



Battelle for Kids

An Overview

Battelle for Kids is a national, not-for-profit organization that provides strategic counsel and innovative solutions for today's complex educational-improvement challenges. Our mission-driven team of education, technology, communications and business professionals specializes in creating strategies that advance the development of human capital, the use of strategic measures, and the implementation of effective practices in schools. We partner with state departments of education, school districts and education-focused organizations to advance these strategies with the shared goals of: improving teaching effectiveness and student progress; informing instructional practice in real time; recognizing and rewarding teaching excellence; and aligning goals and maximizing impact in schools.

SOLUTIONS FOR TODAY'S EDUCATIONAL CHALLENGES

Improving Teaching Effectiveness & Student Progress

For more than eight years, Battelle for Kids has helped educators use **value-added analysis** to empower their decision-making. Value-added analysis, when combined with other information, provides the greatest insight into the impact schools and teachers have on student performance. As a result, educators are using this information to rethink and transform the way they approach teaching and student learning. Partnering with state departments of education, large urban districts and others, we apply our expertise to address the complexities associated with effectively implementing large-scale value-added initiatives, including:

Improving Data Quality

- Improving the accuracy and transparency of teacher and student attribution using the BFK•Link™ solution. This Web-based solution allows users to link teachers to students and verify classroom rosters
- Helping identify and collect the data elements required for value-added analysis

Building Capacity

- Delivering online professional development to help educators learn to apply value-added information through the BFK•Learn™ solution, our online learning management system of courses and personalized learning paths
- Implementing train-the-trainer professional development models to effectively build capacity among large and diverse audiences
- Helping educators understand the connection between value-added analysis and school improvement using the BFK•Focus™ process for data-based goal setting
- Using print, interactive and other communication resources about value-added analysis to complement professional development efforts

Communicating with Stakeholders & Managing Change

- Developing and implementing strategic communications plans designed to build awareness, increase understanding and cultivate commitment for value-added analysis among key stakeholders
- Integrating all internal and external information about a value-added program into a Web portal with single sign-in to access important updates and messaging using the BFK•Communicate™ portal solution

Informing Instructional Practice in Real Time

When teachers practice high-quality assessment for learning, student progress accelerates. Assessment training and support are necessary to help teachers use **formative assessment** to guide their instructional decision-making. For six years, Battelle for Kids has partnered with national assessment experts to develop a network to support the implementation of formative assessment. We help teachers and principals discover the power of improved, high-quality assessment practices to accelerate student learning by:

Building Capacity

- Delivering online and face-to-face professional development to school leaders and teachers to facilitate their understanding and use of formative assessment practices through the BFK•Learn solution
- Implementing train-the-trainer models to effectively build internal capacity to use formative assessment practices among principals and teachers
- Implementing follow-up systems to support teachers' ongoing use of formative assessment practices

Communicating with Stakeholders & Managing Change

- Developing strategies and communication vehicles to connect formative assessment practices with improving student performance
- Utilizing the BFK•Communicate portal solution to deliver Web, print and video communications

Recognizing & Rewarding Teaching Excellence

Research shows that teaching effectiveness is a major factor in determining students' academic progress. As such, districts must do everything they can to recruit, select and retain the best teachers. One strategy gaining national momentum is the implementation of **recognition and strategic compensation programs**. While complex, these programs offer opportunities to celebrate exceptional school leadership and teaching, discover and replicate the instructional practices leading to exemplary student gains, and compensate educators for their performance. Building on our work with several districts, Battelle for Kids assists in the design and implementation of comprehensive recognition and strategic compensation programs. We support these programs with professional development, technology solutions and communications. This support helps districts address program design and implementation challenges, including:

Designing Recognition & Award Models, Including Strategic Compensation

- Designing personalized systems that align with a district's strategic goals
- Designing systems that can be supported by a district's existing data
- Providing strategic counsel and support for incorporating value-added analysis into educational-improvement models/frameworks and award program eligibility requirements

Improving Data Quality

- Creating solution maps that model the required data transactions for strategic compensation
- Helping identify and collect all required data elements for strategic compensation
- Improving the accuracy and transparency of teacher and student attribution and employee assignments using the BFK•Link solution
- Determining employee eligibility for awards using the BFK•Report™ application

Calculating & Reporting Awards

- Collecting and monitoring employee inquiries and delivering resolutions through the BFK•Support™ inquiry/response system
- Calculating and displaying employee awards in a Web-based platform using the BFK•Report application

Communicating with Stakeholders & Managing Change

- Developing and implementing strategic communications plans designed to cultivate support for strategic compensation among key stakeholders, including union leaders, teachers, business and community leaders and others
- Integrating all information about a strategic compensation program, including internal and external communications using the BFK•Communicate™ portal solution
- Uncovering and replicating the instructional practices that positively impact student gains

Aligning Goals & Maximizing Impact in Schools

Every school district employee can and must contribute to accelerating students' academic growth. Using best practices from education and business, Battelle for Kids partners with one of the country's largest urban districts and others to design and implement personalized, data-based **performance management systems**. These comprehensive systems enable districts to align their goals, use data and develop employees' knowledge and skills to build a continuous culture of learning and improvement. We deliver solutions that address the challenges with implementing these systems, including:

Designing Performance Management Models

- Designing personalized systems and models that align with a district's strategic goals
- Designing systems that can be supported by a district's existing data
- Helping define new data elements that may be required

Improving Data Quality

- Creating solution maps that model required data transactions
- Identifying and collecting the required data elements

Communicating with Stakeholders & Managing Change

- Developing strategic communications plans designed to increase understanding of and support for performance management
- Integrating all program-related information using the BFK•Communicate portal solution

Creating Scorecards

- Calculating and displaying district, school and department metrics using the BFK•Report application

