

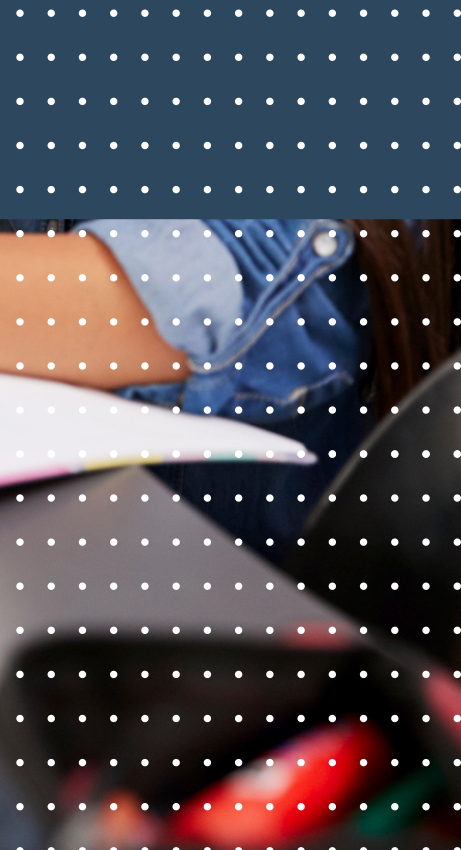


GREAT  
SCHOOLS  
PARTNERSHIP

GREAT SCHOOLS PARTNERSHIP

# ANNUAL REPORT

*2024 - 2025*



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*Paulina Murton*  
*Executive Director*

## **A YEAR OF IMPACT & COLLABORATION**

Reflecting on the past year at Great Schools Partnership, I'm humbled and inspired by the incredible school communities we've had the privilege of learning from and collaborating with. Our mission is to support, challenge, and collaborate with educators and communities to achieve educational excellence and equity, and this year, we saw that mission in action in powerful ways.

Great Schools Partnership's impact this past year is clear: 96% of our Teaching and Learning partners reported a positive, visible shift in teaching practice, and 100% of our Culture and Community partners reported positive impacts on student outcomes. I am equally proud of the large-scale systems change we drive at the state and regional levels and the individual coaching we provide to principals and teacher leaders in districts across the region.

This past year has brought our team of coaches to over 75 districts across 10 states. We supported the state of Washington in ensuring cultural responsive pedagogy was at the center of their work to develop a mastery based learning model. We collaborated with Vermont educators to develop rigorous, student-centered performance assessments and partnered with districts as they developed local portraits of a graduate. We connected leaders across the New England region focused on Diversifying the Educator workforce. We brought together hundreds of educators and students at our Annual School Redesign in Action Conference. And we coached, supported and trained educators at over 100 unique schools across our New England States.

As you read through GSP's 2025 Annual Report, I hope you'll see the profound impact of your support and partnership. Our continued and urgent focus on educational equity and just outcomes for every student requires our community's collective effort. This collective effort is evidenced in GSP's **District & School Partnerships**, **Collaborative Partnerships**, **Research Partnerships**, and **State Partnerships** throughout this past year and as detailed on the following pages.

Thank you to our dedicated school, district, and state leaders, educators, foundation partners, board members, individual supporters, and staff. Your partnership is essential as we work steadfastly to improve schools and learning for students across New England and beyond.

With Gratitude,  
Paulina

# The GSP Team

2024-2025



27 Staff  
Members



7 States  
Represented



17 GSP  
Coaches



485 Years in  
Education



GREAT  
SCHOOLS  
PARTNERSHIP

17 Years of  
GSP

## Board of Directors

**Sean T. Findlen,**  
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Unum

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Laboratory,  
City of Portland

**Dan Coyne**  
United Way of Greater  
Portland

**Amee Naik**  
Fidelity Foundations

**Angela M. Hernandez,**  
Vice President  
Public Education Leader

**Victor Capellan**  
Rhode Island Education  
Collective

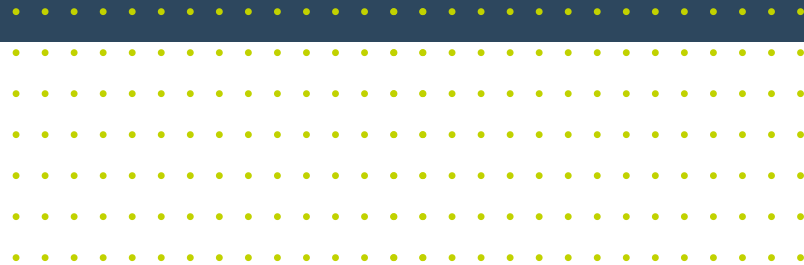
**Jim Doyle**  
Technology Executive

**Aaron Sattler**  
Androscoggin Bank

**Stephen Bowen**  
Hoover Education Success  
Initiative

**Cary Olson-Cartwright**  
Unum

**Julia Trujillo Luengo**  
Maine Community  
College System



# THE GSP MISSION AND APPROACH

## MISSION

For 18 years, Great Schools Partnership has been a leader in supporting school and district communities to enhance educational equity and student outcomes. At the Great Schools Partnership, we define educational equity as ensuring just outcomes for each student, raising marginalized voices, and challenging the imbalance of power and privilege. GSP's mission is to support, challenge, and collaborate with educators and communities to achieve educational excellence and equity.

## APPROACH

We build educator and leader capacity through a customized and ongoing coaching approach to uncover and address inequities and improve learning for all students. GSP coaches use a tailored coaching approach that involves understanding the unique context, assets, and challenges of your school or district system. We utilize research-based tools and evidence-based practices to achieve measurable gains across three areas: **Systems Planning; Teaching & Learning; Culture & Community.**

# DISTRICT & SCHOOL PARTNERSHIPS



## Systems Planning

- Strategic planning and portrait of a graduate
- Data-informed planning and decision-making
- Diversifying the educator workforce
- School board support in policy review and planning
- Leadership capacity building and action planning
- School self-assessments and best practice reviews



## Culture and Community

- Career and Technical Education (CTE) partnerships
- Advisory systems
- Restorative practices
- Student and staff well-being and belonging
- Family and community engagement



## Teaching and Learning

- Multi-Tiered Systems of Support (MTSS)
- Elements of Effective Instruction (EEI)
- Culturally responsive pedagogy
- Professional learning group facilitator training
- Proficiency-based learning
- Grading and assessment
- Curricular coherence and alignment

# AREAS OF PRACTICE

- Strategic planning
- Portrait of a graduate
- Data-informed planning
- Diversifying the educator workforce
- School board support and policy review
- Leadership capacity building
- Leadership action planning
- School self-assessments

## SYSTEMS PLANNING

*Designing processes to help educational systems see and respond to student needs*

**100%** of GSP's Systems Planning partners experienced a redesign of systems or structures to support long-term implementation and sustainability of improvement efforts

**96%** of GSP's Systems Planning partners reported systems or structures being re-designed to promote a more equitable vision for the school

## WHAT GSP PARTNERS SAY

“Our GSP coach has been instrumental in coaching me to foster loving accountability within my team. Through her guidance, I’ve gained the tools needed to hold my colleagues and myself accountable in a compassionate and effective manner.” - *School Board Member*

“GSP coaching has kept us focused on a big goal. It has brought capacity to our system to build agendas and professional learning experiences based on a current understanding of effective practices. It has allowed for many positive experiences as teachers explore big questions around proficiency-based teaching and learning.” - *School Administrator*



## SYSTEMS PLANNING SNAPSHOT



29 School / District Partners



6 States Reached



1.5k+ Days Coached

# AREAS OF PRACTICE

- Career and technical education and local partnerships
- Advisory systems
- Restorative practices
- Student well-being
- Staff well-being
- Family engagement
- Community engagement

## CULTURE & COMMUNITY

*Co-creating learning environments that promote student and staff well-being and belonging*

**100%** of GSP's Culture & Community partners experienced a positive impact on student outcomes, such as improved attendance or behavior referrals

**83%** of GSP's Culture & Community partners reported a positive, visible shift in teacher practice



## WHAT GSP PARTNERS SAY

“GSP has been instrumental in designing and delivering tailored training sessions for our staff, particularly our school-based liaisons. These sessions have equipped [our liaisons] with tools and strategies to effectively engage families, navigate challenging situations, and foster a supportive environment for students and their families.” - *District Administrator*

### CULTURE & COMMUNITY SNAPSHOT



13 School /  
District Partners



4 States  
Reached



650+  
Days Coached

# AREAS OF PRACTICE

- Multi-Tiered Systems of Support (MTSS)
- Elements of Effective Instruction (EEI)
- Culturally responsive pedagogy
- Proficiency-based learning
- Professional Learning Group facilitator training
- Grading and assessment
- Curricular coherence and alignment

## TEACHING & LEARNING

*Enhancing educator efficacy and improving student learning*

**96%** of GSP's Teaching & Learning partners reported a visible shift in teacher practice

**76%** of GSP's Teaching & Learning partners reported an observable, positive association between the work being done and student outcomes



## WHAT GSP PARTNERS SAY

“The GSP coach provided amazing resources and created a space that allowed participants to have meaningful conversations; the resources and conversations shaped my current teaching practice.” - *Teacher*

“I am grateful for our GSP coach every day, both as a person and for her immense knowledge on how to move forward with our work. She provides invaluable resources that help us learn and improve in service to our kids.” - *School Board Member*

### TEACHING & LEARNING SNAPSHOT



40 School / District Partners



7 States Reached



1.3k+ Days Coached

# COLLABORATIVE PARTNERSHIPS

*Increasing impact through partner collaboration  
toward equity*



**Diversifying the Educator  
Workforce Collaborative  
(DEW)**



**Integrated Curriculum  
for Vermont Educators  
(ICVE)**

**OPPORTUNITY  
CULTURE**® An Initiative of  
Public Impact®

**Supporting  
Implementation of  
Opportunity Culture**

# DIVERSIFYING THE EDUCATOR WORKFORCE

## WHAT

The DEW Collaborative began in 2019 when GSP facilitated a New England-wide task force that identified grounding principles and five areas of action that influence demographic changes in the current educator workforce.

## WHY

GSP is working to create a movement that will result in sustainability and collaboration to advance the racial, ethnic and linguistic integration of educator workforce. The ultimate goal is to deepen learning and increase opportunity for all students and families.

## WHO

Long term partnership and funding support for DEW comes from the Barr Foundation, Nellie Mae Education Foundation, Rhode Island Foundation, New Hampshire Charitable Foundation, and McClure Foundation.



## At A Glance...



30 Community of Practice sessions



7 events with partners across New England



765 downloads of the DEW podcast "More Than a Seat at the Table"

## DEW Community of Practice Participants Report....

92% of participants felt energized to build a more equitable system

82% of participants felt more confident leading DEW work in their community

80% of participants shared and learned new promising practices

# INTEGRATED CURRICULUM FOR VERMONT EDUCATORS (ICVE)

## WHAT

As a response to Vermont's Series 2000 - Education Quality Standards, emphasizing responsive and sustaining education practices, GSP and its partners developed ICVE.



Integrated Curriculum for Vermont Educators

## WHY

To support Vermont educators in integrating the state's new education standards into their curriculum so they're able to build safe, challenging learning experiences where every student can succeed.

## WHO

ICVE was funded by The New Teacher Fund, made possible by the Rowland Foundation and the Vermont Community Foundation.

The New  
Teacher Fund



## ICVE Online

ICVE is launching summer of 2025! Scan the QR code to visit [www.greatschoolspartnership.org/ICVE](http://www.greatschoolspartnership.org/ICVE)



## At A Glance...



20 Unique tools for educators



11 Educators involved in developing ICVE



16 Students Involved in developing ICVE

# OPPORTUNITY CULTURE

## WHAT

GSP is collaborating with MSAD11 administrators and Public Impact® to support planning and design of professional learning across the district's schools in preparation for implementation of Opportunity Culture®.

Opportunity Culture® is a national initiative from Public Impact® that extends the reach of excellent teachers to more students through innovative staffing models, with teacher-leaders coaching teams to boost student learning and compensating educators within regular budgets.

## WHY

To support implementation of Opportunity Culture to reach all students with excellent teaching consistently, and provide all educators with on-the-job development and paid career advancement opportunities

## WHO

This multi-year project is supported by the Davis Family Foundation. Design teams across all seven schools in MSAD 11 spent the 2024-25 school year planning for implementation.



## Workshop Participants Reported....

100% left the workshop with actionable steps to take back to their school

75% reported an increase in capacity to use protocols to support professional learning

72% reported an increase in knowledge about the role of effective meetings in equity and school improvement

# Researching Levers for Transforming New England's K-12 Public Education

As the research partner and consultant, GSP worked with FSG and Nellie Mae Education Foundation to design and implement a 9-month research project examining conditions for transformative change in New England's K-12 public education system. This multi-partner effort across the six New England states aimed to identify levers for systems-level educational equity and justice. Through focus groups, key informant interviews, surveys, and policy audits, GSP analyzed the region's current ecosystem of educational equity.

**RESEARCH PARTNERSHIPS**

*Contributing to the field of educational equity through research*



44  
Individual Participants



17  
One-on-one Interviews



16  
Focus Groups



18  
Areas of policy audited

## Common Data Project

The Common Data Project is GSP's initiative providing shared data on secondary and post-secondary outcomes across New England in an interactive dashboard. The project tracks graduation, dropout, and college enrollment, persistence, and completion rates, with data disaggregated by student characteristics to examine inequities.



2025 marked by 16th year of the Common Data Project, and the second year showcasing the data on an interactive digital dashboard. Scan the QR code to visit the dashboard or visit [www.greatschoolspartnership.org/data-report..](http://www.greatschoolspartnership.org/data-report..)

### Thank You to Our Common Data Sponsors:



# Washington State Board of Education

## Mastery-Based Learning Collaborative

The Mastery-Based Learning Collaborative (MBLC), funded by the Washington State Board of Education, is GSP's initiative, with schools across the state implementing mastery-based learning and culturally responsive education. GSP provides coaching and professional learning to help these schools demonstrate that authentic, culturally connected assessment is achievable. After three years supporting cohort 1, GSP continues monthly coaching and onsite visits for cohort 2 schools.



**1000+**  
Hours  
Coached



**40**  
Member  
Schools



**21**  
MBLC Impact  
Fellows



**2**  
MBLC Educator  
Cohorts

## Vermont Agency Of Education

### Vermont Proficiency Framework

Working with the Vermont Agency of Education, GSP designed professional learning to support the Vermont Framework for Proficiency. The project engaged educator teams to create local Portraits of a Graduate, developed summative performance assessments with scoring guides, drafted a Portrait of a Community School, and created statewide tools ensuring alignment of proficiency standards across programs. GSP continues to support Vermont educators through ICVE.



**32**  
Vermont  
Educator  
Participants



**16**  
Education  
Tools  
Developed



**10**  
Performance  
Assessments  
Conducted



**6**  
Assessment  
Webinars  
Held

## STATE PARTNERSHIPS

*Partnering with state agencies to further educational equity*

# GSP Events

2024-2025



700+  
Event  
Registrations



28+  
States  
Represented



6  
Days of In-Person  
Trainings



6  
Virtual  
Trainings

## School Redesign in Action 2025

SRIA, GSP's premier education conference, 2025 brought New England educators together to connect. The conference featured key note speakers Brad Lopes addressing contemporary Indigenous representation and Dr. Regina Robinson emphasizing student belonging. Educators explored 19 sessions, on everything from grading to equity in education. Students led restorative circles and shared experiences from innovative programs, moving attendees from action to impact. None of this would have been possible without our sponsor, WPS.



### SRIA Attendees Reported....

100% left the workshop with actionable steps to take back to their school

75% reported an increase in capacity to use protocols to support professional learning

72% reported an increase in knowledge about the role of effective meetings in equity and school improvement

# THANK YOU

As we close out GSP's 2024–25 year, we extend our deepest gratitude to our partners, collaborators, and communities who make this work possible. Your engagement, commitment, and shared belief in the power of education have fueled our progress and impact this year.


Looking ahead to 2025–26, we are excited to continue building and deepening research partnerships that advance educational equity across the region. We will also execute the final year of our current strategic plan while shaping the next chapter of our collective vision. Together, we look forward to driving lasting change and building a stronger, more just future for all learners.



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@greatschoolsp 

@Great Schools Partnership 

@Great Schools Partnership 

(207) 773-0505 

info@greatschoolspartnership.org 

www.greatschoolspartnership.org 