

The **Kansas Learning Network (KLN)** provides technical assistance for eligible Comprehensive Support and Improvement (CSI) schools and districts through sustained coaching in a rigorous and collaborative systems change process. **KLN** coaches work closely with school leadership teams to complete a comprehensive needs assessment focusing on root causes, data analysis, risk factors, and expansion of successful elements of the school system. Schools and districts then develop and carry out action plans to modify their infrastructure to improve outcomes for all learners.



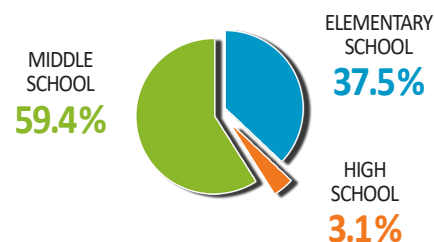
## SELECTION OF COACHES

A priority for KLN leadership during the past year was the selection of coaches. These individuals are responsible for providing the direct technical assistance to KLN schools and districts. The interview process borrowed from practices that the Google corporation has used. After carefully screening all application materials, the most promising candidates were invited to attend a daylong interview where they participated in experiential tasks requiring them to not only discuss their qualifications for the position but also directly demonstrate these qualifications. Interview tasks included defining school improvement, articulating coaching behaviors for KLN vision and values, problem-solving likely scenarios they would encounter as coaches, and role-playing data-based decision making with a hypothetical school team. In addition to considering individual expertise, the KLN selection committee developed an expertise matrix to ensure that KLN could support the range of schools' technical assistance needs.

## ADAPTIVE SCHOOLS FRAMEWORK

One of the early experiences for the new KLN coaches was participating in Adaptive Schools® Training, which consisted of four days of intense learning on how to build organizational capacity and facilitate systems change processes in schools. Coaches practiced several specific strategies for guiding leadership teams through a process for developing shared leadership, collaboration, and communication. Coaches have already put many of these structures into action during early meetings with participating school and district teams.

## PERCENTAGE OF PARTICIPATING SCHOOLS BY GRADE LEVEL



## SELECTION OF SCHOOLS

In November, 2016, KSDE identified Title 1 schools that are eligible for KLN technical assistance. Using the Academic plus (A+) Methodology, each school's Academic Performance Index was considered alongside risk factors, including chronic absenteeism, cumulative poverty, percentage of English Learners, student mobility, and suspension and expulsion rates. Thirty-two total schools are eligible to receive Comprehensive Support and Improvement (CSI) through KLN.

## INTERACTION WITH SCHOOLS

In recent months, KLN staff began a multiyear process of sustained technical assistance with each participating building. They started by facilitating introductory meetings, first with district leadership and then with building principals, to describe the nature of KLN support and discuss existing district initiatives. The first major task for each participating school was identifying a building leadership team to guide the change process. As part of the initial process with each district, KLN staff participated in community visits in order to build background knowledge of the unique assets and barriers in each of the districts. Schools are now beginning to determine root causes and develop improvement goals. These goals will be included in KansaStar, an online documentation and improvement tool.

