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Ann Arbor, MI 48108-9505

# Leadership & Instructional Foundations for Texas (LIFT) Support

Clear Creek ISD

April 7, 2026

# Our Understanding

- Clear Creek ISD serves over 39,000 students across 45 schools and is seeking to strengthen instructional systems through the Leadership and Instructional Foundations for Texas (LIFT) program, a TEA-funded, multi-year initiative under LASO Cycle 4.
- The district is focused on building sustainable systems that support high-quality instructional materials (HQIM), instructional leadership, and consistent classroom practice across campuses.
- The district is preparing to implement an HQIM and is seeking aligned supports for change management, instructional framework development, observation and feedback systems, and professional learning communities.
- Education Elements brings deep experience supporting Texas districts through Strong Foundations, Texas Instructional Leadership (TIL), and HQIM implementation, which are the three systems LIFT integrates into a single, cohesive model.

## About Education Elements

Education Elements strengthens school systems to be the top-rated choice for high-quality educational experiences by creating the conditions for students, staff, and families to thrive. We are a team of K-12 practitioners who combine instructional expertise, research, and community perspectives to help school systems transform strategic priorities into tangible outcomes, so you can focus on what matters.

We approach each partnership by sharing proven strategies and a deep understanding of your district's unique context. We honor the goals, priorities, and vision of every leader with whom we work, and we help them to hone, articulate, and make those visions a reality. By embedding research-based practices, measures of progress, and our deep expertise into our solutions, we help you achieve the following:



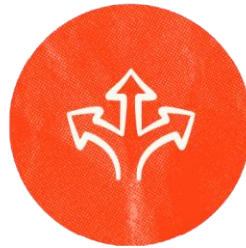
**Develop Strategic  
Direction**



**Grow School &  
District Leaders**



**Deliver Exceptional  
Instruction**



**Differentiate  
Curriculum Materials**



**Drive Measurable  
School Improvement**

Our team of passionate, mission-driven experts brings years of experience in change management, district strategy, leadership, professional learning, and curriculum development. We are committed to improving outcomes for all and keeping impact and results at the heart of everything we do. Through our strategic guidance, systemic change management, and personalized action plans, we help your district build resilience, sustain growth, and achieve long-term success.

Education Elements is an approved partner supporting districts in implementing the Leadership and Instructional Foundations for Texas (LIFT) framework. Our work aligns directly to TEA's focus on building sustainable instructional systems, HQIM adoption and implementation, performance management, and continuous improvement through coaching, professional learning, and aligned district and campus structures.

## Our Work Together

Education Elements will partner with Clear Creek ISD to implement the Leadership and Instructional Foundations for Texas (LIFT) program, a multi-year, TEA-funded initiative designed to strengthen instructional systems, leadership capacity, and the sustainable implementation of high-quality instructional materials (HQIM).

This partnership will support district and campus leaders, instructional coaches, and teachers in building aligned systems for planning, observation and feedback, professional learning communities, performance management, and instructional delivery.

### **By the end of this phase of work Clear Creek ISD will:**

- **Engage** district and campus leaders in implementing their district-wide instructional framework aligned to HQIM and research-based instructional strategies, while establishing sustainable change management and communication structures to support long-term implementation.
- **Enhance** leadership capacity and district systems to support consistent, HQIM-aligned observation and feedback cycles, aligned assessment practices, and performance management routines that drive strong instructional delivery.
- **Empower** professional learning communities (PLCs) to strengthen teacher internalization of HQIM and use student work analysis to refine instruction and improve student outcomes.

**By the end of the project, Education Elements will produce and support:**

- € Revised district Instructional Framework aligned to HQIM and research-based instructional practices
- € LIFT Action Plan & Change Management Roadmap
- € HQIM-Aligned Observation & Feedback Tools provided by TEA
- € Professional Learning Community (PLC) Structures and Facilitation Tools
- € Assessment and Performance Management Alignment Recommendations
- € Communication and Sustainability Plan

## Our Approach

To support Clear Creek ISD in **K-5 RLA Planning**, we will:

LIFT Requirements	Purpose/Description	Touchpoints
<p><b>Needs Assessment + Action Plan</b></p> <p>April – June 2026</p>	<ul style="list-style-type: none"> <li>• Preparation for LIFT</li> <li>• Assess current state and readiness at district and campus level</li> <li>• Plan and manage sustainable change</li> </ul>	<ul style="list-style-type: none"> <li>€ 1 x 60-minute call, virtual (Kick-off Call)</li> <li>€ 2 x full-day, in-person LIFT Pulse Check (Classroom Observations)</li> <li>€ 1 x full day, in-person (Completion of Needs Assessment and Draft Action Plan)</li> </ul>
<p><b>Monthly Classroom Observations and PLC Support</b></p> <p>August 2026 – May 2027</p>	<ul style="list-style-type: none"> <li>• Monitor and ensure progress towards goals</li> </ul>	<ul style="list-style-type: none"> <li>€ 20 x ½ days for 27 campuses = 540 x ½ days</li> </ul>

<p><b>Performance Management Stepback Meetings</b></p> <p>August 2026 – May 2027</p>	<ul style="list-style-type: none"> <li>• Monitor and ensure progress towards goals with district project team</li> <li>• District project team will determine additional participants on a month-by-month basis</li> </ul>	<ul style="list-style-type: none"> <li>• 10 x 2-hour workshops, virtual</li> </ul>
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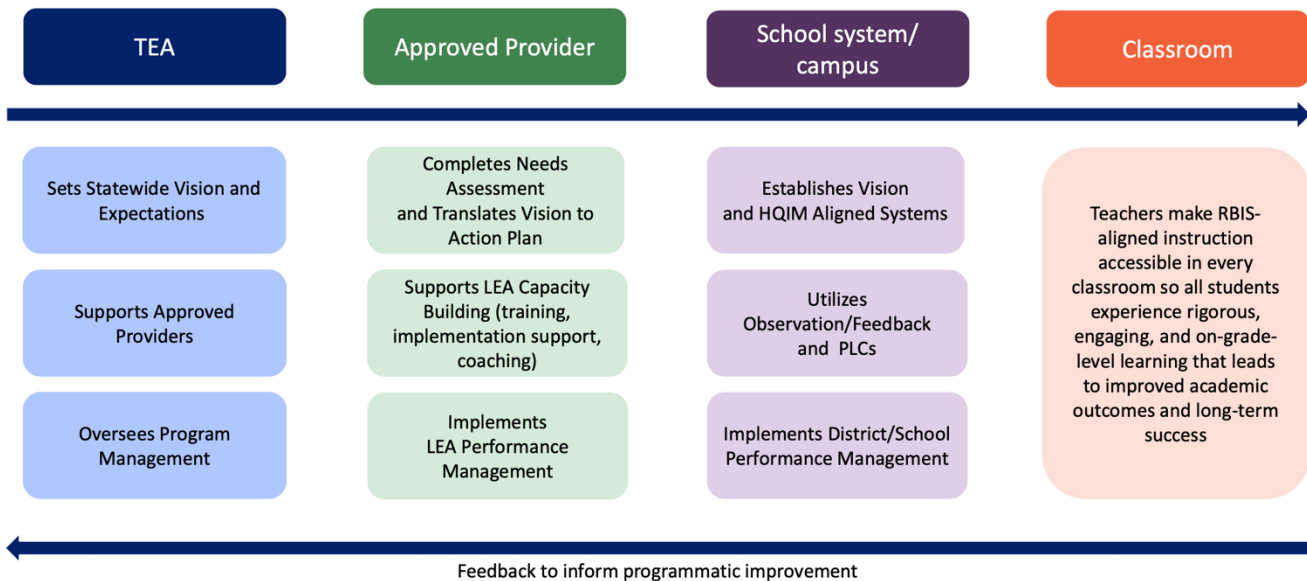
Required Capacity-Building	Purpose/Description	Touchpoints
<p><b>Based on District Needs Assessment, Education Elements and district leadership will determine the type of capacity-building touchpoint and audience.</b></p> <p><b>Options consist of:</b></p> <ul style="list-style-type: none"> <li>• Upfront Training</li> <li>• Implementation Support</li> <li>• Coaching Support</li> </ul> <p>April 2026 – June 2027</p>	<p>Upfront Training</p> <ul style="list-style-type: none"> <li>€ Plan and Manage Sustainable Change</li> <li>€ Build Principal Supervisor/District Leader Capacity and Ownership</li> </ul> <p>Implementation Support</p> <ul style="list-style-type: none"> <li>€ Plan and Manage Sustainable Change</li> <li>€ Build Principal Supervisor/District Leader Capacity and Ownership</li> <li>€ Monitor and Ensure Progress Toward Goals</li> </ul> <p>Coaching Support</p> <ul style="list-style-type: none"> <li>€ Plan and Manage Sustainable Change</li> <li>€ Build Principal Supervisor/District Leader Capacity and Ownership</li> <li>€ Monitor and Ensure Progress Toward Goals</li> </ul>	<p>The <b>touchpoints</b> and <b>participants</b> for these required monthly capacity-building sessions <b>will be determined</b> by the Needs Assessment and <b>agreed upon</b> by the District Leadership team and Education Elements.</p> <p>These touchpoints will be a mix of the following:</p> <ul style="list-style-type: none"> <li>• 30-minute call, virtual</li> <li>• 60-minute call, virtual</li> <li>• 90-minute workshop, virtual</li> <li>• 2-hour workshop, virtual</li> <li>• Half-day, in-person</li> <li>• Full-day, in-person</li> </ul>

**Examples of areas of focus based on current partnership and feedback could include:**

- Education Elements supports Content Specialists with PLC Internalization Days or other existing district structures. This may include bringing several campuses together to collaborate and learn from each other.
- Leadership walkthroughs focused on identifying look-fors and delivering specific, actionable “glow and grow” feedback to teachers.
- PLC structures that include lesson rehearsal and practice of key instructional strategies before classroom implementation.
- Walkthrough and PLC debriefs that translate observations into clear next instructional moves for teachers.
- Gradual release of facilitation to principals and coaches to strengthen the leadership pipeline and ensure sustainability

# Project Governance

To successfully manage a scope of work of this size, we recommend a project governance and management structure that ensures clear communication, engages the school and district community, and adequately informs decision-makers. This structure is a key component of our successful track record of change management. This will also be informed by the state’s LIFT Theory of Action:



# Pricing

The standard pricing for this work is \$1,100,000. To align with LIFT requirements and support the district within the 70% Approved Provider allotment, Education Elements is providing a discount, resulting in an adjusted total of **\$773,500**. Our pricing includes all expenses (e.g., workshop materials, project management, travel costs).

- Pricing is valid until March 15, 2026
- We are excited to get this work started. To prepare for projects, we have internal work underway to ensure our team is ready and staffed for your project. Work will start no sooner than 2 weeks after the contract signing and may take up to 30 days.
- This project is scheduled to start in **April 2026** and end in **June 2027**. If the project kickoff needs to be adjusted due to contract-signing delays, we will adjust our timeline with you upon signature. This delay may affect your project delivery timeline. Once we establish the official

timeline and the project begins, we will work with your team to schedule calls and adjust in-person and virtual sessions as needed. It is very important to us that we deliver quality work while maintaining a schedule that is agreeable to both your district and our team. If work delivery is delayed solely due to scheduling conflicts within your organization, we reserve the right to revisit contracting terms.