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| Name of Entity: 95 Percent Group Inc. |
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| Summary of Services provided:  95 Percent Group professional development works to build a school-wide system of differentiated support and accountability that effectively improves administrator and teacher preparedness and positively impacts achievement for all student segments.  We begin our school or district partnerships with initial fact-finding discussions to review student diagnostic data, current reading materials and assessments, professional development plans, and the present level of MTSS/RTI implementation. After conducting this needs assessment, 95 Percent Group works to develop an implementation plan to address specific challenges. Recognizing that no two schools or districts are the same, we provide customized solutions for every implementation by identifying gaps, setting goals, and creating a plan that supports student needs.  95 Percent Group consultants focus on transforming the process so that early literacy screening data is used to identify the students who are below-benchmark, diagnostic screening is completed to pinpoint the skill deficit, and students are placed in skill groups to receive targeted instruction. We demonstrate instructional practices, and use materials that include explicit and systematic instruction in the five essential components of reading instruction on a daily basis that maximize core and intervention instruction to improve reading proficiency. Our consultants are all former educators and are trained to provide targeted strategies for closing achievement gaps and improving outcomes for all disaggregated groups.  All of our client recommendations involve shared accountability. We begin each implementation with the end in mind so that together we can see the path towards creating systemic change within a school or district. Our consultants work with staff members to bring research to practice by looking at Curriculum Based Measurements and diagnostic data on a regular basis to form intervention groups, regroup students, launch on-going progress monitoring, and measure student improvement. This continuous cycle informs the scope of work, leading to refinement of school and district level goals.  During a school or district implementation, 95 Percent Group consultants prepare educators to provide data-driven differentiated instruction in a multi-tiered service delivery model. Schools may elect to use 95 Percent Group’s suite of phonological awareness and phonics products that have been approved by the Colorado Department of Education. Our evidence-based instructional materials are aligned with our diagnostic screeners to provide sequential, explicit lessons that target specific skill deficits. All of these materials incorporate the use of an effective gradual release *I Do, We Do, You Do* gradual release model that guides the learner to success at the more difficult levels. These instructional strategies incorporate the use of a structured literacy approach that is addressed during all client engagements.  To support staff development and leadership training needs, 95 Percent Group offers a long- term traditional, job-embedded professional development plan that aligns with specific school or district goals and is tailored to meet the needs of three different audiences: administrators, reading coaches/RTI coordinators, and teachers/interventionists. We provide comprehensive assistance to instructional leaders and classroom teachers so that they can oversee and provide data-driven differentiated instruction in a multi-tier service delivery model.  The implementation, by segment, described below reflects 95 Percent Group’s standard model. Our job-embedded professional development model will be modified accordingly to meet all client requirements.  Professional Development: Administrators   * Our implementation plans include three half-day sessions with administrators to support their instructional skills and provide dynamic leadership to direct change in their school/district * Routine visits/observational fidelity checks with the principal and/or instructional coach to complete the walkthrough process using 95 Percent Group’s Observation Snapshot and site-specific forms; provide feedback in de-briefing sessions * Web-conferencing   **Topics include**: the science of reading, intervention blocks in the master schedule, approaches to promote and provide time for grade-level team collaboration, ways to support teachers as they learn new instructional strategies with small groups, conducting walk-throughs and observations, processes for effective reading instruction, and site-specific topics.  Professional Development: Instructional Coaches   * Recommend three half-day coaching sessions * Training to provide reading coaches with expertise in order to build local capacity * Sessions are scheduled in advance of teacher training so that the reading coaches can answer teacher questions and serve as building coordinator between the 95 Percent Group consultant and the participating site   **Topics include**: the science of reading, reading foundations including the five components of reading related to SBRR, assessment administration, training on using the 95 Percent Group materials if applicable, grouping, mentoring on instructional strategies for intervention, and , and site- specific topics.  Professional Development: Teachers/Interventionist  **Topics include**: the science of reading, reading foundations including the five components of reading related to SBRR, assessment administration, data analysis, training on using  95 Percent Group materials, grouping practices, teaching instructional strategies for intervention, and site-specific topics.   * Consultants will be available for site-based visits on a monthly basis to evaluate the current state of implementation, work with administrators, coaches, and teachers per the required terms and in accordance with the customized schedule designed to meet the specific school needs. Topics to be covered during these sessions will be discussed and prearranged. The consultant will be available to model instruction, answer questions, review data, and work with administrators, coaches, and teachers to address current needs and to ensure program fidelity. * 95 Percent Group consultants will also be available for participation in meetings, webinars, or conference calls as required by the ELG manager.   Our consultants work closely to monitor teacher and student progress, model lessons, observe and provide positive feedback to improve instruction, review results to measure success and assist in updating school district plans. On-site coaching visits ensure a successful implementation and allow our experts to help teachers build their foundational knowledge as they become more confident using student diagnostic data to deliver targeted intervention instruction.  To provide professional development that is focused on meeting the needs of each audience, 95 Percent Group developed multiple professional development formats. Research on professional development is clear that one-stop workshops do not lead to lasting change in schools when implementing something as complex as differentiated instruction. It takes sustained, job-embedded forms of professional development to install the processes needed to bring effective multi-tiered instruction into a school.  Multiple Professional Development Formats   * Workshops: designed to provide training and modeling opportunities * Follow-up visit meetings: provide face-to-face contact between teachers and our consultants; critical for modeling effective instructional practices * Webinars: allows consultant to solve problems with the grade-level teams as they arise between follow-up visits Online training: enables teachers to view consultants teaching lessons 24/7; used to review what was previously modeled or to learn a new skill   Our approach to professional development includes working with teachers and any other staff providing instruction to students, as well as working directly with literacy coaches, school administrators, and district level leadership. We meet with each of these groups separately, delving deeply into instructional strategies and providing hands on and hip to hip support to teachers and coaches. We ensure administrators and other leaders understand each of the five literacy components and how to measure success.  Capacity Development for Continuous Improvement  95 Percent Group delivers evidence-based professional development that empowers educators with the foundational and background knowledge to deliver engaging, data-driven instruction. Our consultants review client CBM and diagnostic results on a regular basis to help form reading intervention groups, regroup students, launch on-going progress monitoring, measure improvement, and update site-specific implementation plans.  School Wide Implementation  95 Percent Group is a recognized leader in designing effective school-wide literacy programs and systems. The process begins with exploratory discussions around current student reading achievement, diagnostic data, and professional development plans. This exploratory phase provides critical information to design a customized plan and roadmap to support the literacy achievement of all students.  Teachers and instructional staff gain skills to provide explicit and systematic instruction to students at all levels of tiered support to address various learning needs. Onsite coaching visits allow experts to model lesson delivery of structured literacy skills, group management, and effective feedback. A designated client manager will work alongside school teams to discuss how the implementation will work within broader MTSS goals. The team will review the plan to ensure agreement on the structure, process, timeline, and measure of success. |