Optimize Comprehensive and Targeted Support for School Improvement
Ignite transformational change

Cognia provides targeted and comprehensive support to turn your school’s potential into practice. A four-step Diagnostic Review and Improvement process helps you address root causes for underperformance, guide improvement actions, and build leadership capacity to champion meaningful change and continuous improvement.

### The Four-Step Process

1. **Introduction to the Diagnostic Review and Improvement Process**

   This one-day, interactive training session introduces your leadership team to the Cognia Diagnostic Review and Improvement process. You gain the knowledge, tools, and support to complete a comprehensive internal needs assessment and prepare for the onsite Diagnostic Review. You learn about:
   - Elements of organizational effectiveness and their impact on student learning
   - eProve™, a set of research-based tools to gather stakeholder input and analyze evidence of student engagement
   - Best practices to document and manage evidence-based continuous improvement efforts resulting from the needs assessment
   - Ways to maximize results and guide staff through the improvement process

2. **Coaching Support to Conduct an Internal Needs Assessment**

   The facilitated process of self-assessment is a critical next step to identify strengths and diagnose areas that need improvement. Through a web-based coaching session hosted by a Cognia improvement specialist, you receive guidance on how to collect and analyze qualitative and quantitative data in preparation for the onsite Diagnostic Review. These sessions help you successfully:
   - Administer parent, student, and staff surveys
   - Complete a self-assessment of the School Quality Factors
   - Compile and analyze student performance data
3 Onsite Diagnostic Review

Led by a certified lead evaluator, a team of experienced educators visits your school to gather and examine evidence of organizational effectiveness. While onsite, the team analyzes data from your school’s internal needs assessment, stakeholder interviews, and classroom observations from the eProve Effective Learning Environments Observation Tool® (eleot®).

The team uses the data to conduct a focused review and analysis of root causes that may be hindering efforts to reach desired performance levels. The outcome of the review is a comprehensive diagnostic report that equips you with:

- An evaluation of the school’s capacity in the areas of leadership, learning, and resources
- A summary of findings and the identification of 3–5 evidence-based improvement priorities
- Recommendations to help leadership teams with data-driven improvement planning

You’ll receive a 3rd-party evaluation and overall summary of findings in three domains: leadership, learning, and resource capacity.

4 Coaching for Strategic Improvement and Implementation Planning

After the onsite Diagnostic Review, Cognia improvement coaches help you analyze the resulting data and address improvement priorities. This coaching support builds your leadership team’s capacity to take the next steps in the improvement process. With this support, you:

- Determine evidence-based strategies and interventions to improve student performance
- Prioritize use of resources to increase organizational effectiveness
- Develop an improvement plan to guide continuous improvement and school turnaround efforts

You’ll analyze data collected from the Diagnostic Review to address improvement priorities and create an actionable improvement plan to monitor progress.
We know schools because we're in schools. The Cognia Diagnostic Review and Improvement process is based on the research we've compiled across our network. More than 36,000 institutions worldwide use Cognia to improve their schools and push their community of learners to a new level. Title I or 1003 school improvement funding may be applied to these consulting and professional learning services.

“"This is the first time we have truly had a vision and set purpose for what we do in Fleming County. This has helped us reach goals we have set so far.”

—Lesia Eldridge, Instructional Supervisor, Fleming County Public Schools, Fleming County, KY

Read Fleming County's story at www.cognia.org/fleming-county

Improve your schools with Cognia

We are a global network of enthusiastic educators here to strengthen schools, so all students have the opportunities that knowledge brings.

Contact your regional director to start the conversation at cognia.org