

LEARNING LEADERS

Henrico County Public Schools, Virginia

CTAC study finds that investing in educators produces student learning gains

Learning Leaders was a five-year initiative to increase student achievement and strengthen instruction in eight of Henrico's lowest performing schools. The initiative was implemented from 2010-11 through 2015-16, with support from the U.S. Department of Education's Teacher Incentive Fund.

Learning Leaders' approach: Learning Leaders systematically coupled accountability and incentives with direct support for building instructional capacity. Specifically, the initiative:

- Implemented explicit student growth target setting as well as teacher observations that focused on areas of classroom practice with highest payoff for student learning.
- Provided tailored professional development for teachers and administrators—trainings and workshops as well as one-to-one coaching—based on needs revealed by analysis of student data and teacher observations.
- Implemented a performance-based compensation system that rewarded individual educators.

CTAC's findings:

- Average scores on the Virginia Standards of Learning (SOL) state tests increased in Learning Leaders schools in all four core subjects analyzed. The gains were statistically significant in science and history.
- The opposite occurred in comparison schools where scores in all four subjects declined.
- Compared with the comparison schools, Learning Leaders contributed approximately 5 to 8 additional months of student achievement in science; 7 to 9 months in history; 2 to 5 months in mathematics; and 4 to 6 months in English language arts.
- Learning Leaders educators collaborated with an intense instructional focus, consistently used effective processes, and continuously monitored progress. By making instructional improvement its driver and end result, the initiative strengthened teacher, principal, and organizational effectiveness.

For the full report, *When Educators Learn, Students Learn*, go to www.ctacusa.com.