

**Vision|** ELEVATE seeks to improve LEA and school systems in order to significantly increase and sustain quality outcomes for all Arizona Students.

**Mission|** ELEVATE develops and empowers LEA and school leaders to focus on equity, improving teaching and learning that results in rapid and significant gains in student achievement.

### ELEVATE Theory of Action|

**If** we develop equity-focused leaders' skills and competencies to facilitate systemic change by creating and sustaining:

- a high quality, cohesive instructional infrastructure
- a strong culture of learning and high expectations for all
- a strategic, evidence-based talent management system

**Then** student achievement significantly improves, and student subgroup achievement gaps are reduced.

### Testimonials

"I just have to say that I learned so much at the ELEVATE training these last 3 days. My team was fully engaged and focused on increasing student achievement in our high school that is in school improvement. Our plan is coming together, thanks to the amazing opportunities and resources the training has provided."



"This was such an amazing experience. I feel that I really got to know my colleagues more and that we did work that our school has been needing for a very long time. We have asked for this opportunity for many years and am very thankful that I was invited to participate."



## Contact Information

### Arizona Department of Education

#### School Support and Improvement



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For more ELEVATE information visit our website at:

<http://www.azed.gov/improvement/elevate/>



**An evidence-based, executive leadership program developed and presented by the School Support and Improvement Unit of the Arizona Department of Education. ELEVATE centers on equity-focused leadership and develops the knowledge, competencies and skills necessary for systematic and systemic change by strengthening the culture of learning and high expectations for all, the instructional infrastructure and talent management at the systems level**



# Equity-Focused Leadership

**Talent Management**  
Develop a comprehensive system to support an environment or effective recruitment, on-going support, and retention.

**Culture**  
Cultivate a strong culture where high expectations for all learners are evident and embraced by school

**Instructional Infrastructure**  
Implement high quality curriculum and instruction, including an observation and feedback system and a cohesive assessment system focused on data driven decision making and data driven instruction.

**High Quality Instruction**  
**High Quality Curriculum**  
**Cohesive Assessment**  
**Observation & Feedback**  
**Data Driven Instruction**

# What to Expect

## Systemic Renovation and Improvement

All ELEVATE participants can expect exciting learning opportunities that include **Culture, Instructional Infrastructure and Talent Management Continua**

### Strengths-based

StrengthsFinder® with participating principals and LEA Leadership to support strength-based teams.

### Professional Learning

The professional learning begins with an LEA Boot Camp. Four professional interactive learning convenings are held each year in the Phoenix area. Site leadership teams (School Principal plus a 3 or 4 person school leadership team including teacher leaders) and an LEA leadership team (Superintendent plus key LEA leaders, including principal supervisors, assistant superintendents, C and I, and special education directors) participate in all convenings. Some convenings are in person and some are virtual,

### Panorama Staff and Students Voice Surveys

Staff and student surveys provide data to support staff and student well being, build supports for the whole child and create welcoming, inclusive environments where all students belong and thrive.

### Ongoing Mentoring

ELEVATE mentors provide school leaders onsite mentoring a minimum of twice each month. ADE School Support and Improvement Program Specialists work with schools to complement and enhance the learning from each convening and provide tailored support.

# Program Goals

## Short-term goals

- Develop equitable instructional infrastructure that includes high-quality curriculum and instruction, observation and feedback, and a balanced, cohesive assessment system focused on data driven instruction
- Improve culture of equity, learning and high expectations for all
- Establish effective, inclusive talent management systems

## Long-term goals

- Improve equity-focused, strength-based leadership competencies
- Improve teacher instructional practices
- Achieve significant gains in student achievement
- Eliminate achievement gaps between student subgroups

## Recent Participants Improve Letter Grades

- 70% of participating schools improved by one or more letter grades
- 22% improved by two letter grades
- 3% improve by three letter grades

## How can ELEVATE be funded?

Systemic Leadership Grants are available for LEAs with CSI and/or TSI Schools

**Grant Funding Opportunities**