The 2019-20 school year ended with the unprecedented closure of tens of thousands of schools across the country, forcing millions of teachers and students—along with their parents to pivot to online, virtual learning. One unfortunate byproduct of the global pandemic is there is no standardized testing data to measure student growth and achievement for the entire 2019-20 school year.

In the absence of student data, how will we know if we have made progress? engage2learn does have educator data that highlights the amazing growth our partners experienced as a result of coaching. This data is key because educator growth is the leading indicator of student achievement.

We want to celebrate the growth of educators in e2L partner districts, so we offer you this: 2019-20 Coaching Impact Report. We have compiled, analyzed, and summarized the coaching and growth data available in eSuite from the 2019-20 school year to demonstrate how our partners prioritize coaching—even during a pandemic—as an effective means to close gaps and individualize and accelerate learning for every student.

Shannon K. Buerk  
Founder & CEO, engage2learn

**2019-20 e2L Partner Districts**

- **12** Rural Districts
- **10** Suburban Districts
- **10** Mid-Urban Districts
- **13** Urban Districts

**Service Days by District Type**

- **Urban**
  - Districts: 196
  - Days: 1,785
- **Suburban**
  - Districts: 104
  - Days: 294
- **Mid-Urban**
  - Districts: 196
  - Days: 196
- **Rural**
  - Districts: 104
  - Days: 104

**e2L Serves Districts of All Types & Sizes!**

We are proud to support school districts of all types and sizes. We believe that the local context matters and that not every situation is the same. That is why our approach is never cookie cutter; never one-size fits all. Each year, we have to selectively choose our partnerships to ensure we move ever closer to accomplishing our mission of ensuring the neighborhood school is the first choice for every family. This is why the majority of our partnerships are focused in Urban/Mid-Urban school districts. Helping those districts provide a transformational learner experience in difficult circumstances changes the narrative around what those schools and those learners can really accomplish.

**e2L specializes in serving large urban districts**

The infographic below shows the diverse range of demographics represented among e2L’s 2019-20 partner districts. For each demographic listed, you will see the smallest and largest percentage of that demographic across all the 2019-20 e2L Partner Districts as well as a snapshot of what the average demographics are for e2L partner districts.

- **% Hispanic**
  - Min.: 10%
  - Max.: 50%
  - Avg.: 30%
- **% African American**
  - Min.: 10%
  - Max.: 50%
  - Avg.: 30%
- **% Caucasian**
  - Min.: 10%
  - Max.: 50%
  - Avg.: 30%
- **% Eco. Disadvantage**
  - Min.: 10%
  - Max.: 50%
  - Avg.: 30%
- **% English Lang. Learners**
  - Min.: 10%
  - Max.: 50%
  - Avg.: 30%
- **% Special Education**
  - Min.: 10%
  - Max.: 50%
  - Avg.: 30%
Coaching done well may be the most effective intervention designed for human performance.
- Atul Gawande, Surgeon-Writer

1,946 Total Educators Coached
- Teachers (1,692)
- District Coaches (146)
- Leaders (50)
- Librarians (58)

We are capacity builders. Our model is to partner with a district to build momentum as we coach teachers directly but also, in parallel, build capacity by coaching district and campus instructional coaches and administrators. This triad ensures the creation of a coaching culture in a district which is the linchpin for long-term, sustainable success.

Essential, Virtual Support
In March of 2020, the entire nation was faced with a significant challenge as a result of Covid-19. Our organization was able to successfully pivot our in-person coaching model to a 100% virtual coaching model–literally in 10 days! Every district that received virtual coaching from e2L indicated they were successful primarily because they continued to allow their teachers to receive support. In fact, most of our partners even expanded coaching to their entire district in order to meet the needs of their teachers.

I think that our virtual coaching has helped teachers to know how to take what they’ve learned in their [on-site] coaching environments and turn around and use that for students and help them be successful.
- Amy Frazier, Principal, Iraan-Sheffield ISD
e2L’s comprehensive coaching system means that our conversations are evidence-based and standards-aligned. The e2L Life Ready Best Practices are a set of standards that are rooted in the most widely regarded research. We curated that research and then codified the behaviors into an actionable rubric with Growth Indicators that define what the practice looks like on four levels. These rubrics are what we coach teachers toward achieving. As teachers produce evidence of enhanced practice aligned to professional learning standards, they earn growth indicators that lead to badges. This is how we’re able to document and show teacher growth over time during coaching.

**Educator Growth Data**

**Educator growth is a leading indicator of student growth**

- Shannon K. Buerk

**Growth During a Pandemic**

As schools closed due to COVID-19, e2L’s pivot to virtual coaching provided essential support that kept educators growing.

**Total Badges Earned**

- Best Practice Badges (1,828)
- Coach Badges (174)
- Leader Badges (127)

**The Anatomy of an eSuite Professional Learning Rubric**

**Assessment/Formative Feedback**
- Designs and facilitates standards-aligned formative and summative assessments to monitor progress and adjust instruction for all learners in academic standards and future-ready skills.

1. **Conventional Culture**
   - Designs a standards-aligned pre-assessment and additional formative assessments with questions that identify mastery
   - Facilitates pre-assessment and post-assessment to monitor progress of all learners

2. **Collaborative Culture**
   - Designs a standards-aligned pre-assessment and additional formative assessments with leveled questions that identify strengths and student needs
   - Facilitates pre-assessment and individual formative assessments to monitor progress of all learners and shares feedback early and often

3. **Synergistic Culture**
   - Designs a standards-aligned pre-assessment and a variety of formative assessments with leveled questions that identify strengths and student needs
   - Facilitates a variety of individual formative assessments early and often and consistently shares personalized feedback to track growth toward mastery keeping an open dialogue between student and teacher

4. **Innovative Culture**
   - Collaborates with learners to create a variety of standards-aligned formative assessments
   - Empowers learners to demonstrate progress towards mastery of standards in individualized ways

**Best Practice Standard**
- The best practice standard and description of standard

**Mastery & Badge Earned**
- Once all level 1 thru 3 indicators are complete, this standard is “mastered”

**Recognition systems are the key to the development of a coaching culture of growth. As coachees demonstrate mastery of best practices, they earn badges, or microcredentials, to reward their growth and efforts. These badges are indicators of increased efficacy for educators which directly correlates to increased achievement and engagement for students.**

**Where does all this data come from?**

**Did you know?**
- Most teachers have already mastered at least one Best Practice by their 3rd coaching session?
The All-In-One Solution to Help Educators Close Gaps and Accelerate Learning

**Key Features & Benefits**

1. **Build mastery learning units in a fraction of the time**
   - With over 35,000+ learning units, teachers are able to replicate and/or customize standards-aligned learning units or create their own.

2. **Easy-to-follow, professional growth rubrics**
   - eSuite includes powerful and actionable professional learning rubrics that detail exactly how to implement the best practices for learning in any environment.

3. **Thousands of time-saving tips, tools, and templates**
   - Teachers receive instant access to eSuite's vast and growing library of vetted and best practice aligned professional learning resources for virtual or in-person learning.

4. **Comprehensive coaching & support for every educator**
   - eSuite's coaching platform gives educators a structured and guided framework for coaching to ensure teacher growth.

Students thrive when their teachers thrive.

eSuite removes the stress and confusion about how to use all the tools available to meet the various needs of students by giving educators everything they need to ensure all students thrive.

engage2learn.org/esuite