



District Size	<input type="checkbox"/> Fewer than 2,500 students <input checked="" type="checkbox"/> 2,500 to 10,000 students <input type="checkbox"/> 10,001 - 50,000 students	<input type="checkbox"/> 50,001 - 100,000 students <input type="checkbox"/> More than 100,001 students
Delivery Format	<input type="checkbox"/> Virtual <input type="checkbox"/> In-person <input checked="" type="checkbox"/> Hybrid	
Total Cost Range ¹	<input checked="" type="checkbox"/> Less than \$50,000 <input type="checkbox"/> \$50,000 - \$100,000 <input type="checkbox"/> \$100,001 - \$500,000	<input type="checkbox"/> \$500,001 - \$1,000,000 <input type="checkbox"/> \$1,000,000+

Services narrative

What were the goals of the professional learning? How did you work with the school or system to determine the goals and progress monitor for them throughout the engagement? (Limit 200 words)

Houghton Mifflin Harcourt partnered with school and district leaders from Warren County Public Schools to provide comprehensive professional learning designed to support a successful adoption of our intervention programs and build capacity within the district. Through strategic planning implementation support, and blended coaching, HMH provided professional learning grounded in leader agency, collaboration, and leader success.

HMH’s designated leadership support, The International Center for Leadership in Education (ICLE), focused

¹ Includes any travel related expenses, etc.



on providing organizational and leadership actions that create optimal conditions for rigorous and relevant learning in a safe, affirming, and respectful school environment. Maximizing the success of any program requires a systemwide strategic approach to implementation including alignment of culture, organization, and instructional leadership actions. ICLE provided the Warren County leadership with access to strategies, guidance, and resources needed to implement HMH programs to align with and achieve their districts strategic goals.

ICLE's experienced coaches provide a range of professional learning opportunities. With Leadership Advisory services, coaches worked directly with leaders to determine training that will best suit their needs. Then, they worked alongside leaders, providing on-going support to help them meet their goals and establish a clear plan-of-action to implement and support impactful change in Warren County.

How was this professional learning customized to meet the educators' needs? How were facilitators prepared to meet the needs of participants? (Limit 200 words)

Each ICLE offering provided a blend of in-person and virtual support customized to the needs of Warren County school district. Our team of facilitators are specialized in school and district leadership and brought their unique expertise and their history of leadership experiences that are grounded in evidence-based practices.

The unique demographics, data, and student and teacher challenges that make up Warren County played a large role in how our ICLE coaches customized the action plans for program participants. The blend of customizable leader support with the powerful evidence-based frameworks applied created



effective training services that supported their school and district leaders in meeting their individual goals.

ICLE offered them unique leader development opportunities throughout the year for virtual and in-person and cohort-based learning such as Leadership Advisory, offering leaders with virtual professional development from experienced leaders.

Describe the delivery structures employed and how often participants were able to participate in professional learning over the length of the engagement. (Limit 200 words)

Employed with a hands-on approach, leaders were expected to take an active part of the Leadership Advisory training process by gathering internal data, setting their own goals, and applying their learning to on-going teacher professional development.

ICLE live webinars offered the Warren County school and district leaders' inspiration from ICLE coaches, educational thought-leaders, and fellow educators on innovative strategies to spark transformational change within their district. We provided their leaders the opportunity to engage in on-going leader development in person or virtually at any time of the year.

How did the professional learning build on previous work or set the foundation for additional professional learning? (Limit 200 words)

Our virtual coaching, training, and getting started sessions provided foundational support for curriculum



implementation success within the district that was paired with our ongoing support services such as Leadership Advisory and coaching for a powerful, community-centered professional development experience that equipped leaders to maximize the full potential of their leadership and educational teams to make a positive impact within Warren County schools.