

## Collaborative, Embedded Professional Learning

Our Core Service Model works to empower leaders and their teams to engage in a cycle of continuous improvement. Leaders engage with CLI to discover their current reality, build a strategic plan, learn how to be a coach and instructional leader, and then to step back and evaluate progress.

With the support of the CLI Literacy Instructional Lead (LIL) and the Partnership and Implementation Manager (PIM), both leaders and educators feel the support, power, and hope that comes along with a trusting coaching relationship. These relationships lead to real impact for children and families in programs.



## Multi-Year Systems Support

Over the three years of intensive engagement with CLI, programs can expect three major phases of evaluation and change.

In year one, leaders and educators will engage thoughtfully around their resources and systems of child assessment. They will determine if their current assessment is robust, rooted in child development, and if it accomplishes goals for both teaching and learning and family reporting. Together, we will work through any changes the program wants to make, ensuring leaders and educators gain the skills and knowledge to successfully navigate those changes.

In year two, we will move our attention to the curriculum of the program - doing a similar analysis for quality and effectiveness of the current resources, then making thoughtful changes with all team members feeling supported through coaching.

Finally, in year 3, the focus turns to sustainability. We will have engaged in the continuous improvement cycle for two years at this point, allowing for leaders to take the lead with CLI as participants and reflective partners. The goals and priorities of year 3 will be different for each program depending on what leaders and educators find in the Discovery phase that year. This iterative and cyclical process allows for programs to engage in this cycle together year after year, consistently improving outcomes for children as the landscape evolves.

## Phases of Evaluation and Change

1	Child Assessment
2	Curriculum
3	Sustainability



## Outcome Driven Support

The Core Service Model for Continuous Improvement leads to lasting outcomes for centers. The clear phases help leaders and educators feel thoughtful and strategic - illuminating the collaborative pathways to improvement. Activities in each phase lead to better support structures, deeper knowledge, and job-embedded success. When programs engage in this level of support, it leads to impact on the organizational climate, the effectiveness and confidence of staff, and ultimately improved outcomes for children.

Discovery	
Learning Walks	- Structural changes that support continuous quality improvement (CQI) and improved organizational climate
Focus Groups	- Use of real-time data for goal planning and professional development
Data & Artifact Collection	- Selection and use of curriculum and child assessment tools
Vision Setting & Strategic Planning	
Root Cause Analysis	- Use of real-time data for goal planning and professional development
Strategic Action Planning	- Structural changes that support continuous quality improvement (CQI) and improved organizational climate
Support & Capacity Building	
PD Trainings	- Knowledge and implementation of high-quality curriculum, child assessment, effective interactions and instructional practice
Coaching (JEPL)	- Provision of job-embedded professional learning (JEPL) with educators
PLCs	- Implementation of curriculum, child assessment and effective interactions and instruction
Assessment Curriculum	- Use of real-time data to inform curriculum, child goals, interactions, and instruction
Instruction	- Use of real-time data to inform curriculum, child goals, interactions, and instruction
Stepbacks	
Data Collection & Analysis	- Use of real-time data for goal planning and professional development
Reflect & Adjust Strategic Plan	- Use of real-time data to inform curriculum, child goals, interactions, and instruction
Engage Learning Community	- Structural changes that support continuous quality improvement (CQI) and improved organizational climate

## Our Impact

Educators and leaders have experienced a transformation as a part of the ECSO partnership with CLI. From 2020-2024, we partnered with over 38 centers serving 200 classrooms across Massachusetts. In the chart below, you can see the impact on staff confidence throughout this time, leading to amazing work in classrooms with children.

### ECSO Program Impact

