



**Colorado Department of Education
Optional School Redesign Advisory List Provider Updates: 2020-21**

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Link to Program Information on Provider Website	https://www.massinsight.org/ourwork/school-improvement/
Link to Provider's 2019 Submission	https://www.cde.state.co.us/accountability/mi2019submission
<u>Approved Categories (2019)</u>	<ul style="list-style-type: none"> <input type="checkbox"/> Charter Network or CMO <input type="checkbox"/> Turnaround Leadership Development Provider <input type="checkbox"/> School Improvement Support <ul style="list-style-type: none"> <input type="checkbox"/> Instructional Transformation <input type="checkbox"/> Talent Development <input checked="" type="checkbox"/> Culture Shift <input checked="" type="checkbox"/> Leadership Training <input type="checkbox"/> Management Partner <input type="checkbox"/> Stakeholder Engagement Specialist

2020-21 Program or Services Updates	<p><u>Adjustments to Mass Insight Offerings in Response to Current Context</u></p> <p>In the last few months, Mass Insight has revised our approach for services detailed in our 2019 School Redesign Provider Submission (linked here) to be able to provide them remotely. Here are some examples of how we've adjusted our services:</p> <p><i>District Diagnostics and Strategic Planning:</i> District diagnostics identify strengths, challenges, and opportunities for improving how a district is organized and operationalizes supporting schools. Mass Insight's process begins with a data and document review, followed by surveys, focus groups, and interviews, and concludes with a written report of findings and recommendations. We have revised our approach to include virtual focus groups and interviews, as well as virtual presentations of findings to key district stakeholders.</p> <p>As described in our original application, Mass Insight supports district strategic planning by collaborating with district leadership to engage stakeholders, facilitate root cause analysis of low performance, and develop a coherent theory of action and strategies to improve performance. Under typical circumstances, Mass Insight conducts these services in-person. In the last several months, we have adapted our process and tools to provide district planning supports remotely. We leverage technology including video and</p>
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collaboration tools such as Zoom, Google Suite, and Mural to design highly engaging and interactive virtual work sessions. Additionally, our team is trained and experienced in virtual facilitation and adult learning techniques, contributing to effective planning processes that ensure stakeholder voice and investment in the plan.

School Comprehensive Needs Assessments and School Improvement

Planning: This year, Mass Insight will conduct remote school needs assessments and provide remote support to school planning teams to establish an inclusive planning process and schedule that accounts for current conditions and aligns with state and district requirements. We begin all of our work by first understanding school needs. As part of a remote needs assessment, we will help the team identify available and relevant quantitative and qualitative data to inform planning, review data on remote learning to date, conduct virtual interviews and focus groups with key stakeholders including teachers, students and parents, and identify and document school strengths and challenges. We are also able to conduct virtual observations to inform the needs assessment process. Then we will remotely facilitate root cause analysis to help the school team identify the root causes of challenges, as well as a remote process to help the team set goals and strategies to address root causes and challenges imposed by the pandemic, improve student learning, and increase equity. Finally, we will support the team to build action plans for managing strategies and plan implementation in any COVID-19 phase or learning mode. Our team is trained and experienced in virtual facilitation, adult learning techniques, and virtual collaboration platforms – all of which contribute to effective planning needs assessment and planning processes that ensure stakeholder voice and investment in the plan.

School-Level Performance Management: Maintaining focus on improvement priorities, regularly checking in on progress, and making course corrections during the year will be more challenging during a pandemic (e.g., staff working remotely, limited or inconsistent student assessment data, uncertainty about how school year 2020-21 unfolds) and these will be more important than ever to ensure equitable outcomes for all students. Mass Insight will provide remote support to help schools establish an ongoing, regular process for monitoring progress towards school goals and improvement plan implementation, facilitating problem solving, and adjusting plans to meet changing conditions. We have experience working with schools to develop remote performance management and reflection processes and tools, including self-paced and facilitated opportunities that align with a school’s needs and current context. We utilize online collaboration platforms, webinars, available and relevant data, and national expertise to help schools use data to manage their performance in a way that builds collective responsibility for student and school success.

Transformation Zone Development and Implementation Support: The current pandemic requires schools and districts to rethink how they support students and ensure equitable outcomes in any COVID-19 phase or learning mode,



providing greater opportunity to plan for and test innovative and more nimble strategies for improvement. In addition to our experience supporting zones in Colorado and nationally, Mass Insight is well equipped to support zone development and implementation virtually. We have already transitioned existing zone implementation support to be remote (e.g., virtual support for innovation plan performance management, virtual work session facilitation to define zone office priorities for 2020-21SY, etc.), as well as supports for activities that are core components of a zone design process (e.g., virtual needs assessments, planning, and performance management). Our team is trained in virtual facilitation and we leverage a variety of technology, video, and collaboration tools to engage with partners and their communities to support the design and implementation of a zone that best meets their interests and needs.

Distributive Leadership Structures and Effective Professional Learning

Communities (PLCs): To address changing modes of collaboration and staff development opportunities in response to the pandemic, Mass Insight will provide guidance to school leaders to build and sustain flexible Instructional Leadership Team (ILT) and PLC models that support a consistent focus on student learning, regardless of the current COVID-19 phase or learning mode(s). Under typical circumstances, the development of an ILT model that supports PLCs would be supported onsite; yet in the last several months, we have adapted our processes and tools to provide support virtually. We use various technology platforms to sustain engagement, as well as adult-learning centered techniques to invest school leaders and staff in the work and also build their capacity to lead and develop others to ensure student success.

New Mass Insight Offerings

Additionally, Mass Insight is now offering two new areas of support for partners in alignment with culture shift and leadership:

District Pandemic Response Planning: At any point in time (e.g. beginning of year, middle of year, etc.) Mass Insight can provide virtual supports for districts to develop and assess progress on Pandemic Readiness Plans, in alignment with CDE’s 2020-21 Planning Toolkit and Framework. As part of this work, Mass Insight will provide support to understand the federal, state, and local health and safety parameters under which the district and its schools must operate. Mass Insight will work with district leadership to assemble a team to oversee the plan including: identifying the major challenges to delivering high quality in-person and remote instruction, gathering stakeholder (teacher and family) input, defining and assessing operating assumptions based on a review of local district and community conditions and input from stakeholders, identifying and evaluating instructional scenarios, and developing a detailed actionable plan for the most likely scenarios. Finally, Mass Insight can also support ongoing tracking and reporting on progress, addressing challenges, and adjusting when needed.



We leverage technology including video and collaboration tools such as Zoom, Google Suite, and Mural to design highly engaging and interactive virtual work sessions. Additionally, our team is trained and experienced in virtual facilitation and adult learning techniques, contributing to effective planning and progress monitoring processes that ensure stakeholder voice and investment in the plan.

District Equity Reviews: Mass Insight’s district equity reviews utilize our District Equity Audit Framework to: understand the current reality of equity within a district; identify the ways in which a district can build upon current foundations and strengths to meet the diverse needs of students, staff, and the community; and provide recommended next steps a district can take to strengthen its equity lens and address ways current systems, structures, policies, and practices can more inclusively support students and staff to ensure success and create a sense of belonging for all in the district. Equity reviews, much like district diagnostics, involve a process of data and document reviews, focus groups and interviews, surveys, and analysis of findings into a report with recommendations for next steps for creating more equitable and inclusive systems for all district stakeholders. Mass Insight has adjusted our process to include virtual focus groups, interviews, and presentations of findings, as well as frequent virtual check-ins with key district stakeholders to ensure communication, participation, and engagement in the equity review processes are not compromised. Our team is trained in virtual facilitation strategies and we leverage a variety of technology, video, and collaboration tools to engage with partners and their communities.