



PLC AT WORK[®]

EVIDENCE OF EFFECTIVENESS
Book Study



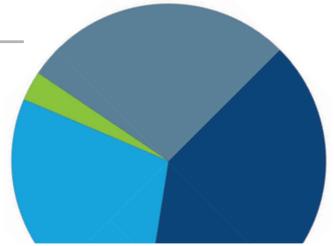
Greater Hartford Academy
of the Arts Middle School

HARTFORD, CONNECTICUT

In just five months, proficiency in
reading increased 52 percentage points.

DEMOGRAPHICS

- 320 Students
- 59% Free and reduced lunch
- 3% Limited English proficient
- 18% Special education
- 40% Hispanic
- 29% African American
- 28% Caucasian
- 3% Multiracial



Operated by the Capitol Region Education Council (CREC), Greater Hartford Academy of the Arts is an interdistrict magnet school program serving students from Hartford and nearly 60 surrounding suburban districts.

CHALLENGE

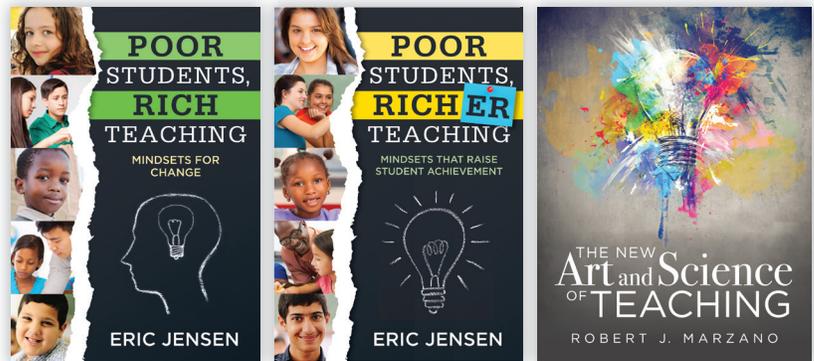
Greater Hartford Academy of the Arts (GHAA) opened its doors in 2012. In its first year of operation, nearly all of the school's staff were brand-new teachers. They were immediately tested in the first month when almost 80%

of students scored below proficient on the district's first common assessment. The school knew they needed to take immediate action.

BOOKS STUDIED

GHAA principal Bo Ryan, literacy coach Sarah Henry, and assistant principal Brendan Hines read and discussed more than 50 Solution Tree books that were used for learning, sharing, creating, and research.

▶ To see the complete book study list, visit SolutionTree.com/GHAA



IMPLEMENTATION

The staff of GHAA started building a professional learning community, relying on dozens of Solution Tree books to guide them on their journey. During the team's first professional development session, they used reproducibles from *Learning by Doing* by Richard DuFour, Rebecca DuFour, Robert Eaker, and Thomas W. Many to build shared knowledge and begin creating their own vision, mission, and collective commitments.

"In the last five years, we have used a variety of resources from Solution Tree to help improve our school," said Principal Bo Ryan. "During this time, we did not have the money to attend a professional development event or to have a consultant visit our school. I just bought the books, read everything possible, and shared the information

with my instructional coach and assistant principal. We discussed the content and created a plan for school improvement."

The leadership team worked to embed professional learning into the school day, with every meeting focusing on student learning. Teachers were given 80 minutes of planning time daily and were provided numerous collaborative learning opportunities: professional learning walks, peer visits, prior-to-unit planning, end-of-unit analysis, collaborative planning, coaching with specialists, early-intervention meetings, and student-support meetings. The school also set aside four hours of professional development time monthly.

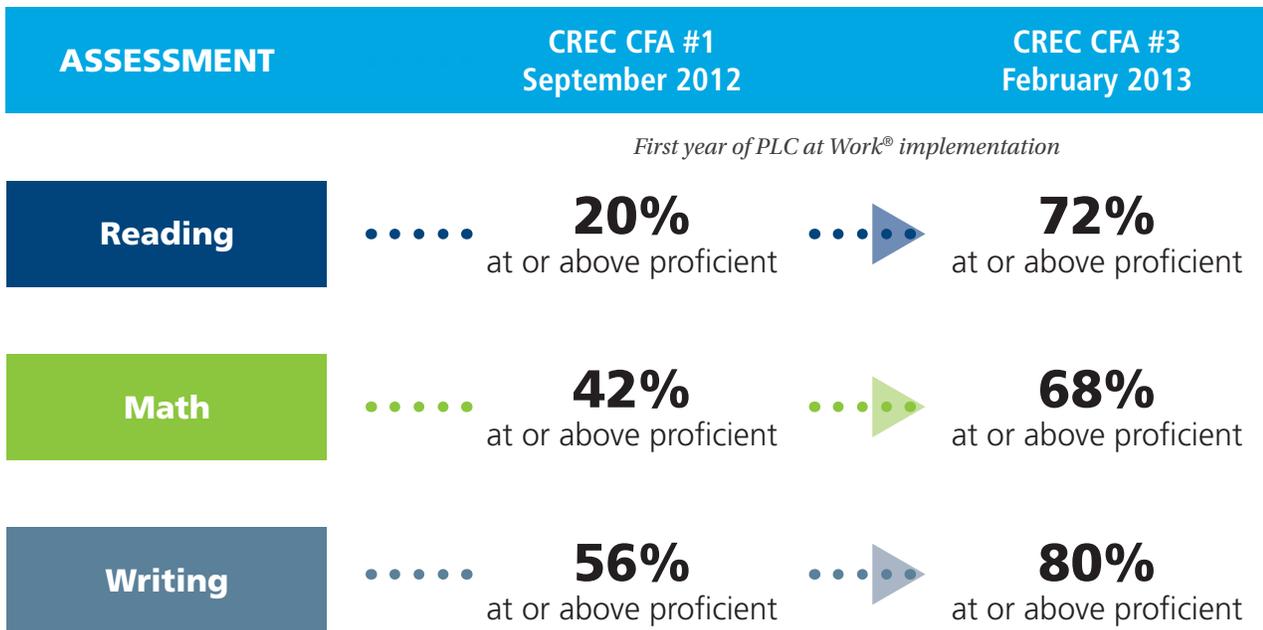
“The sharing of professional resources and knowledge allows our staff to learn as a unified group with consistent language, expectations and practices, and collaboratively created protocols. Our staff believes strongly in ongoing professional learning, researching best practices and resources to improve instructional methods.”

—Sarah Henry, literacy coach

RESULTS

GHAA became a true professional learning community with a relentless focus on helping all students achieve at high levels. After the initial common formative assessment (CFA) in September 2012, GHAA administered two additional CFAs in December 2012 and in February 2013, with incredible results.

In 2014, the school was identified as “Progressing” by the Connecticut State Department of Education. A Progressing school is one that has shown significant progress toward closing the achievement gap and improving overall student performance. GHAA also earned national recognition as a model PLC on AllThingsPLC.info.



2015–2016			
Avg. Percentage of Growth Target Achieved	STATE	CREC	GHAA
ELA–All Students	63.8%	61.4%	63.3%
ELA–High-Needs Students	58.3%	58.6%	64.4%
Math–All Students	65%	58.4%	61.2%
Math–High-Needs Students	57.4%	54.1%	60.7%

Sources: GHAA Next Generation Accountability Report: 2015–16 and AllThingsPLC.info/GHAA

Reach new heights of student learning

You're dedicated to helping your students succeed. At Solution Tree, our experts are committed to equipping you with solutions that directly impact student achievement. We invite you to explore the best of content-rich, research-based professional development and discover just how rewarding the journey can be.

Here are just a few ways we can work together:

Customized Workshops

Bring an expert to your school. Plan a dynamic one-day session or a series of trainings. Just tell us your goals, and we'll customize an experience for you and your team.

Standard Workshops

Ever attended one of our workshops and wished you could bring it back to the rest of your team? Now you can! Let our experts come to you.

Keynotes

Bring a keynote speaker into your school, and inspire your team to take the next steps on your professional learning journey. Keynotes typically include a slide presentation and a general question-and-answer segment.

Interactive Web and Video Conferencing

Get top-notch PD from the comfort of your office or classroom. Discover personalized, research-based support from our experts on more than 100 topics, including Common Core, RTI, and 21st century skills.

Long-Term Sustainable Plans

Let us put you on the path to long-term success. We'll partner with you to develop a comprehensive and sustainable professional development plan based on your most critical challenges.

Hybrid Events

Experience a PLC at Work® Institute from the comfort of your own school. Live streaming or recorded video will deliver dynamic and engaging keynotes, breakouts, and panel discussions to your entire team.

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