

SCUNNI
TRUE
SCNUSL

EMPOWER
TEACHERS

TRUE
SCHOOL

REDESIGN
LEARNING



THE OPPORTUNITY

Our work began with a simple call to action: How might we empower teachers as innovators?

Recognizing that the learning models of the past will not prepare students for the opportunities of the future, we saw an urgent need to invest in research and design in education. And, to do this at scale, we saw the potential of teachers to redesign learning – not one school at a time, but across all schools. Teachers have critical insight into core problems standing in the way of creating a rigorous and relevant education for all students. They have potential to shift problems to new possibilities and the power to effect change immediately.

OUR MISSION

TrueSchool Studio's mission is to discover, design, and scale solutions that dramatically improve student outcomes by working directly with teachers as innovators within schools.

By 2020, we will co-create and support the scale of 100 teacher-led solutions with proven transformational potential and train over 5,000 teachers in our unique Student-Centered Design Process.

Our big vision is to achieve equity in access to an excellent education for all students globally and to move towards a world filled with true, fully realized schools: places of limitless potential for people and learning.



WHAT WE DO



DEVELOP PEOPLE TO LEAD EDUCATION INNOVATION

We lead professional learning studios to empower teams of teachers to lead change and innovation within schools.



DESIGN TOOLS FOR NEW LEARNING EXPERIENCES

We build tools with educators that are human-centered and solve real problems in schools.



DISCOVER IDEAS TO INFORM + INSPIRE EDUCATION CHANGE

We learn from the most innovative schools and share what's working across a global network, inspiring scale of transformational solutions.

OUR EXPERIENCE

Over the past four years, we have worked with over 1,100 teachers leading grassroots change in 102 schools. Here are a few of our projects and key partners:

CHICAGO

235 Teachers

80 Schools

10,000+ Students Impact

We launched the largest education innovation program in the country, supporting 80 Chicago school teams in innovation work around STEM, personalized learning, professional development, 8th to 9th transitions, and college and career readiness.

LOS ANGELES

45 Teachers

10 Schools

5,000+ Students Impacted

We replicated our Chicago program to support nine independent schools in the design and launch of new learning models focused on parent engagement, early literacy and data-driven instruction.

LIBERIA

12 School Leaders

6 Schools

1,000+ Students Impacted

We joined an international effort to redesign schools in a post-conflict and post-disaster context, working with six schools to redesign and relaunch with a focus on training school leaders in culture and effective leadership.

We've worked with a wide range of partners to make this a reality including Microsoft, Stanford University, ThinkImpact, The Chicago Public Education Fund, Echoing Green, Teach for America, and Unreasonable Institute.

THEORY OF CHANGE

We achieve social impact by developing transformational leaders, solutions, and networks to dramatically improve student outcomes. Our program experiences are grounded in the following theory of change around 3 core objectives.



**INNOVATIVE
EDUCATORS**



**EFFECTIVE
SOLUTIONS**



**GLOBAL
NETWORKS**

THEORY OF CHANGE: INNOVATIVE EDUCATORS

INNOVATIVE EDUCATORS

The TrueSchool experience develops the knowledge, practices, and mindsets of educators as innovators who are working on the ground to improve schools.

WHAT TRUESCHOOL CONTRIBUTES

Unique design process and innovation curriculum, toolkit, portfolio, and canvas

Highly skilled team to facilitate personalized, professional learning

WHAT TRUESCHOOL DOES

Lead educator capacity-building around design and innovation

OUTPUTS

School team mastery of TrueSchool knowledge, practices, and mindsets of educator-led innovation

OUTCOMES

Educators continue to apply knowledge, practices, and mindset to future challenges and opportunities

OUR IMPACT

Innovative, dynamic school environment of distributed leadership and continuous learning. Top performers are retained. Leadership opportunities are abundant. Vacancies are rare. A-players work at this school and attract other top talent who improve outcomes for all students.

THEORY OF CHANGE: EFFECTIVE SOLUTIONS

EFFECTIVE SOLUTIONS

The TrueSchool experience leads to the creation and adoption of models, tools, and strategies with demonstrated results improving student outcomes

WHAT TRUESCHOOL CONTRIBUTES

Indicators and tools for measuring and monitoring the effectiveness of nascent solutions

Deep knowledge of existing, innovative models, tools, and strategies across schools

WHAT TRUESCHOOL DOES

Gather data on what solutions are effective and why

OUTPUTS

Analysis of solutions that are working where, why, how, and for whom

OUTCOMES

Open-sourced evidence of transformational models, tools, and strategies inspires others schools to replicate

OUR IMPACT

Scale of transformational, replicable models, tools, and strategies dramatically improves outcomes for all students

THEORY OF CHANGE: GLOBAL NETWORKS

GLOBAL NETWORKS

The TrueSchool experience provides access to a global network of education leaders for collaboration and idea-sharing

WHAT TRUESCHOOL CONTRIBUTES

Local in-person network of diverse schools and educators

Global digital network of diverse schools and educators

WHAT TRUESCHOOL DOES

Connect schools to others working on similar areas of need and opportunity

OUTPUTS

Schools build connections, exchange questions, and share insight on potential paths forward

OUTCOMES

Schools learn from one another encouraging one another to adopt more effective models, tools, and strategies

OUR IMPACT

Breaking down classroom and school silos leads to faster, more effective adoption of new models, tools, and strategies to improve student outcomes

CORE ORGANIZATIONAL PRINCIPLES

How we collaborate with partners, schools, and educators

CO-CREATE

We approach all work as a partnership with an emphasis on collaboration and humility.

CHALLENGE

We continuously seek opportunities to reimagine, reinvent, and rapidly improve. We take risks and fail forward.

COMMUNICATE

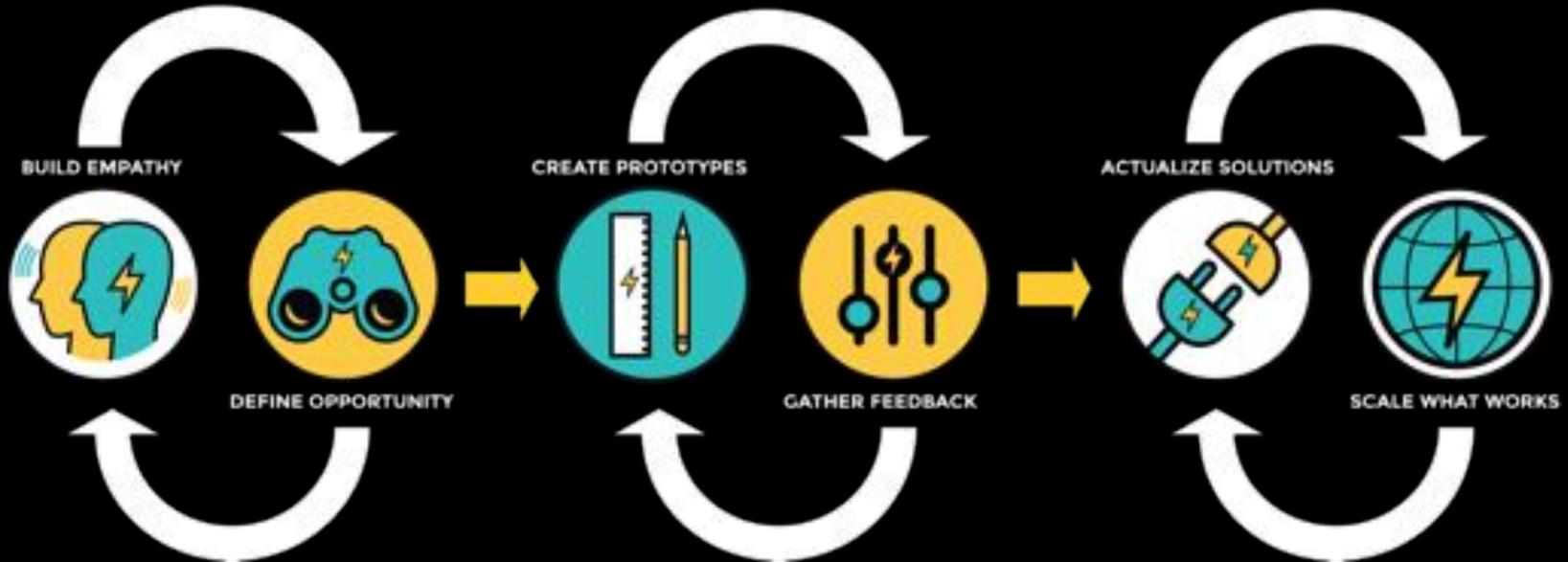
We communicate openly with honesty, integrity, and accountability to enable debate and the psychological safety to take risks.

ACTUALIZE

We work hard and love what we do. It's a privilege to work with such incredible people and to realize change together.

TRUESCHOOL STUDENT-CENTERED DESIGN PROCESS

Our unique curriculum + process is grounded in best practices of social entrepreneurship, human-centered design, asset-based development, and change management.



Build empathy with users by exploring the current experience.

Define the opportunity for a new experience based on the current user experience.

Create prototypes of the new experience in preparation for gathering feedback from users.

Gather feedback by engaging users with a new experience using prototypes.

Actualize solutions with users and assess efficacy and opportunities for improvement.

Share solutions and results to scale both within and beyond the school community.



“TrueSchool Studio has taken us through the design cycle to allow us to convert our ideas into concrete realities at school.

They set out a robust process for us to follow that put a premium on our deep understanding and flexible thinking around a real problem and potential solutions. Rather than walking through the process in lock step, the TrueSchool team provided support and pushes in all of the right places to help us iterate and prototype in a meaningful way. They’ve taken the importance of personalizing and differentiating instruction for adults to heart!”

- RENEE BLAHUTA, PRINCIPAL
NORWOOD PARK

DEVELOP PEOPLE TO LEAD EDUCATION INNOVATION

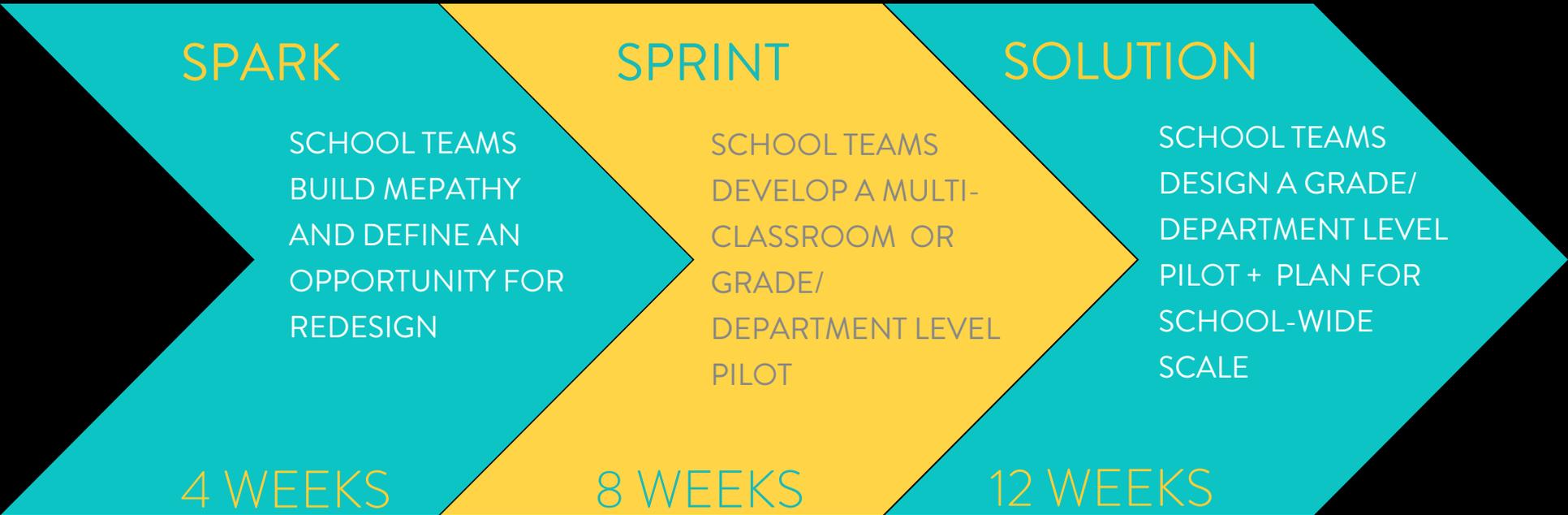


We empower educators to discover, design, and scale models, tools, and strategies that dramatically improve student outcomes.

We believe the best ideas for the present and future of education come from frontline educators – the critical designers of the student experience.

PROGRAM DESIGN

Our program experience is a comprehensive education innovation journey broken into 3 distinct phases. Each phase builds on the last, as educators deepen the knowledge, practices, and mindsets of education innovation and develop solutions to transform student outcomes.





PROGRAM OVERVIEW

PHASE	SPARK	SPRINT	SOLUTION
STUDIOS	Studio 1: Discovery 2: Empathy	3: Design Opportunity 4: Prototype	5: Scale + Sustainability 6: Leading Change
COACHING SESSIONS	1: Validated problem definition	2: Refined problem definition 3: Prototype findings	4: Model Learnings 5: Scale + Sustainability 6: Leading enduring impact
PRODUCED	Validated problem definition	Design opportunity Test prototypes	Refined model, tool, or strategy for scale and sustainability
DURATION	4 weeks	8 weeks	12 weeks
SHOWCASE		Prototypes shared community-wide	Model learnings and implementation plans shared community-wide
EDUCATOR TIME	Studios + Coaching: 8 hours Fieldwork: 12 hours Total: 20 hours over 4 weeks	Studios + Coaching: 18 hours Fieldwork: 22 hours Total: 40 hours over 8 weeks	Studios + Coaching: 30 hours Fieldwork: 50 hours Total: 80 hours over 24 weeks



PROGRAM OVERVIEW (CONT.)

PHASE	SPARK	SPRINT	SOLUTION
KNOWLEDGE	Imagine new possibilities Empathy-focused design Uncover root-causes	Design prototypes Determine formative data Iterate and repeat	Theory of change Manage change Measure data Refine for efficacy, scale, and sustainability
PRACTICES	Shift problems to possibilities Build empathy Define opportunities	Prototype to make ideas tangible Rapidly gather feedback + data Iterate the model	Refine a new model Collect and analyze impact data + evidence Adapt for sustainability, replication, and scale
MINDSETS	<ul style="list-style-type: none">• Demonstrate deep empathy with students and community• Shift from problems to solutions and seize opportunities for change• Collaborate, create, and problem-solve as a team and community		
		<ul style="list-style-type: none">• Actualize a vision by taking a big goal and breaking it down into specific actions• Leverage existing resources and assets• Take risks, fail forward fast	
			<ul style="list-style-type: none">• Measure, track, and reflect on impact• Continuously iterate and adapt based on findings• Lead streamlined, effective, + sustainable solutions at scale

HOW WE WORK WITH EDUCATORS

Apply Student-Centered Design: We place student needs at the front and center. We integrate community, teacher, and student insights and voice in everything we do.

Co-create: We build *with* rather than for school communities, recognizing and tapping into the deep expertise of educators and ensuring their investment and collaboration in building and leading solutions.

Be Bold: We push the boundaries of what education might look like with the goal of creating incredible learning experiences so all students fulfill their unlimited potential.

Think Big, Start Small: We identify opportunities for systems-change while simultaneously going deep on the ground in schools –we test what works on a small scale first before scaling up solutions to networks and systems.

Leverage Data: We gather and analyze meaningful formative and summative data to rapidly evolve solutions, evaluate efficacy, coach around what works, build investment for long-term implementation, and continuously learn and improve.

Build Upon What Exists: We identify and build upon the great work already happening in schools as well as leverage existing resources for new possibilities.

Do Versus Plan: We have a bias toward action – let's jump in to build and test something now, move fast, and iterate as we go!

Build Interdisciplinary Teams: We engage organizations and community members within and beyond the field of education to bring fresh perspectives and collaborate towards cross-disciplinary and community-informed solutions.

Make Connections: We connect education champions in the U.S. and around the world to build and learn together.



“This program has taught me that collaboration is not just about talking. It is about creating and doing. It has me thinking outside of the box, taking more risks, and digging deeper into the root cause of the problem.”

-TORI MCGOWAN, TEACHER
CICS LOOMIS PRIMARY ACADEMY



“I’ve had the opportunity to work with my principal and colleagues in a different capacity. It has allowed me to take on more of a leadership role in a way that is creating positive change at our school.”

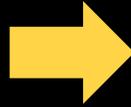
-ALISON THURNER, TEACHER
WALT DISNEY MAGNET SCHOOL

EXAMPLE SCHOOL EXPERIENCE: JAMES MONROE ELEMENTARY

97% FREE + REDUCED LUNCH, 96% MINORITY STUDENTS, K-8 NEIGHBORHOOD SCHOOL - CHICAGO, IL

BUILD EMPATHY

The team investigated the transition from 8th to 9th grade by observing + interviewing stakeholders (students, parents, teachers).



DEFINE OPPORTUNITY

8th graders have many options for high school, but were applying to one school that often under matched their academic potential.

CREATE PROTOTYPES

The team developed three prototypes: a new counselor-parent meeting protocol, a student reflection workbook, and a tracker for school applications.



ACTUALIZE SOLUTIONS

The team implemented a solution for 8th grade parents including parent workshops, student guided reflections, and an improved tracker.



GATHER FEEDBACK

The team gathered feedback from parents on the meeting protocol, from students on the reflection and from counselors on the new tracker to determine what worked well and what to change or eliminate.

SCALE WHAT WORKS

Students who participated in the pilot were accepted to 3+ schools, compared to only 1 for those that did not participate. The design team expanded the solution to all 8th grade students the following academic year. Their approach + tools were shared district-wide.

TRUESCHOOL VIDEO



Hear directly from educators about their experience in TrueSchool Programs and the impact they are seeing with their students, in their schools, and in themselves.

<http://bit.ly/1VAjtVh>

BUILD TOOLS FOR NEW LEARNING EXPERIENCES



We co-create technology solutions with educators that are human-centered. Teacher input is critical to designing effective tools that solve real problems in schools.

We've created tools with partners and have also developed GO! as a result of 4 years of educator insights and professional development needs.

THE PROBLEM(S) WITH PD

Professional development (PD) is centralized, prescriptive, and based on an outdated, ineffective one-size-fits-all model. Yet, we know good PD is critical to improving instruction and student outcomes.

Our best performing educators are constantly asked to volunteer their time to coach others. They're overworked and underpaid.

17% of educators work part-time jobs or summer jobs (often unaligned to their expertise in education) to supplement their income.

PD is an \$8 billion industry in the US dominated by expensive, external experts/consultants hired for one-off workshops. One-off or in-and-out PD shows poor, short-lived results.





THE SOLUTION

To build great schools, we need great coaches. TrueSchool GO! leverages technology to connect learners and coaches with aligned areas of need and expertise.

Learners select coaches of their choice from a competitive marketplace. We recognize a learner's ability to autonomously select coaches based on their needs. We have seen powerful impact in such personalized learning models for students – this has yet to be realized for adults.

Coaches create profiles centered on proven results. They are educators with on-the-ground experience. Coaches are compensated, motivated, and accountable to provide highly personalized, relevant, value-added coaching.

SIMPLICITY

GO! is simple: we handle only the searching, payment, and scheduling between coaches and learners.

We do not curate content, customize matches, or coach coaches on how to coach. We trust coaches to build their lessons. We trust learners to choose coaches and to rate and review coaches on the quality of their experience. We trust a competitive marketplace to enable the best coaches to thrive and learners to succeed.

GO! provides effective coaching at one-quarter of the cost of traditional professional development. By giving educators the ability to search for and choose from a large pool of high-quality coaches online, we improve instruction and student achievement at a far lower cost.



EXAMPLE TOOLS

EDUCATION TOOLS BUILT IN COLLABORATION WITH PARTNERS INCLUDE:



Studios to tap into the prototyping potential of great teachers to create a cross-curriculum learning tool.



An award to recognize, seed fund, and catalyze educator-led innovation.



A virtual social entrepreneurship platform for students and community to take action and lead change.

DISCOVER IDEAS TO INFORM AND INSPIRE EDUCATION CHANGE



We research and share what's working across our global network of classrooms and inspire the scale of effective solutions.

Our student-centered design process and applied research uncovers a deep understanding of specific challenges and transformational solutions.

HOW WE UNCOVER + APPLY NEW SOLUTIONS



EMPATHY+ DISCOVERY

We apply our process to address a critical question or source new ideas. Depending on the type of question, or stakeholder groups, we focus on different aspects of our design process to uncover and solve specific needs.



STRATEGIC PLANNING

Partner organizations and the TrueSchool team co-create long and short-term plans grounded in clear milestones. We think big and bold together, take action, and realize change.



INNOVATIVE SOLUTIONS

Our team applies our process to deliver innovative solutions. The result might be a tool, concept, prototype, approach, model, or strategy – all depending on the design challenge or opportunity we decide to tackle together.

EXAMPLES OF EDUCATOR-LED INNOVATIONS



SPACE

Norwood Park ES created a physical environment to enable student choice.



TIME

Belmont Cragin ES leveraged team time to create daily literacy small groups for all students.

PEOPLE

Brooks HS built an integrated curriculum for real-world STEM learning.



TECHNOLOGY

Irving Park ES launched a student-led approach to learner profiles.



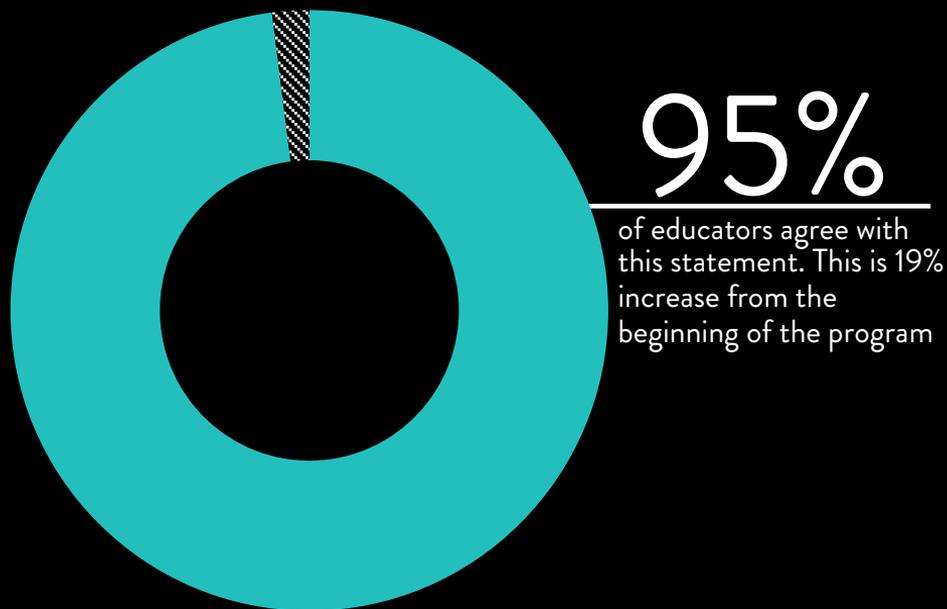
DATA + IMPACT



We believe in innovating with the goal of creating an excellent education for all students. Excellent education means more than just test scores.

We take a developmental approach to capturing data to gain a comprehensive understanding of how our programs build the capacity of educators and improve outcomes for students.

“I confidently lead change in my school.”



“This experience reignited my passion for education through the empowerment of teachers and helping me to realize that the ideas that we are interested in can make an impact on the school”

**- Arturo Jordan-Gonzalez
Teacher, San Miguel School**

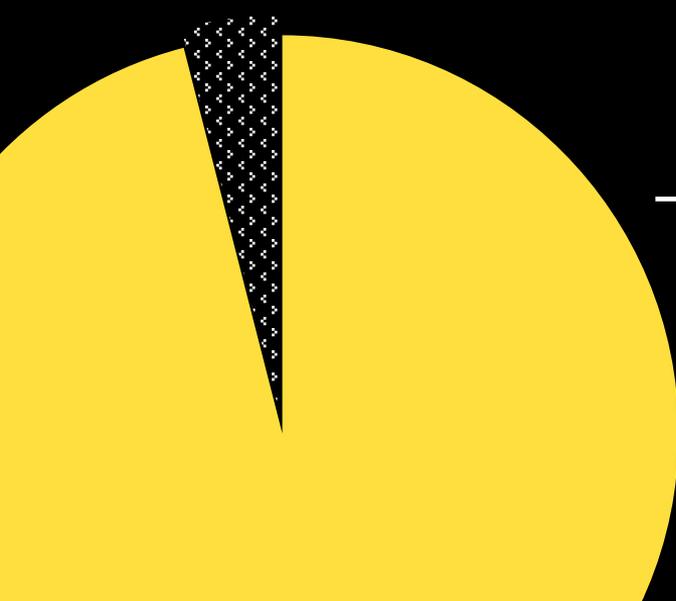
“I expect to see a growth in student achievement as a result of our solution.”



96%

Of educators reported growth in student achievement as a result of their solution.

“I would recommend this experience to another educator.”



96%

“I will use the process I learned and apply it to other problems in my life. I want to get other teachers involved in my school because of its value.”

- Alex Axell
Teacher, Spry Elementary

At the end of Solution, all educators were surveyed about the impact of their experience on their practice and the expected influence of their solution.

TEACHER KNOWLEDGE, SKILLS + MINDSET GROWTH

Educators showed growth from pre and post survey questions around teacher skills and mindset after participating in TrueSchool programs.



“I know how to effectively pilot test on a small scale in my classroom or school .”



“I solve problems at my school.”



“I lead implementation, impact, and sustainability at scale.”



“My principal willingly allows and encourages teachers to assume leadership roles.”

“When TrueSchool came along, this presented a unique opportunity for us to use empathy and to translate that empathy into action. I think it was a wonderful, reflective process and we are still reflecting as we refine, as we prototype. It’s been an evolution of our staff, of our thinking as adults, how we approach our children. It doesn’t matter their language proficiency, their ethnicity, they are going to have the opportunities they need to soar and we are the ones to make that happen.”

- STACY STEWART, PRINCIPAL
BELMONT CRAGIN ES



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