Colorado Department of Education School Redesign RFI Evaluation Rubric 2019-20: Management Partners – New Submission

Organization name: <mark>Equitable Education Solutions</mark>

Overall Recommendation: <mark>Approved as a school redesign provider in the following areas: Instructional Transformation, Talent Development, Culture Shift, Leadership Training</mark>

Summary
Equitable Education Solutions uses a 12-session process to build a target, sustainable school improvement plan. The organization focuses on conducting a thorough needs assessment, based on local data, focus groups, surveys, and other tools. Based on the data, EES then helps their partners find leverage points to create a school improvement plan. To date, EES has worked predominantly in Indiana, where they are a part of the Indiana Technical Assistance Partner List.

Question	Quality of Response? (Strong, Adequate, Developing)	CDE Description of Response
Identify which of the following roles your organization can serve (list all that apply): ● Full management: Whole system (school or district) ● Partial management: Instructional transformation ● Partial management: Talent development ● Partial management: Culture shift ● Partial management: Leadership training ● Other	Adequate	Instructional transformation, talent development, culture shift, leadership training

Is your organization's primary interest and area of expertise in school-level management, district-level management, or both?	Adequate	Both
How will you differentiate your services to meet the unique needs of schools and districts in Colorado, especially those with historically underserved students?	Adequate	EES uses a comprehensive needs assessment process to identify a school or district's gaps and priorities.
When considering partnering with a school or district that you have not partnered with before, what would be the key aspects or conditions of an agreement you would need to have in place with the district (or authorizer) in order to make your school successful?	Adequate	EES relies on an accurate needs assessment and current data collection in order to develop support strategies in the partial management areas described above.
Describe your experience working with other third party providers to support coherent school and district improvement.	Adequate	EES requires a partnership with other third party providers, including Education Resource Strategies, most recently as part of an innovation zone development in Indiana.
Describe your experience, if any, working with Alternative Education Campuses (AECs) or alternative high schools.	Adequate	EES has experience working with alternative high schools.
Describe your experience, if any, working with online schools.	N/A	EES does not have experience working with online schools.
Capacity: Does your organization currently have the capacity to serve additional schools and districts in Colorado? If yes, please indicate how many new schools or districts your current capacity would allow for. If no, please explain what additional capacity you would need to put in place, and any other constraints such as timelines or minimum participating schools or districts.	Adequate	EES currently only works with schools and districts in Indiana. They currently have the capacity to work with five schools in Colorado. They are willing to hire more staff if the need arises.
Evidence of Track Record of Improved Student and School Outcomes: Describe your organization's track record in dramatically improving schools or districts and	Adequate	Early assessment data show promise to increase student achievement in schools EES supports. However, current data are exclusively based on standardized test scores in a small handful

radically increasing outcomes for targeted groups of students. Include a description of the criteria and the data that you use to determine the impact of your work. Highlight the context and location of where this work has occurred. **Note:** To receive a "strong" rating, this response must include evidence tied directly to the program or service for which the organization is applying. To receive this rating, the response must also go beyond perception or process data to include concrete outcomes, such as improved teacher retention rates or improved student achievement data on state assessments or valid, normed interim assessments.		of Indiana schools, and only one year of data is presented.
Evidence-Based Intervention: Self-assess the evidence base for the interventions your organization provides using the following Evidence-Based Intervention (EBI) tiers. Which EBI tier best describes your work, and why?	Adequate	EES is part of the Indiana Technical Assistance Partner List and has met the thresholds for school improvement under ESSA. The organization currently assesses itself as having a Tier 4 evidence base.

Tier 1 – Strong Evidence	Supported by one or more well-designed and well-implemented randomized control experimental studies.
Tier 2 – Moderate Evidence	Supported by one or more well-designed and well-implemented quasi-experimental studies.
Tier 3 – Promising Evidence	Supported by one or more well-designed and well implemented correlational studies (with statistical controls for selection bias).
Tier 4 – Demonstra	Practices that have a well-defined logic model or theory of action, are

tes a Rationale	supported by research, and have some effort underway by an SEA, LEA, or outside research organization to determine their effectiveness.		

References	
Are there three references listed?	Yes
Comments about references	Average reference rating, on questions (scale 1-5): **4.87** Average "How likely are you to recommend this partner?" (scale 1-10): **10** "I have never had a regret with this partnership!"

Reviewers Comments about Best-Fit Schools and Districts
EES could be a very promising partner. They are currently very new and do not have a lot of data to demonstrate impact and effectiveness. Schools that need assistance with root cause analysis and a comprehensive needs assessment could be a good fit. Also, EES has collaborated with other partners on the Advisory List, including Empower Schools.