School Empowerment Network

LEAD THE CHANGE

SERVICE OVERVIEW

School Quality Reviews

An in-depth, research-backed review that locates a school's practices on a continuum — and gives leaders a clear roadmap for improvement.

01 · 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*

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

THIS SERVICE

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

02 · WHAT THE REVIEW MEASURES

The SQR Rubric

Eleven research-backed indicators across three quality categories. Each review locates school practices on a continuum and names the high-leverage actions that move the school to its next level.

CATEGORY 01

The Instructional Core

1 **Curriculum**
Rigorous, engaging, coherent content

2 **Pedagogy**
Instruction that yields strong work

3 **Assessment**
Data that informs instruction

CATEGORY 02

School Culture

4 **Positive Learning Environment**
A safe, inclusive culture by design

5 **High Expectations**
A high bar with strong support

CATEGORY 03

Structures & Systems for Improvement

6 **Leveraging Resources**
Time, people, and money aligned to goals

7 **Goals & Action Plans**
A clear theory of action, tracked

8 **Teacher Support & Supervision**
Effective development and evaluation

9 **Teacher Teams & Distributed Leadership**
Collaboration that improves outcomes

10 **Continuous Improvement**
Regular evaluation and adjustment

11 **Student Academic & Developmental Support**
Systems that accelerate student growth

CATEGORY

01

The Instructional Core

What and how students learn — and how that learning is measured.

01 Curriculum — *rigorous, engaging, coherent curricula*

Aligned to appropriate frameworks and standards · rigorous tasks and higher-order skills for all · planning and revising for access and cognitive engagement for every student.

02 Pedagogy — *instruction that yields high-quality work*

Shared beliefs informed by a research-based framework · multiple entry points for all learners · high participation and meaningful work products and discussion.

03 Assessment — *assessments that inform instruction*

Curricula-aligned practices that give actionable feedback · common-assessment analysis that drives adjustments · effective checks for understanding used for live adjustments.

CATEGORY

02

School Culture

The conditions and expectations that surround learning.

04 Positive Learning Environment

Clear philosophy and intentional structures for a positive, inclusive culture.

A safe and inclusive culture · structures to coordinate social-emotional learning and supports · opportunities for learning aligned to the desired school culture.

05 High Expectations

A culture of learning with high expectations and strong support.

Communication of and accountability to high expectations for staff · partnerships with families to support them · systems that communicate and support high expectations for students.

CATEGORY

03

Structures & Systems for Improvement

Indicators 6–8

06 Leveraging Resources

Resources strategically aligned to goals · schedule and human resources organized to impact goals · strategic hiring, programming, and interventions aligned to needs.

07 Goals & Action Plans

A school-level theory of action drives shared goals, tracked for progress · data drives goals, action plans, and PD · community involvement in and ownership of goals.

08 Teacher Support & Supervision

Effective systems for developing and evaluating teachers · an effective observation-and-feedback cycle with clear next steps · data-informed PD, hiring, placement, and promotion decisions.

CATEGORY

03

Structures & Systems for Improvement

Indicators 9–11

09 Teacher Teams & Distributed Leadership

A clear vision for teaming — collaboration, use of data, alignment to school goals · regular, purposeful analysis of student work and assessment data · embedded distributed leadership that influences key decisions.

10 Continuous Improvement

Evaluating and adjusting curricular and instructional practices · evaluating culture and expectations to elevate impact · evaluating use of resources, team effectiveness, and PD.

11 Student Academic & Developmental Support

Culturally and linguistically responsive support · an effective multi-tiered system of instruction and interventions · a clear process for teams to assess students' performance in interventions.

03 · HOW IT WORKS

Scope of Work & Deliverables

A School Quality Review is typically a single day on site, led by two reviewers — all former leaders in high-performing schools — and unfolds in three stages.

01

PRIOR TO THE REVIEW

The team contacts the school leader to build the schedule and examines key artifacts — current goals and action plans, student data, teacher-evaluation data, curricular planning documents, PD plans, and student work.

02

DURING THE REVIEW

Leadership meeting · 6–10 classroom visits · Teacher-team observation · Teacher focus group · Student focus group · Parent focus group

Closes with a feedback session sharing patterns of evidence and emerging areas of strength and focus.

03

POST-REVIEW

A detailed SQR Summary Report within three weeks.

Ratings for each indicator, descriptions of strengths and areas of focus, and recommended action steps.

Roadmap for school improvement

Sample Review Schedule

TIME	EVENT	PARTICIPANTS	NOTES
8:30–10:00	**Meeting with School Leadership**	Reviewers, Principal, key ILT	May request documents afterward (data, templates, student work)
10:00–11:30	**Classroom Visits**	Principal & Reviewers	~6–8 classrooms, 10–15 min each
11:30–12:00	**Classroom Visit Debrief**	Principal & Reviewers	—
12:00–12:30	**Teacher Focus Group**	Reviewers, 4–8 teachers	Cross-section of grades & subjects
12:45–1:15	**Student Focus Group**	Reviewers, 6–8 students	Cross-section incl. ELL, SWD
1:15–2:00	**Teacher Team Observation**	Teacher team, Reviewers	Authentic teacher team / PLC work
2:00–2:30	**Parent Focus Group**	Reviewers, 4–8 parents	Cross-section of grades
2:30–4:00	**Reviewer Reflection**	Reviewers	May ask leadership follow-up questions
4:00–4:30	**Feedback Session**	Principal, Reviewers, key ILT	High-level trends & patterns (no scores)

05 · AFTER THE REVIEW

Debrief & District Summary

- SEN embeds a debrief session with each school leader at the close of every review — grounded in that school's individual story.
- At the district level, SEN generates a summary report with ratings for each school plus trends and areas of focus across schools.
- SEN facilitates a discussion of the report with district leaders — leveraging strengths and addressing common challenges.

> *"We were most happy to be reviewed by an educator who appreciates the individual school story and what it takes to write it."*
>
> — Principal, Springfield Empowerment Zone



06 · PARTNER WITH US

A roadmap for school improvement — not a report card.

Meaningful feedback that meets a school community where it is and names the high-leverage actions to move it forward.

GET IN TOUCH

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A senior member of our team will respond within five business days.

School Empowerment Network

Photos by Allison Shelley for EDUimages