular presence serves to build a trust relationship in the school and develops staff and leadership capacity to effectively use data to inform administrative and instructional decisions and implement strategies that impact the quality of teaching and learning.

The basic responsibilities of the transformation specialist include the following:

- Audits data (achievement, attendance, discipline, budget, etc.) and resources (human capital and instructional) to make recommendations for change/ improvement.
- Works with district and school administration to plan and implement changes in achievement, attendance, discipline, budget, etc.
- Monitors the overall culture and climate of the school; confronts practices that are counter-productive to improving student achievement.
- Defines roles and responsibilities and establishes protocols for planned change with principals, and shared leadership teams.
- Identifies systems for prevention and intervention to ensure achievement for all students.
- Models/Chairs the shared leadership team with school administrators; supervises coaching, professional learning community, and parent involvement processes.
- Conducts weekly classroom walk-throughs with administrators and members of the leadership team, to provide feedback on areas of success and needs.
- Conducts job-embedded professional development services.
- Conducts monthly review of summative and formative assessment data.
- Summarizes current situation/progress on the SIG grant requirements for district and state audits.

### **ENI Transformation Specialist Requirements**

ENI transformation specialists have both district and school level administrative certification and experience. They have excellent communication and decision-making capabilities and have extensive training and certification in leadership and coaching.

### **Evidence of Effectiveness**

2014-15 ENI Program Reviews, North Chicago School District 187, Neal Math and Science Academy.

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