

## Success For All Foundation, Inc. – Sustainability

Sustainability is a key element in Success for All's whole-school turn around model.

The Success for All Foundation's current resources, including field consulting staff, support staff and facilities are more than adequate to implement the projected activities in this Lead Partner proposal. Our total staff of 220 employees includes approximately 100 full time/part time field consulting staff. Two thirds of these field staff have more than five years experience with the Foundation. All have established records of strong and successful delivery service.

This highly sustainable model includes identifying highly qualified educators, primarily from schools who have demonstrated exceptional implementation of the SFA program. These opportunities to affect positive outcomes in schools are highly sought after. On the average, there are 25 applicants per month seeking school support training opportunities, of which 40-50 are viable candidates annually for training activities. Staff support and training is intensive with structured staff education occurring at point of hire and facilitated through weeks of interactive exposure to the training model, after which the staff member is assimilated into a geographically specific team. Ongoing training is achieved by each employee spending time with his/her area manager, senior team leaders and via continuing professional development at HQ and in the specific areas.

The school's SFA facilitator, Leading for Solutions coordinator, and district point staff receive additional training and coaching to prepare them for assuming the coaching role. In year three they receive training and coaching in the process of GREATER Coaching which provides the skills and practice to provide coaching to colleagues using a data-driven decision making model. By the end of year three, all schools in the SFA network have the option of maintaining a minimal association with the network in order to obtain online data tools support, updates to program materials, access to online professional learning communities and yearly conferences, and limited onsite support if they are achieving their state's accountability goals. It is expected that IL schools using the SFA TurnAround model will be achieving these goals before year three and be well positioned to support the refinement of the model with their own staff and only minimal support from SFAF.

SFAF programs have been used in over 1,800 schools over the past 20 years, improving the achievement of more than two million children. Over 52 studies of the effectiveness of Success for All in increasing student achievement have been conducted by over 30 researchers. Independent reviews of the research on Success for All have consistently found that implementation of Success for All resulted in significant increases in student achievement in a variety of settings. For a detailed Success for All research summary see- [http://www.isbe.net/apl/pdf/ipz/proposals/success\\_for\\_all\\_lead.pdf](http://www.isbe.net/apl/pdf/ipz/proposals/success_for_all_lead.pdf)

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