

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

**Organization name:** National Institute for Excellence in Teaching  
**Overall Recommendation:** Approved as a school redesign provider in the following areas: Instructional Transformation, Talent Development, Culture Shift, Leadership Training

<b>Summary</b>
<p>The National Institute for Excellence in Teaching (NIET) provides partial management at both the school-level and district-level, focused on district and school leadership with an emphasis on instructional improvement. The provider supports schools through its customized five-step process to conduct a needs assessment, set goals, develop a support plan, implement job-embedded training and coaching, and provide ongoing monitoring and support.</p>

Question	Quality of Response? (Strong, Adequate, Developing)	CDE Description of Response
<p>Identify which of the following roles your organization can serve (list all that apply):</p> <ul style="list-style-type: none"> <li>● Full management: Whole system (school or district)</li> <li>● Partial management: Instructional transformation</li> <li>● Partial management: Talent development</li> <li>● Partial management: Culture shift</li> <li>● Partial management: Leadership training</li> <li>● Other</li> </ul>	Adequate	<p>Instructional transformation, talent development, leadership training, culture shift (Note: NIET referenced alignment of the Four Domains with the four essential elements of its School Improvement Solutions (SIS) model.)</p>

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-Developing	NIET does a needs-assessment. The response does not specifically address how services are customized based on this needs assessment.
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-Developing	NIET emphasizes "focused engagement of all local stakeholders in the transformation efforts." Other conditions are not fully explored.
Describe your experience working with other third party providers to support coherent school and district improvement.	Adequate	NIET describes two partnerships in state-wide school improvement efforts in Arizona and Louisiana--one with an institution of higher education, and one with a state education agency.
Describe your experience, if any, working with Alternative Education Campuses (AECs) or alternative high schools.	Adequate	NIET has experience working in alternative schools.
Describe your experience, if any, working with online schools.	Adequate	NIET has experience working in online schools.
<b>Capacity:</b> 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	The capacity to support schools/districts may be limited in the short-term to smaller districts until scale-up. The program delivery process including duration and process is not clear in the provided response.
<b>Evidence of Track Record of Improved Student and School Outcomes:</b> Describe your organization's track record in dramatically improving schools or districts and	Adequate	Research that is cited has been conducted by independent evaluators and demonstrates that NIET has had success in implementing programs that are connected to the services

<p>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. <b>Note:</b> 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.</p>		<p>proposed in this RFI. Some cited research addresses NIET’s work with educator effectiveness systems, educator advancement programs, and performed-based teacher pay, none of which seem to be included in the services that are being proposed in this RFI.</p>								
<p><b>Evidence-Based Intervention:</b> 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?</p> <table border="1" data-bbox="201 824 856 1398"> <tr> <td data-bbox="201 824 373 987"><b>Tier 1 – Strong Evidence</b></td> <td data-bbox="373 824 856 987">Supported by one or more well-designed and well-implemented randomized control experimental studies.</td> </tr> <tr> <td data-bbox="201 987 373 1125"><b>Tier 2 – Moderate Evidence</b></td> <td data-bbox="373 987 856 1125">Supported by one or more well-designed and well-implemented quasi-experimental studies.</td> </tr> <tr> <td data-bbox="201 1125 373 1295"><b>Tier 3 – Promising Evidence</b></td> <td data-bbox="373 1125 856 1295">Supported by one or more well-designed and well implemented correlational studies (with statistical controls for selection bias).</td> </tr> <tr> <td data-bbox="201 1295 373 1398"><b>Tier 4 – Demonstrated Evidence</b></td> <td data-bbox="373 1295 856 1398">Practices that have a well-defined logic model or theory of action, are</td> </tr> </table>	<b>Tier 1 – Strong Evidence</b>	Supported by one or more well-designed and well-implemented randomized control experimental studies.	<b>Tier 2 – Moderate Evidence</b>	Supported by one or more well-designed and well-implemented quasi-experimental studies.	<b>Tier 3 – Promising Evidence</b>	Supported by one or more well-designed and well implemented correlational studies (with statistical controls for selection bias).	<b>Tier 4 – Demonstrated Evidence</b>	Practices that have a well-defined logic model or theory of action, are	<p>Adequate</p>	<p>The cited research meets the Tier 2 criteria requested in the RFI. Some cited research addresses NIET’s work with educator effectiveness systems, educator advancement programs, and performed-based teacher pay, none of which seem to be included in the services that are being proposed in this RFI.</p>
<b>Tier 1 – Strong Evidence</b>	Supported by one or more well-designed and well-implemented randomized control experimental studies.									
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<p><b>tes a Rationale</b> supported by research, and have some effort underway by an SEA, LEA, or outside research organization to determine their effectiveness.</p>		
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<p><b>References</b></p>	
<p>Are there three references listed?</p>	<p>Yes</p>
<p>Comments about references</p>	<p>Average reference rating, on questions (scale 1-5): <b>5</b>  Average “How likely are you to recommend this partner?” (scale 1-10): <b>10</b></p> <p>“We would welcome a visit to our district to see what a long-term sustained structure of support can look like in the classrooms. It is a place where our students are thriving and succeeding but in addition, our teachers are valued and open to growth themselves.”</p>

<p><b>Reviewers Comments about Best-Fit Schools and Districts</b></p>
<p>Districts with a more focused interest on instructional improvement may be a better fit with the provider. It’s unclear if the partner will provide on-site support for the duration of the work.</p>