

PROPOSAL FOR FOUR DOMAINS SCHOOL IMPROVEMENT SERVICES

East Aurora School District 131 - Allen Elementary

Prepared For

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ABOUT WESTED

WestEd partners with districts and schools across the country to provide customized, comprehensive research- and evidence-based solutions that meet the unique needs of districts and schools focused on the Four Domains of Rapid School Improvement. This scope of work presents services and support that WestEd is proposing for Allen Elementary from September 1, 2025 to June 30, 2026.

TRANSFORMATIONAL LEADERSHIP COACHING

Guided by the Four Domains for Rapid School Improvement, WestEd's Transformational Leadership Coaching helps develop effective and trusted school leaders and leadership teams through structured training, reflection, analysis, and planning designed to improve student learning and achievement.

WestEd coaches provide personalized, strengths-based coaching tailored to each school's unique context using school-level data and data from the Four Domains CALL System. Coaching is delivered onsite or virtually and can be tailored for individual leaders or entire leadership teams.

Working with the data from the Four Domains CALL System, a WestEd coach will provide turnaround coaching and planning to school leaders that may include, but need not be limited to, using CALL data to design and implement turnaround efforts, helping leaders refine and or/design vision and mission, the creation and implementation of improvement plans, developing professional learning plans for leaders, coordinating with other turnaround partners, and supporting schoolwide communications.



Coaching and planning services may be provided onsite or remotely to individual school leaders or leadership teams.

School leaders participate in coaching grounded in the Four Domains for Rapid School Improvement that may include activities such as:

- Developing a systematic approach to school improvement in which research- and evidence-based strategies are identified and implemented,
- Building capacity through distributed leadership models, including more effective use of PLC meetings and team-based planning,
- Implementing data-driven cycles of continuous improvement supported by regular feedback and strategy refinement,
- Aligning people, time, and resources to instructional priorities while helping leaders prioritize their focus for maximum impact, and
- Building capacity for school improvement through distributed leadership models.

DELIVERABLES

Completion of the coaching described in this section follows a single school-year model. The duration of services for the Four Domains for Rapid School Improvement Comprehensive Assessment of Leadership for Learning and Transformational Leadership Coaching is as follows:

- Comprehensive Assessment of Leadership for Learning Data Review and Analysis
- From September 2025 to June 2026, Transformational Leadership Coaching will be offered according to the tentative schedule below. The final schedule will be developed in collaboration with the school leader to best align with school priorities and availability.
 - **Virtual Coaching Sessions:** One 60-minute session per month from September 1, 2025 to June 2026.
 - **In-Person Coaching Days:** One full day on-site coaching visit for 9 of 12 months.

OBJECTIVES FOR SCHOOL LEADERS PARTICIPATING IN TRANSFORMATIONAL LEADERSHIP COACHING

The following are the intended objectives of Transformational Leadership Coaching:

- Understand change, using data, and top areas of strength and challenge related to research-based practices for school turnaround and improvement,
- Develop strategic actions to leverage existing strengths and address top challenges related to turnaround and improvement, and
- Implement and monitor strategic actions in support of turnaround and improvement.

INTENDED OUTCOMES & DESIRED IMPACT

The following are the intended outcomes of Transformational Leadership Coaching:

- Align school improvement efforts through the lens of the Four Domains for Rapid School Improvement,
- Implement and monitor strategic actions in support of school improvement initiatives,
- Identify strengths and gaps in leadership domains to build leadership capacities aligned to school improvement initiatives with a focus on instructional leadership to support instructional priorities in daily classroom teaching.
- Use quantitative and qualitative measures to identify needed shifts to ensure progress towards school improvement goals, and
- Build capacity for collaborative and distributive leadership to support sustainable school improvement efforts.

TRAINING PLAN BENCHMARKS AND TIMELINE

The benchmark dates provided below are illustrative of a sample schedule for the completion of the phase benchmarks. WestEd will collaboratively work with the school leader to determine the best dates and schedules according to school needs.

Training Plan Benchmarks	Benchmark Dates
School leaders and the WestEd coach review the school's vision and mission. A schedule is established for the year.	September 1 – October 3, 2025
Fall Four Domains CALL system survey is completed and analyzed.	
<p>School leaders receive leadership coaching and strategic support with school improvement plan implementation. This includes understanding change, using data to influence change and coaching on effective turnaround practices. School leaders will receive:</p> <ul style="list-style-type: none"> • Support in identifying and prioritizing high-impact focus areas to maximize improvement efforts. • Assistance with communication strategies to effectively engage staff in school improvement initiatives, ensuring clarity, consistency, and collective ownership. • Guidance in understanding change management, using data to inform decisions, and applying effective turnaround practices. • Support using the Four Domains framework, Four Domains CALL data, and the school improvement plan to engage in discussion, role playing, simulation, and reflection to increase the likelihood of meeting short-, 	Monthly Sept 2025 – June 2026

Training Plan Benchmarks	Benchmark Dates
<p>mid-, and long-term goals, with adjustments made based on emerging data.</p> <ul style="list-style-type: none"> Co-planning and/or co-facilitation of school improvement team meetings to strengthen focus, implementation, and progress monitoring. 	
<p>Leadership coaching and strategic support aligned to school improvement plan implementation.</p> <p>School improvement plan development for the following year is supported by WestEd coach.</p>	Before June 30, 2026

TERM AND COST – \$82,000.00

This is a fixed price contract inclusive of all related expenses. Monthly invoices of equal amounts will be submitted for the duration of the contract. The total of all invoices for dates from September 1, 2025 (or the contract start date) to June 30, 2026 (or the contract end date) shall total \$66,000.

Costs are inclusive of on-site work, planning, virtual support, workshop materials, and all reasonable communications. Coaching and professional learning is designed to be on-site as indicated in the deliverables, unless pandemic or other unforeseen circumstances necessitate otherwise.

All dates will be mutually arranged and agreed upon between WestEd and the District. The “full-day” and “half-day” projections are based on anticipated need and demand. In some instances, schools may receive more or less than the initially allocated coaching time. Such adjustments will be made with mutual agreement between WestEd and the District and will not reduce the overall number of coaching days provided to all schools.

We appreciate the confidence you have in our team and look forward to the prospect of working with you. As mentioned earlier, please feel free to recommend any suggestions or changes to this proposal.