

“Effective leadership is essential. The schools that I’ve worked in have improved because a strong principal, a supportive central office and teacher leaders are working together to strengthen the skills of all teachers and create a culture of collaboration.”

**Vicky Condalary**  
*Louisiana Executive Director*  
NIET



## OVERALL DESCRIPTION

### We Are Experts in Helping Schools Improve

NIET has worked with high-need schools and districts to increase student achievement for more than 20 years. We have learned that improvement only happens if improvement strategies are backed by deeply held beliefs and principles of the people who carry them out. Our belief in the importance of investing in people is the foundation for our partnerships which, in turn, profoundly inform our strategies and practices for improvement. What sets us apart is that every member of our team has lived these beliefs and mastered these strategies through practice in high-need schools.

### Our Beliefs and Principles for School Improvement

We believe every student deserves a quality education. To achieve this, there must be an effective teacher in every classroom and a district with strong leadership. Yet, we know school improvement and improving teacher practice is challenging work - it takes trust, risk-taking, perseverance, and sustained hard work to improve student outcomes.

### What Sets Us Apart as a Partner

We are a proven, results oriented partner. We have demonstrated success in improving educator practices and student growth. The relationships we build at all levels sets us apart. Working with you shoulder-to-shoulder, we support you to build local capacity. During our 20 years of work in more than 10 states, we have developed more than 30,000 teacher leaders who have helped to lead instructional improvement and student learning growth.



SCHOOL IMPROVEMENT SOLUTIONS

### Needs Assessment:

#### We Start Where You Are

While NIET's strategies have had strong results, we know we need to meet you where you are. We begin by working with you to identify the needs and priorities of your schools. Based on your needs we work with you to build a tailored support plan. Creating a process for continuous improvement drives the training, support and monitoring of progress.

### Tailored Support:

#### Supporting Your Schools to Improve

NIET's strategies have been honed through years of work in high-need schools and are aligned with what research has shown to lead to positive change in schools. While each of these individual strategies are critical levers for school improvement, the sum of these strategies create coherence that accelerates teacher and student growth.

### ★ COLLABORATIVE LEARNING:

#### Teachers Must Lead Their Development

We believe that teacher leaders are the best positioned to grow the skills of their colleagues and help lead instructional improvement strategies.

### ★ REFLECTIVE CULTURE:

#### Investing in People and Building Their Capacity

Sustained improvement will only happen when we invest in building the skills and knowledge of educators to lead improvement and create an environment with positive and supportive professional relationships.

### ★ COLLECTIVE LEADERSHIP:

#### Effective Leadership Is Essential

No school improves without a strong principal and district support, but principals cannot go it alone. The principal's work must be supported by an effective leadership team made up of teacher leaders and supported by strong structures and protocols.

### ★ STRATEGIC IMPACT:

#### High Expectations Require Strong Support

Every teacher that embarks on improving their practice must know they will have the support they need to meet their goals. We have learned that no teacher grows their practice without high expectations. We believe that holding high expectations includes meaningful accountability for student outcomes, but that ambitious expectations for growth must always be accompanied by support to assure real impact.

## Ongoing Review: Continuous Monitoring and Coaching

NIET will stand right alongside the school and district leaders monitoring and analyzing data in "real time" so that adjustments can be made and training focus intensified as needed. This will not only ensure that the schools are moving toward targeted goals, but will also build the decision-making power of district/school leaders so that student growth is at an optimal level.

## RESULTS: Partner with Us. We Will Help You Move Student Achievement

NIET has worked with schools just like yours and produced strong student achievement results in schools with significant challenges. We have done this work for 20 years, and learned how to support each individual school by working shoulder-to-shoulder with you to identify your needs and priorities. Our staff has years of experience as educators in high-need schools, and as coaches helping high-need schools to improve instruction and student learning.

**We want to partner with you. So let's begin.**