

Multilingual Learner Success

FINDING YOUR NEXT HIGHEST-LEVERAGE IMPROVEMENT

Multilingual learner success requires more than a strong EL program. Schools make the greatest gains when language development, high-quality instruction, and strong implementation systems work together to support every multilingual learner.

Rather than trying to improve everything at once, use the questions below to identify the next highest-leverage improvement for your school or district.



WHERE SHOULD YOU BEGIN?

1 STRENGTHEN LANGUAGE DEVELOPMENT



? Are multilingual learners making expected annual growth on your state's English language proficiency assessment?

IF NO, INVESTIGATE:

-  Research-based program model
-  Sufficient language development time
-  Appropriate groupings
-  ELD curriculum and instruction

2 STRENGTHEN TIER I INSTRUCTION



? If multilingual learners are making expected language growth, are they also making expected growth in literacy and mathematics?

IF NO, INVESTIGATE:

-  Comprehensible input
-  Academic language development
-  Science of Reading for MLs
-  Linguistically appropriate mathematics instruction*

3 STRENGTHEN TIERED SUPPORTS (MTSS)*



? If multilingual learners receive strong Tier I instruction, are they appropriately represented within Tier II, Tier III, and special education?

IF NO, INVESTIGATE:

-  Appropriate benchmarks
-  Growth-based decision-making
-  Data triangulation that embeds language development
-  Linguistically appropriate interventions

LEADERSHIP & SYSTEMS THINKING

THE HIGHEST-LEVERAGE STRATEGY AT EVERY STAGE.



Leadership enactment



Systems thinking



Adult MTSS



Short-cycle improvement



Relationships & buy-in

Regardless of where your school begins, sustainable improvement depends on strong implementation systems. Leadership, implementation, and systems thinking ensure that effective practices become embedded across classrooms rather than remaining isolated to individual educators.

IMPROVEMENT DONE DIFFERENTLY

TYPICAL APPROACH



Address the most visible problem



Implement multiple initiatives simultaneously



Concentrate on programs



Annual planning cycles

COMPASS APPROACH

Identify the highest-leverage opportunity

Focus on one improvement that creates momentum

Strengthen systems that sustain success

Continuous short-cycle improvement

LET'S CONTINUE THE CONVERSATION!



Every school has a unique context, strengths, and opportunities for growth. We'd love to schedule a complimentary *Thought Partnership Session* to discuss your current work, review your multilingual learner outcomes, and identify practical next steps for improving ML success.



Reach out today to schedule your FREE Thought Partnership Session!



Come see us present about this topic at our sessions!



IMPROVING MTSS

— Finding Your Next Highest-Leverage Improvement —

Effective MTSS is more than a system of interventions.

Strong MTSS systems improve student outcomes by strengthening core instruction, making growth-based decisions, and continuously improving the system based on evidence.

Rather than trying to improve every component at once, use the framework below to identify your next highest-leverage opportunity.



WHERE SHOULD YOU BEGIN?



1 Strengthen Tier I



Are 70–80% of students meeting expected growth through Tier I instruction?

IF NO, investigate:



High-quality core instruction



Evidence-based literacy instruction



Research-based mathematics instruction



Academic language development



Culturally and linguistically responsive instruction



2 Using Assessments Effectively



Are assessments being used appropriately to accurately identify student needs?

IF NO, investigate:



Ensure both screening and diagnostic assessments work together to identify needs



Ensure assessments are valid and reliable for all student groups



Triangulate multiple sources of data, especially English language growth for multilingual learners



Use growth-based decision-making rather than static benchmark scores



3 Strengthen Tiered Supports (MTSS)*

Do Tier II and Tier III supports accelerate student learning?

IF NO, investigate:



Flexible movement between tiers



Growth-based progress monitoring



Linguistically appropriate interventions*



Collaborative team problem solving



Maintain EL services while students receive intervention*

* Special considerations for multilingual learners are often overlooked in MTSS. Come see our session, *Creating Equitable MTSS for Multilingual Learners*, to learn practical strategies for designing MTSS systems that better support multilingual learners.



LEADERSHIP & SYSTEMS THINKING | The highest-leverage strategy at every stage.

An effective MTSS depends on more than well-designed interventions. Sustainable systems result when leaders who understand how student outcomes, instruction, assessment, intervention, implementation, and continuous improvement work together.



Change Expertise

Understanding how to build ownership, guide implementation, and sustain improvement over time.



Systems Expertise

Understanding the interconnections among instruction, assessment, intervention, leadership, and continuous improvement.



Content Expertise

Deep knowledge of evidence-based MTSS practices, including assessment, intervention design, progress monitoring, and equitable implementation for diverse student populations.



No single leader can be an expert in every aspect of MTSS implementation. Strong leadership teams intentionally build complementary expertise and seek outside thought partners when specialized support can accelerate improvement.

IMPROVEMENT Done Differently

Typical Approach



Compass Approach



Focus on Tier II and Tier III interventions



Strengthen Tier I before expanding intervention



Use benchmark scores to identify students



Use student growth and multiple measures to guide decisions



Focus on individual student deficits



Identify both student needs and system needs



Add interventions



Strengthen the instructional system that supports every learner

MTSS is More Than Intervention!



Strong MTSS systems prevent problems before they require intervention. By strengthening Tier I instruction, using appropriate assessments, practices, and designing responsive support systems, schools can improve outcomes for all students while ensuring multilingual learners receive equitable outcomes.

If you'd like help brainstorming how to strengthen MTSS in your school or district, we'd love to schedule a complimentary *Thought Partnership Session*. Together, we'll explore your current system, identify your highest-leverage next step, and discuss practical strategies for achieving an equitable MTSS that improves outcomes for every learner.



Let's work together to strengthen implementation and improve student outcomes.
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Creating Equitable MTSS for Multilingual Learners*
Chad Ransom



Linguistically Appropriate Mathematics Instruction*
Christi Roberts



High-Quality Instructional Materials (HQIM)

FINDING YOUR NEXT HIGHEST-LEVERAGE IMPROVEMENT

High-quality instructional materials only improve student outcomes when they are implemented consistently and effectively.

Schools see the greatest gains when leaders build shared understanding, support teachers through coaching, and create systems that sustain implementation over time.

Rather than trying to improve everything at once, use the framework below to identify your next highest-leverage opportunity.



WHERE SHOULD YOU BEGIN?

1 BUILD STRONG FOUNDATIONS



? Are the conditions for successful implementation in place?

IF NO, INVESTIGATE:

-  Shared instructional vision
-  Teacher understanding and buy-in
-  Instructional leadership capacity
-  Professional learning aligned to implementation
-  Readiness for change

2 DEVELOP AN EFFECTIVE IMPLEMENTATION PLAN



? Does your implementation plan clearly define what success looks like?

IF NO, INVESTIGATE:

-  Co-create implementation expectations
-  Limit implementation to 2-3 of the highest-leverage instructional practices
-  Define observable instructional look-fors
-  Create a 90-day implementation roadmap
-  Measure implementation before student outcomes

3 SUPPORT EFFECTIVE ENACTMENT



? Do your systems ensure that implementation improves over time?

IF NO, INVESTIGATE:

-  Leadership enactment
-  Shared ownership
-  Instructional coaching
-  Short-cycle improvement
-  Build momentum through early wins
-  Monitor implementation and refine continuously



LEADERSHIP & SYSTEMS THINKING *The highest-leverage strategy at every stage.*

Successful curriculum implementation is rarely about the materials themselves. Lasting instructional improvement occurs when leaders combine deep instructional knowledge with strong implementation systems and intentional change leadership.



Change Expertise

Understanding how to build ownership, guide implementation, and sustain improvement over time.



Systems Expertise

Understanding the interconnections among instruction, assessment, intervention, leadership, and continuous improvement.



Content Expertise

Deep knowledge of evidence-based MTSS practices including assessment, intervention design, progress monitoring, and equitable implementation for diverse student populations.



No single leader can be an expert in every aspect of HQIM implementation. Strong leadership teams intentionally build complementary expertise and seek outside thought partners when specialized knowledge and support can accelerate improvement.

IMPLEMENTATION DONE DIFFERENTLY

TYPICAL APPROACH

-  Purchase new instructional materials
-  Train teachers
-  Monitor curriculum use
-  Expect consistency to develop over time
-  Adopt the next initiative



COMPASS APPROACH

- Build a shared vision for high-quality instruction
- Support ongoing implementation through coaching
- Monitor instructional practice and student thinking
- Build systems that create consistency across classrooms
- Continuously improve implementation of the current one



Creating Equitable MTSS for Multilingual Learners*
Chad Ransom



Linguistically Appropriate Mathematics Instruction*
Christi Roberts

HQIM IMPLEMENTATION IS HARD!



Implementing new instructional materials requires far more than selecting the right curriculum. Lasting success depends on leadership, teacher ownership, and systems that support implementation every day—not just during initial training.

If you'd like help brainstorming how to strengthen implementation in your school or district, we'd love to schedule a complimentary **Thought Partnership Session**. Together, we'll explore your current implementation efforts, identify your highest-leverage next step, and discuss practical strategies for achieving consistent, high-quality instruction across every classroom.



Let's work together to strengthen implementation and improve student outcomes.
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COMPREHENSIVE SCHOOL IMPROVEMENT

FINDING YOUR NEXT HIGHEST-LEVERAGE IMPROVEMENT



Sustainable school improvement requires more than a strong plan. Schools achieve lasting results when they build strong foundations, develop focused improvement plans, and intentionally support implementation through leadership, coaching, and continuous improvement.

Rather than trying to improve everything at once, use the framework below to identify your next highest-leverage opportunity.

WHERE SHOULD YOU BEGIN?

1

BUILD STRONG FOUNDATIONS



Are the essential conditions for improvement in place?

IF NO, INVESTIGATE:



Understanding context



Trusting relationships



Collaborative culture



Leadership ability



Fostering readiness

2

DEVELOP EFFECTIVE IMPROVEMENT PLANS



Does your improvement plan focus on the work that matters most?

IF NO, INVESTIGATE:



Co-create plans to build commitment



Limit improvement to 2–3 of the highest-leverage priorities



Clear implementation roadmap spelled out in 90 day increments



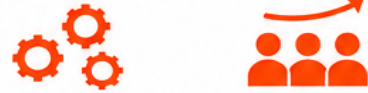
Measurable implementation outcomes



Alignment of resources and initiatives

3

SUPPORT EFFECTIVE ENACTMENT



Do your systems ensure the plan becomes daily practice?

IF NO, INVESTIGATE:



Leadership enactment



Shared ownership



Short-cycle improvement



Build momentum through early wins



Adult MTSS



Focus on systems



LEADERSHIP & SYSTEMS THINKING

Regardless of where your school begins, sustainable improvement depends on strong leadership, aligned systems, and effective practices across all areas.



Leadership enactment



Systems thinking



Adult MTSS



Short-cycle improvement



Relationships & buy-in

IMPROVEMENT DONE DIFFERENTLY

TYPICAL APPROACH



COMPASS APPROACH



Start with a template or compliance requirements



Begin by understanding the school's unique context



Try to address every challenge at once



Focus on the highest-leverage priorities



Develop an annual improvement plan



Build a practical implementation roadmap



Monitor completion of activities



Monitor implementation, learning, and student impact



Revise the plan once a year



Improve continuously through short cycles of learning

SCHOOL IMPROVEMENT IS HARD!



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If you'd like help brainstorming how to strengthen implementation in your school or district, we'd love to schedule a complimentary *Thought Partnership Session*. Together, we'll explore your current work, identify your highest-leverage next step, and discuss practical strategies for achieving consistent, high-quality instruction across every classroom.



Let's work together to build systems that lead to lasting change.

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