

UVA-PLE CORE PARTNERSHIP DELIVERY MODEL OVERVIEW

The UVA-PLE Core Partnership is the only research-proven effort in the country focused on establishing system conditions ripe for change and building transformative leadership capacity to achieve that change. UVA-PLE's transformative and tailored leadership development increases the capacity of LEA and school teams to shape their own future, address inequities, and achieve lasting improvements in student learning. Through three years of integrated executive education and on-site thought partnership, we drive organizational learning and collaboration that empowers teams to heighten focus and confront difficult problems. We collaborate with LEA and school teams to create the conditions for change, redesign systems to better serve historically marginalized students, accelerate their ability to advance lasting transformation, and generate lessons in how to strengthen systems practice that contributes to lasting improvements beyond the partnership.

With the partnership now in its 19th year, most of our partner schools outgain state averages, almost 50% of our partner schools have experienced double-digit proficiency gains within three years, and many of our partner schools each year achieve far greater gains and are recognized as top growth or blue ribbon Title 1 schools in their states. Our approach was recognized in a 2016 RAND/Wallace Foundation publication as one of only two comprehensive approaches to leadership development in K12 schools that is 'evidenced-based' per guidelines of the Every Student Succeeds Act.

When UVA-PLE partners with LEA we ground our work in four key levers:

- *Systems Leadership.* Leadership capacity and willingness to do what is necessary to drive school transformation work, advance equity, and heighten outcomes – and bandwidth to pursue now.
- *Support and accountability.* LEA has the infrastructure to provide prioritized schools necessary and differentiated support, accountability and flexibility to grow school leadership practice.
- *Talent management.* LEA is establishing conditions to increase the number and impact of highly effective teachers in high needs schools and is willing to implement rigorous and prioritized hiring of school leaders in high needs schools.
- *Instructional infrastructure.* LEA provides and continuously enhances an effective instructional foundation, including valid assessments, effective curricula, responsive data systems and strategy to monitor rigor.

Our partnership is always adapted to our partners' needs. At a baseline, the core components include:

1. **Engage, Design and Launch.** Together, we identify your LEA's strongest needs and highest-leverage opportunities via a discovery process and thought partnership. We can tailor our efforts to utilize Covington's Cognia diagnostic district review and adapt our protocol to ensure we build off the information available in the Cognia report to help our team and yours align on the purpose, goals, and path forward the design and launch phase, inclusive of thought partnership around your efforts to advance plans to the state.

We will provide executive education and support your system team with clarifying long-term desired system shifts, identifying and initiating strategies to address LEA-specific challenges, and preparing a learning lab of partner schools for transformation.

2. **Activate, 2023-24.** School and LEA leaders immerse in a rigorous campaign to ignite school performance, leadership commitments and collective purpose. Includes a week of intensive executive education for school and system leadership to advance change leadership and address root issues, three days of winter executive education for school and system teams to iterate and adapt, ongoing support to the system champion and at least four on-site or virtual support visits tailored to your focus areas and leaders' needs.
3. **Adapt, 2024-25.** Leaders integrate the success of the Activate year and adapt their approach toward new areas of sustainable improvement. This includes again two executive education sessions, year-round support to consolidate learning, deepen impact, and tailor support, and at least two engagements with school system and school leaders to drive continuous improvement. We support capturing and extending the learning to LEA-wide systems and other schools.

Service	3 schools + 3 system leaders
Spring 2023 Design and Launch Support: - Virtual Ignite attendance for 3 system leaders and high school principal and AP - On-site launch visit with discovery support - Virtual support and ongoing thought partnership	Virtual Ignite Attendance: no cost On-site launch visit alongside virtual & in-person readiness discovery: \$32,000 Virtual thought partnership & support: \$6,000 (\$38,000 total)
2023-24 Year 1 - Summer week-long executive education for school leaders and three-person core change system team (C-ville) - Winter 3-day executive education for system team and four-person school teams - Multiple site visits (in-person and virtual) and tailored support for system leaders - Principal supervisor and shepherd summit for two Covington district leaders - School leader team virtual thought partnerships each semester and virtual spring retreat - Additional consultation to Holmes school leadership team	\$44,000/school (\$132,000 total)
2024-25 Year 2 - Summer three-day executive education for school leaders and three-person core change system team (C-Ville) - Winter 3-day executive education for 3-person system team and 4-person school teams - Fall site visit, ongoing consultation, and tailored support - Principal supervisor and shepherd summit for two Bellevue County leaders - Virtual thought partnership & spring retreat for school leaders & additional support to Holmes team	\$34,000/school (\$102,000 total)
Total cost for 3 schools and 3 system leaders	\$272,000



Note on CSI grant and cost breakdown. We propose Kentucky CSI grant to Holmes High School’s participation and system leadership engagement across the partnership, as well as direct engagement of Holmes leadership team. This would only be for a portion of the CSI grant for the school and district staff could identify how remaining CSI funds would accelerate change at Holmes. UVA-PLE’s executive leadership support across other schools would be covered locally. The potential breakdown would be:

	Covered by CSI	Covered Locally
'22-23 2 nd Semester	\$38,000	\$0
2023-24	\$88,400	\$43,600
2024-25	\$73,800	\$28,200

We could further customize services in a myriad of manners to meet Covington’s s needs and welcome your feedback and ideas.