

Optimize Comprehensive and Targeted Support for School Improvement



cognia[™]

Ignite transformational change

Cognia provides targeted and comprehensive support to turn your school's potential into practice. A four-step Diagnostic Review and Improvement process helps you address root causes for underperformance, guide improvement actions, and build leadership capacity to champion meaningful change and continuous improvement.

The Four-Step Process

1 Introduction to the Diagnostic Review and Improvement Process

This one-day, interactive training session introduces your leadership team to the Cognia Diagnostic Review and Improvement process. You gain the knowledge, tools, and support to complete a comprehensive internal needs assessment and prepare for the onsite Diagnostic Review. You learn about:

- Elements of organizational effectiveness and their impact on student learning
- eProve™, a set of research-based tools to gather stakeholder input and analyze evidence of student engagement
- Best practices to document and manage evidence-based continuous improvement efforts resulting from the needs assessment
- Ways to maximize results and guide staff through the improvement process

2 Coaching Support to Conduct an Internal Needs Assessment

The facilitated process of self-assessment is a critical next step to identify strengths and diagnose areas that need improvement. Through a web-based coaching session hosted by a Cognia improvement specialist, you receive guidance on how to collect and analyze qualitative and quantitative data in preparation for the onsite Diagnostic Review. These sessions help you successfully:

- Administer parent, student, and staff surveys
- Complete a self-assessment of the School Quality Factors
- Compile and analyze student performance data

3 Onsite Diagnostic Review

Led by a certified lead evaluator, a team of experienced educators visits your school to gather and examine evidence of organizational effectiveness. While onsite, the team analyzes data from your school's internal needs assessment, stakeholder interviews, and classroom observations from the eProve Effective Learning Environments Observation Tool® (eleot®).

The team uses the data to conduct a focused review and analysis of root causes that may be hindering efforts to reach desired performance levels. The outcome of the review is a comprehensive diagnostic report that equips you with:

- An evaluation of the school's capacity in the areas of leadership, learning, and resources
- A summary of findings and the identification of 3–5 evidence-based improvement priorities
- Recommendations to help leadership teams with data-driven improvement planning

Leadership Capacity Domain

The capacity of leadership to ensure an institution's progress toward its stated objectives is an essential element of organizational effectiveness. An institution's leadership capacity includes the fidelity and commitment to its purpose and direction, the effectiveness of governance and leadership to enable the institution to realize its stated objectives, the ability to engage and involve stakeholders in meaningful and productive ways, and the capacity to implement strategies that improve learner and educator performance.

Leadership Capacity Standards		Rating
1.1	The institution commits to a purpose statement that defines beliefs about teaching and learning, including the expectations for learners.	Emerging
1.2	Stakeholders collectively demonstrate actions to ensure the achievement of the institution's purpose and desired outcomes for learners.	Emerging
1.3	The institution engages in a continuous improvement process that produces evidence, including measurable results of improving student learning and professional practice.	Needs Improvement
1.4	The governing authority establishes and ensures adherence to policies that are designed to support institutional effectiveness.	Needs Improvement
1.5	The governing authority adheres to a code of ethics and functions within defined roles and responsibilities.	Emerging
1.6	Leaders implement staff supervision and evaluation processes to improve professional practice and organizational effectiveness.	Needs Improvement
1.7	Leaders implement operational process and procedures to ensure organizational effectiveness in support of teaching and learning.	Needs Improvement
1.8	Leaders engage stakeholders to support the achievement of the institution's purpose and direction.	Needs Improvement
1.9	The institution provides experiences that cultivate and improve leadership effectiveness.	Emerging
1.10	Leaders collect and analyze a range of feedback data from multiple stakeholder groups to inform decision-making that results in improvement.	Needs Improvement

You'll receive a 3rd-party evaluation and overall summary of findings in three domains: leadership, learning, and resource capacity.

4 Coaching for Strategic Improvement and Implementation Planning

After the onsite Diagnostic Review, Cognia improvement coaches help you analyze the resulting data and address improvement priorities. This coaching support builds your leadership team's capacity to take the next steps in the improvement process. With this support, you:

- Determine evidence-based strategies and interventions to improve student performance
- Prioritize use of resources to increase organizational effectiveness
- Develop an improvement plan to guide continuous improvement and school turnaround efforts

Diagnostic Review eleot Ratings



D. Active Learning Environment						
Indicators	Average	Description	Not Observed	Somewhat Evident	Evident	Very Evident
01	1.8	Learners' discussions/dialogs/exchanges with each other and teacher predominate.	41%	41%	14%	5%
02	1.7	Learners make connections from content to real-life experiences.	50%	32%	18%	0%
03	2.0	Learners are actively engaged in the learning activities.	23%	59%	18%	0%
04	1.2	Learners collaborate with their peers to accomplish/complete projects, activities, tasks, and/or assignments.	82%	14%	5%	0%
Overall rating on a 4 point scale			1.7			

You'll analyze data collected from the Diagnostic Review to address improvement priorities and create an actionable improvement plan to monitor progress.

We know schools because we're in schools. The Cognia Diagnostic Review and Improvement process is based on the research we've compiled across our network. More than 36,000 institutions worldwide use Cognia to improve their schools and push their community of learners to a new level. Title I or 1003 school improvement funding may be applied to these consulting and professional learning services.



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This is the first time we have truly had a vision and set purpose for what we do in Fleming County. This has helped us reach goals we have set so far.”

—Lesia Eldridge, Instructional Supervisor,
Fleming County Public Schools,
Fleming County, KY

Read Fleming County's story at
www.cognia.org/fleming-county

Improve your schools with Cognia

We are a global network of enthusiastic educators here to strengthen schools, so all students have the opportunities that knowledge brings.

Contact your regional director to start the conversation at cognia.org

