



TRANSFORMATION AND TURNAROUND



ENI'S 9 ESSENTIAL ELEMENTS MAKE A WINNING STRATEGY

[ENI students from Eugene Field Elementary, Tulsa Public Schools, OK]

A Proven Model for School Improvement.

Research has validated the importance of aligning standards, curriculum materials, and assessments to achieve maximum student performance. Bringing all the pieces together takes careful orchestration. This is where districts rightly turn for expert help—the answers that ENI is uniquely qualified to provide. Not only is each step of the process implemented more smoothly, but the complete solution integrates better as a whole when guided by ENI's extensive knowledge and experience.

ENI has spent nearly 40 years helping schools meet their goals for student success. Both research and our own experience point to 9 critical areas for intervention.

1. Situation Analysis

To get where you need to be, you must first know exactly where you are. ENI will analyze factors such as your past student achievement records, student mobility, graduation/drop-out rates, discipline, and teacher-related issues including retention. This establishes a baseline and pinpoints specific areas where intervention is most critical.

2. Customized Action Plans

Working with your staff, ENI professionals set measurable growth targets for leaders, teachers, and students. Our content experts then work with you to develop customized and flexible action plans using best instructional practices and proven strategies. ENI realizes that buy-in of all parties is critical, and we are committed to making sure leaders and teachers feel supported throughout the difficult process of school reform.

3. Organizational Structure

The importance of leadership and organizational structure cannot be overstated when it comes to the mission of transforming schools. Leadership is not a position but a process in a high achieving school. It takes great leadership to develop, implement, and monitor the continuous improvement process necessary for transformation. Leaders hold the ultimate responsibility for setting direction, developing people, and redesigning the organization. ENI teams with districts and schools to multiply leadership capacity focused on creating and sustaining an organizational culture and structure for improving school achievement.

4. Alignment and Adaptation

ENI's curriculum alignment process, based on the research of Dr. Fenwick English, is unparalleled. Our many years of experience in this area give us the capability to work with you to deeply align your curriculum with your state standards or the Common Core standards. While a 100% aligned curriculum is the ultimate goal, alignment is an ongoing process. Working collaboratively with your staff, we help you establish processes to fill your curriculum, learning, and instructional delivery gaps using materials and resources you already own, ENI customized or proprietary materials and/or lessons created by your teachers. Content coverage reflects Bloom's Taxonomy and is considered from every angle—primary instruction, guided practice, independent practice, re-teaching, and assessment practice.

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Since 1973, the professionals at Evans Newton Incorporated (ENI) have been working with schools to improve student achievement using innovative, customized programs tailored to state objectives and standardized tests. Our TargetTeach® process has been used by schools and districts across the country to create dramatic improvement in student performance while empowering teachers and school leaders by establishing a research-based foundation for sustainable change.

ENI's reform methods and materials have proven highly effective with students of all abilities, especially those in high-minority, Title I schools. With ENI as their curriculum partner, schools consistently achieve 20% to 200% growth in student performance in the first year of implementation alone.





ENI IS YOUR PARTNER THROUGH EVERY STEP OF THE PROCESS, AND OUR “AT-THE-ELBOW” COACHING GOES BEYOND THE CLASSROOM FOR TEACHERS, TEACHER/LEADERS, AND COACHES.

[Teacher and student from Marc & Eva Stern Math and Science School, Alliance for College Ready Public Schools, Los Angeles, CA]

“Evans Newton Inc. and the TargetTeach[®] process have produced significant, positive results in Tulsa Public Schools. Teachers are using the best aligned materials for instruction of the Oklahoma Priority Academic Student Skills (PASS) Standards. Formative assessments and detailed progress reports are helping us to monitor students’ progress toward proficiency on the Oklahoma Core Competency Test (OCCT) and to adapt instruction as needed.”

DR. MARY GUINN, FORMER CHIEF
ACADEMIC OFFICER/ASSOCIATE
SUPERINTENDENT FOR TEACHING AND
LEARNING

5. Pacing and Assessments

To ensure mastery of standards as measured by high-stakes testing, teachers must have effective planning and pacing documents to delineate blocks for instructional time. ENI coaches work collaboratively with you throughout the school year to analyze and adapt your curriculum maps or pacing guides so that they reflect your aligned curriculum. If you do not currently have pacing guides, ENI experts will work with you to create them. During this process ENI may also help you identify resources to fill any remaining gaps in the curriculum. Through ENI coaching and professional development activities, your teachers are immersed in standards-based processes and instruction on the most critical standards is covered by all teachers.

6. Data-Enhanced Decisions

The ENI model encompasses standards-aligned incremental assessments. Assessments are designed not only to detect whole group, small group, and individual learning needs but also to prepare students to take tests with confidence and provide staff with possibilities for professional collaboration and growth. Efficient data analysis and course corrections are facilitated using ENI’s computer-based management system. Incremental test results make it easy to target areas where remediation is needed. This system also gives you detailed demographic data on student proficiency from a classroom, school, or district-wide perspective.

7. Professional Growth

A key tenet of the ENI Transformation and Turnaround Model is building human capital. Teachers and school leaders must be empowered to help students achieve. ENI consultants bring a wealth of experience, both as veteran educators and from their experience in successful TargetTeach[®] implementations throughout the nation. Throughout our highly collaborative process, ENI provides powerful tools and strategies including work sessions, seminars, and individual and group coaching to ensure successful implementation of reform practices.

Critical to your school becoming a high-functioning, self-sustaining unit is the development of a coaching program. The ENI coaching program is based on the Cognitive Coaching process conceived by Arthur Costa and Robert Garmston. Building from their principles and adding strategies proven through our extensive coaching engagements, ENI trains identified school and district staff to become coaches, experts in observing and mentoring standards-based instruction. Coaches are taught to communicate information in a non-judgmental, collaborative way using fidelity checklists to identify teacher strengths as well as areas for improvement. Coaching sessions focus on facilitating the desired outcomes of your goals for school transformation.

8. Collaborative School Culture

From our first day on site, ENI professionals assist you in developing a success-driven school culture. This includes a respectful, collaborative professional learning community which fosters change and supports all aspects of the learning process. Key in this process is communication and focus on common goals among all stakeholders. All aspects of the ENI model take into consideration the needs and sensitivities not just of faculty but also of the educational community at large. We know change is difficult, and we are determined to stand shoulder-to-shoulder with you as you make it happen in a positive way.

9. Students, Families, and Communities

Engaging parents and the local community in standards-based learning is essential for student success. ENI supports you in implementing strategies known to enhance involvement. In addition, ENI offers optional take-home activities for grades K-6 that promote parent involvement in their children’s learning.