

LEADER-DRIVEN SCHOOL IMPROVEMENT

Building Instructional Leadership and Classroom Practice



WHO WE ARE

About SEN

Founded in 2015, SEN partners with districts, networks, and state agencies to build the conditions where rigorous instruction, strong leadership, and clear strategy meet. Strong leaders. Aligned systems. Lasting change.

100K+

students impacted

500+

leaders developed

200+

schools strengthened

40+

districts across 8 states

FOUR WAYS WE PARTNER *woven together by a focus on leadership*

THIS SERVICE

Develop Leaders

Building the leadership pipeline that drives better instruction and stronger schools.

Teach to Lead
Aspiring Leaders
Leader-Driven School Improvement

Design Schools

Helping leaders create new, better school models and strong early-childhood programs.

School Design and Redesign
Early Childhood

Strengthen Teaching

Coaching teachers directly to lift the quality of daily instruction.

ENACT HQIM
Responsible AI
Special Education Coaching

Evaluate & Plan

Diagnosing where a school or system stands, then setting the priorities and strategy to move it forward.

School Quality Reviews
Executive Coaching
Special Education Audit

THE CHALLENGE

Strong school leadership is among the most powerful levers for improving teaching and learning. Yet many systems struggle to build and sustain cohesive leadership teams that can drive consistent instructional improvement across classrooms.

At the same time, schools often struggle to translate emerging instructional priorities into consistent classroom practice quickly enough to build momentum, clarity, and shared understanding.

OUR RESPONSE

Leader-Driven School Improvement (LDSI) addresses both challenges simultaneously by developing teachers, individual leaders and school-based Instructional Leadership Teams through a structured blend of:

- ✓ Personalized coaching
- ✓ Collaborative learning
- ✓ Practice-based application

The work is grounded in the belief that leadership teams — when aligned around a clear instructional vision — are the primary drivers of sustained improvement in teaching and learning.

LDSI is anchored in each school or LEA's existing priorities and focuses on implementation with clarity and consistency.

Areas of focus

The work centers on four core areas, anchored in each school's or LEA's existing priorities:

01

ILT Effectiveness

Building the effectiveness of Instructional Leadership Teams as aligned, purposeful groups that drive improvement

02

Leader Development

Developing individual leaders' ability to influence teaching and learning through coaching, feedback, and professional learning

03

Adult Learning

Supporting the ILT to implement an effective and coherent approach to school-wide professional learning, coaching, collaborative inquiry, and implementation support

04

Proof-Point Classrooms

Creating clear, observable examples of strong instruction that serve as anchor points for team learning and calibration

Program components

The model combines team-based coaching, individual leadership development, targeted classroom-based support, and cross-school learning.

01 **ILT Coaching**

Regular coaching sessions to clarify priorities, align expectations, and engage in evidence-based improvement cycles

02 **Individual Coaching**

Role-specific coaching for principals, APs, and coaches to strengthen decision-making and instructional leadership

03 **Classroom Coaching**

Weekly individualized coaching for select teachers, creating visible bright spots and modeling effective coaching

04 **Cross-School Learning**

Structured opportunities to observe practice, calibrate expectations, and learn from peers across schools

Coaching in action

ILT Coaching

Regular coaching sessions support leadership teams to clarify instructional priorities, align expectations, and engage in cycles of improvement grounded in evidence from classrooms.

- Collecting evidence through walkthroughs, student work, and data
- Analyzing evidence to identify patterns and gaps
- Using focal classrooms as anchor cases to define high-quality implementation
- Planning and delivering professional learning aligned to findings

Individual Leadership Coaching

Principals, assistant principals, and coaches receive regular, role-specific coaching to strengthen decision-making and instructional leadership.

Skill Development Areas:

- Observing classrooms
- Designing professional learning
- Giving effective feedback
- Making strategic decisions
- Facilitating teams
- Leading change

From classrooms to systems

Targeted Classroom-Based Coaching

A small number of teachers receive weekly, individualized coaching aligned to the school's instructional priorities. This work serves multiple purposes:

- ✓ **Visible examples of strong implementation**
- ✓ **Priorities made concrete and observable**
- ✓ **Early bright spots for peer learning**
- ✓ **Models effective coaching in real time**

These classrooms serve as critical learning sites that help the broader system build clarity, coherence, and momentum.

Cross-School Learning & Calibration

Leaders engage in structured opportunities to observe practice, calibrate expectations, and learn from peers. These experiences reinforce shared understandings of high-quality instruction and strengthen coherence across classrooms and schools.

Evidence of impact

Springfield Public Schools' Empowerment Zone — since program launch in 2024

92%

Principal Retention

92% of principals and 100% of teachers and teacher leaders remained in their roles over two years, exceeding statewide averages

+16

Culture Index Gain

percentile point average improvement on TNTP's Insight survey — 5 of 6 participating schools improved

+6.6

ELA Proficiency

percentage points per year increase on NWEA MAP, according to district benchmarks, with math proficiency up 5.6 points per year

These results reflect stronger alignment around instruction, more effective structures for adult learning, and more effective use of data to guide teaching and learning.

Program options

Program Tier	Investment (per school)	Who Participates	Scope of Support
PLP Tier I	\$135K	Up to 6 participants, including core ILT members and up to 3 teachers as proof-point classrooms	24 hrs/mo coaching, twice-monthly ILT sessions, weekly classroom coaching, cross-school learning
PLP Tier II	\$100K	Up to 4 participants, including at least 2 ILT members with option for 1–2 teachers	16 hrs/mo coaching, twice-monthly ILT sessions, regular classroom coaching, cross-school learning
PLP Tier III	\$65K	Up to 3 participants, primarily core ILT members with option for 1 teacher	12 hrs/mo coaching, monthly or twice-monthly ILT sessions, targeted classroom coaching, cross-school learning

Note: Coaching hours are flexibly allocated across participants based on role and need

GET IN TOUCH

Lead the change.

CONTACT

For more information or to discuss how this program could support your district, contact:

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or visit school empowermentnetwork.org

