

Texas Strategic Leadership Approved Providers

2026-2027

For questions or additional information, contact Texasstrategicleadership@tea.texas.gov.

ESC Partners

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- Bellwether Education Partners, Inc.
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- Loom Consulting
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- MGT Impact Solutions, LLC
- Public Consulting Group LLC
- Relay Graduate School of Education + Teaching Lab
- ThirdWay Solutions, LLC
- TNTP
- VIDA Collaborative

Education Service Center Region 1

Contact

Francene Phoenix

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[Education Service Center Region 1 website](#)

About Us

Region One Education Service Center partners with LEAs to strengthen leadership, systems, and implementation through customized, high-quality Texas Strategic Leadership support. Our team brings extensive experience in strategic planning, performance management, instructional leadership, data analysis, stakeholder engagement, and continuous improvement. We work alongside superintendents, executive leadership teams, campus leaders, and district stakeholders to develop actionable strategic plans, establish effective performance management routines, create dashboards and progress-monitoring systems, and build sustainable leadership practices. Region One's approach emphasizes collaboration, capacity building, and alignment between district priorities and day-to-day implementation. Our support combines deep knowledge of Texas public education with responsive, hands-on coaching tailored to each LEA's unique context, helping districts translate their vision and priorities into measurable actions, stronger systems, and improved outcomes for students.

Expertise

Region One ESC provides comprehensive Texas Strategic Leadership support in strategic planning, performance management systems, executive and leadership coaching, stakeholder engagement, continuous improvement, data analysis and visualization, board goal and vision development, implementation planning, progress monitoring, and leadership capacity building. Our team supports districts in aligning systems, establishing measurable priorities, developing effective performance management routines, strengthening observation and feedback systems, and using actionable data to monitor progress and drive continuous improvement.

Education Service Center Region 3

Contact

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[Education Service Center Region 3 website](#)

About Us

Region 3 Education Service Center provides customized, results-focused support designed to strengthen district systems, build leadership capacity, and improve outcomes for students. Our approach is grounded in strong relationships, customized services, and continuous improvement. By selecting Region 3 as your trusted Texas Strategic Leadership partner, districts gain access to a highly experienced, collaborative team that includes former superintendents, assistant superintendents, district leaders, directors, and specialists across multiple areas of expertise. Our directors and departments work together to provide aligned, comprehensive support tailored to each district's unique needs and priorities. Now in our fourth year of the TSL journey, Region 3 brings both experience and a deep understanding of the work - from strategic planning and implementation to progress monitoring and continuous improvement. We partner alongside districts every step of the way to build sustainable systems that create lasting impact.

Expertise

- Strategic Planning
- Performance Management Systems
- Systems Alignment
- Executive Coaching and Leadership Development
- District and Campus Leadership Support
- Stakeholder Engagement
- Governance and School Board Development
- Organizational Effectiveness and Continuous Improvement
- Data Analysis, Progress Monitoring, and Strategic Measurement
- Multi-Tiered Systems of Support (MTSS)
- Instructional Leadership and High-Quality Instructional Materials (HQIM) Implementation
- Professional Learning Communities (PLCs) and Collaborative Leadership Structures
- School Improvement and Transformation

Education Service Center Region 4

Contact

Dr. Miguel Perez

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[Education Service Center Region 4 website](#)

About Us

Region 4 brings extensive experience partnering with school systems to turn strategic priorities into measurable results through the Texas Strategic Leadership framework. Over the past three years, our TSL work has included partnerships with Sheldon ISD, Hempstead ISD, Waller ISD, and Dayton ISD. We have also worked alongside charter school systems such as Beatrice Mayes Institute, Pro-Vision Academy, and Varnett Public Schools, just to name a few. We provide firsthand experience supporting LEAs with diverse contexts, priorities, and needs. Our approach extends beyond developing a strategic plan - we work alongside leadership teams to strengthen the systems and routines necessary for successful implementation. Supports include needs assessment, strategic planning, executive coaching, performance management, stakeholder engagement, data-driven progress monitoring, and continuous improvement. Region 4 differentiates itself through a highly collaborative, customized approach that builds internal leadership capacity, strengthens alignment between governance and administration, and helps districts establish sustainable systems to turn strategic priorities into improved student outcomes.

Expertise

Region 4 provides comprehensive Texas Strategic Leadership (TSL) support focused on:

- Strategic planning facilitation
- Strategic plan implementation
- Developing performance management systems
- Executive and leadership coaching
- Coaching using observation and feedback tools
- Board training, goal development, and team of eight annual retreats
- Effective District Framework Diagnostics

Education Service Center Region 5

Contact

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[Education Service Center Region 5 website](#)

About Us

Region 5 Education Service Center (ESC) serves as a committed partner to school districts through deep, relational support and proven leadership development. Supported by a comprehensive team of experts in Texas Strategic Leadership (TSL), Teacher Incentive Allotment (TIA), Special Education, MTSS, Safety COOP, and CCMR, Region 5 ESC equips local educational agencies (LEAs) with holistic, hands-on guidance. Districts partnering with Region 5 through TSL consistently see transformational results. By embedding performance management systems, alignment deepens, resulting in stronger school board support for strategic goals and measurable gains in student outcomes. The ESC stands out through its side-by-side shared approach: investing deeply in relationships to build administrative capacity, sustain focus on district priorities, and deliver customized systems that promote long-term success.

Expertise

- Strategic planning
- Performance management systems
- Executive and leadership coaching
- Stakeholder engagement
- Continuous improvement
- Data analysis and visualization
- Board goal and vision development

Education Service Center Region 6

Contact

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[Education Service Center Region 6 website](#)

About Us

Region 6 ESC partners with superintendents and district leadership teams to provide hands-on support in strategic planning and performance management. Our team brings deep expertise in accountability, instruction, talent, and organizational effectiveness. We have been engaged with Texas Strategic Leadership since its pilot phase, providing proven, firsthand experience guiding districts through every stage of the Effective District Framework-aligned process, from assessing the district's current state and setting strategic priorities to developing implementation plans and establishing performance management routines. We ground our support in research-based best practices while building strong, trusted relationships with district and campus leaders. Through executive coaching and targeted technical assistance, we help districts develop durable systems that translate strategic priorities into improved student outcomes. By combining leadership coaching with our expertise, we strengthen districts' internal capacity to sustain continuous improvement and lead meaningful, long-term change.

Expertise

Strategic planning and multi-year plan development
Performance management systems and data-driven decision-making
Executive superintendent and board coaching
District and campus diagnostics and root-cause analysis
Change management and organizational transformation
Texas accountability system and STAAR/CCMR performance analysis

High-Quality Instructional Materials selection and implementation
Instructional leadership and capacity building
Talent systems and leadership development
Vision, mission, and goal-setting facilitation
Stakeholder and community engagement
Continuous improvement systems
Professional learning design and facilitation aligned to the Effective District Framework

Education Service Center Region 7

Contact

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[Education Service Center Region 7 website](#)

About Us

Region 7 ESC partners with district leaders to strengthen governance, leadership, planning, and student outcomes. Our multidisciplinary team brings experience in superintendency, governance coaching and support, strategic planning, finance, operations, staffing and compensation supports, school improvement, stakeholder engagement, and implementation. We provide a coordinated two-year journey that combines executive coaching, board-superintendent alignment, cohort learning, landscape analysis, diagnostics, strategic-plan development, measurement and implementation planning, and ongoing performance management. Region 7 connects these services across departments so districts receive coherent support tailored to their context, priorities, and goals. This integrated approach helps boards, superintendents, and leadership teams build the capacity, routines, and aligned systems needed to turn strategic priorities into measurable, sustainable improvement.

Expertise

TSL- and EDF-aligned strategic planning; landscape analysis and diagnostic support; executive and leadership coaching; governance coaching and support for school boards, superintendents, and leadership teams; board vision, student outcome goals, and board-superintendent alignment; stakeholder engagement and change management; envisioned student experience; systems and resource alignment; measurement planning, data analysis, dashboards, and progress monitoring; implementation planning and performance management; financial and operational alignment; staffing and compensation supports; instructional and school improvement; leadership-team facilitation; cohort learning; and continuous improvement.

Education Service Center Region 8

Contact

Angie Raney - District Initiatives

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[Education Service Center Region 8 website](#)

About Us

Region 8 ESC brings a district leadership perspective to Texas Strategic Leadership, grounded in experience. Our team understands the challenges leaders face in aligning people, systems, resources, and priorities to improve outcomes. With expertise spanning instructional leadership, financial stewardship, talent development, strategic initiatives, and organizational improvement, we provide customized coaching and support. We work alongside district leaders and board members to strengthen leadership capacity, build sustainable systems, and turn strategic priorities into measurable actions that support lasting improvement. At ESC8, we listen to our districts and respond with support aligned to their needs.

Expertise

- Comprehensive Academic Strategic Planning
- Performance Management Systems
- Instructional Leadership
- Stakeholder Engagement
- Board Goal and Vision Development

Education Service Center Region 9

Contact

Tracy Patrick

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[Education Service Center Region 9 website](#)

About Us

Region 9 Education Service Center partners with school districts to turn their vision for students into focused, actionable systems for improvement. Our team has extensive experience supporting mid-sized, small, and rural districts and brings deep knowledge of the Effective District Framework (EDF), grounding our work in research-based practices and systems that support improved student outcomes. We prioritize relationships and work alongside district and campus leaders as trusted partners, taking time to understand each district's strengths, needs, priorities, and community. Through strategic planning, Performance Management, and leadership coaching, we help districts establish clear priorities, monitor implementation and outcomes, and continuously improve. Our collaborative approach builds leadership capacity, strengthens sustainable systems, and connects district strategy to students' daily experiences.

Expertise

- Strategic planning and implementation planning
- Systems-level analysis and organizational alignment
- Effective District Framework (EDF) expertise and application
- EDF and ESF diagnostic services
- Performance Management systems
- Executive and senior leadership coaching
- Continuous improvement and change management
- Data analysis, visualization, and progress monitoring
- Stakeholder engagement, facilitation, and community alignment
- Board vision and goal development
- Instructional leadership and capacity building
- HQIM implementation and monitoring
- Customized technical assistance and capacity-building supports

Education Service Center Region 10

Contact

Robin Bayer

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[Education Service Center Region 10 website](#)

About Us

Region 10's TSL team combines extensive district leadership, school improvement, coaching, and performance management expertise to support Texas LEAs in achieving sustainable results. Robin Bayer, TSL Lead Executive Coach, has served as an Elementary School Principal, Director of Professional and Digital Learning, Executive Director of Special Education and MTSS, and Chief Learning Officer. Misty Chesnut, TSL Data Analyst, has served as a High School Administrator, School Improvement Specialist, and Texas Instructional Leadership Coach. Together, we leverage deep knowledge of the Effective Schools Framework, Effective District Framework, and district performance management systems to help leaders build sustainable systems that improve student outcomes. We have successfully partnered with small and large school districts, as well as charter school systems, tailoring support to each organization's context and needs. Every district partner we have supported through TSL has demonstrated measurable improvement while strengthening capacity to sustain results over time.

Expertise

- Performance management systems that connect data, action, and results
- Customized TSL implementation aligned to district priorities, needs, and local context
- Strategic planning, goal alignment, and continuous improvement processes
- Executive leadership and principal coaching systems
- Data analysis, visualization, and progress monitoring
- School improvement planning and execution
- Stakeholder engagement, communication, and change management
- Systems alignment and organizational effectiveness

Education Service Center Region 11

Contact

Blake Enlow

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[Education Service Center Region 11 website](#)

About Us

ESC Region 11 partners with local education agencies to strengthen leadership systems, build organizational capacity, and drive improved outcomes for students. Through deep experience supporting districts of varying sizes and contexts, we provide customized Texas Strategic Leadership (TSL) services that help leaders translate vision into action and sustain meaningful improvement. Our team supports districts through strategic planning, executive and leadership coaching, performance management routines, stakeholder engagement, board goal development, data-informed decision making, and continuous improvement processes. We work alongside superintendents and leadership teams to align systems, establish clear priorities, monitor progress, and build the conditions necessary for successful implementation. What differentiates our approach is our commitment to collaborative partnership, practical application, and sustained support. By combining strategic expertise with hands-on coaching and implementation guidance, we help districts develop leadership capacity, strengthen organizational coherence, and achieve their desired outcomes through Texas Strategic Leadership.

Expertise

Texas Strategic Leadership (TSL) implementation; strategic planning; systems alignment; performance management routines; executive and leadership coaching; board vision and goal development; stakeholder engagement; continuous improvement; change management; district milestone planning; implementation monitoring; data analysis and visualization; evidence-based decision making; organizational leadership development; superintendent coaching; team effectiveness; strategic communications; progress monitoring; cross-functional systems design; and building sustainable district leadership capacity to improve student outcomes.

Education Service Center Region 12

Contact

Christina Tye

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[Education Service Center Region 12 website](#)

About Us

As we begin our fourth year supporting Texas school districts through Texas Strategic Leadership, we have been engaged with the TSL framework since its inception. From the beginning, we have been committed to developing and refining a model that provides intentional coaching and strategic leadership to support long-term success. Our entire team is composed of former district leaders who bring extensive experience in improving student outcomes, strengthening instructional leadership, implementing High-Quality Instructional Materials (HQIM), building leadership capacity, and developing aligned systems. We believe effective strategic leadership begins with listening. Through intentional stakeholder feedback opportunities, we identify the initiatives and priorities that are most meaningful and unique to each LEA we support. Over the past three years, we have partnered with 10 districts using the TSL framework, continually learning and refining our approach to move from strategic planning to purposeful action and sustainable results.

Expertise

- Strategic planning
- Performance management systems
- Executive and leadership coaching
- Stakeholder engagement
- Continuous improvement
- Data analysis and visualization
- Board goal and vision development

Education Service Center Region 14

Contact

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[Education Service Center Region 14 website](#)

About Us

Our ESC has extensive experience partnering with LEAs to strengthen leadership, improve systems, and support meaningful student outcomes. Through Texas Strategic Leadership (TSL), we provide customized support in strategic planning, performance management, executive and leadership coaching, data analysis and visualization, and board goal and vision development. Our approach builds the capacity of district leaders and leadership teams to set clear priorities, use data effectively, monitor progress, and create sustainable systems for continuous improvement. We recognize that every district has unique strengths, challenges, and needs, so our TSL support is collaborative and tailored to each LEA. Districts that partner with our ESC receive on-site, practical, hands-on guidance from experienced staff who understand Texas public schools and are committed to helping leaders turn strategic priorities into measurable actions and desired outcomes.

Expertise

Services include comprehensive strategic planning and performance management systems designed to align organizational goals, priorities, and measurable outcomes. Support also includes executive and leadership coaching, data analysis and visualization to guide informed decision-making, and facilitation of board goal and vision development. These services help leadership teams and boards establish clear direction, monitor progress, strengthen accountability, and support continuous organizational improvement.

Education Service Center Region 15

Contact

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[Education Service Center Region 15 website](#)

About Us

The Region 15 TSL team was selected to participate in the inaugural TEA Strategic Planning Pilot in 2023-24, positioning our team as a regional leader in strategic planning support. Since then, we have partnered with nine districts to develop and implement strategic plans that drive meaningful results. From strengthening TIA compensation systems to establishing managed instructional leadership cycles, districts have used their plans to align resources, strengthen systems, and improve student outcomes. Our team brings extensive experience in district leadership, continuous improvement, and strategic planning. We recognize that every district has unique priorities and challenges, which is why each engagement is customized to meet local needs and goals. Beyond strategic planning, the Region 15 TSL team serves as a connector to the full range of ESC services. We coordinate support across departments, helping districts access expertise efficiently and ensuring resources are aligned to accelerate progress, maximize impact, and support long-term success.

Expertise

- Strategic planning
- Performance management systems
- Executive and leadership coaching
- Stakeholder engagement
- Continuous improvement
- Data analysis and visualization
- Instructional leadership supports and systems
- Tailored support for district needs
- Small-school experience in strategic planning

Education Service Center Region 16

Contact

Dr. Amy Meek

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[Education Service Center Region 16 website](#)

About Us

Region 16 ESC partners with districts to transform strategic planning into meaningful, sustainable action. Our Texas Strategic Leadership team has experience supporting LEAs through both Strategic Planning and Performance Management, from stakeholder engagement and landscape analysis to the development of multi-year priorities, initiatives, goals, metrics, and implementation plans. Through ongoing executive coaching, leadership-team support, progress monitoring, and data-informed continuous improvement, we help districts build the systems and leadership capacity necessary to move from planning to implementation and measurable results. What differentiates Region 16 is our commitment to customized, high-touch support and district ownership. We connect TSL with the broader expertise of our ESC, creating aligned, wraparound support based on each district's unique priorities and needs. Our goal is not simply to develop a strategic plan, but to build sustainable systems that keep the plan alive and drive continuous improvement.

Expertise

- Long-range strategic planning and implementation
- Performance management systems and continuous improvement
- Executive and leadership coaching
- Stakeholder engagement and landscape analysis
- Strategic priority, initiative, goal, and metric development
- Data analysis, visualization, and progress monitoring
- Board, superintendent, and leadership team alignment
- Implementation planning and milestone monitoring
- Leadership capacity building and systems development
- Cross-functional alignment of district and ESC supports

Education Service Center Region 17

Contact

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[Education Service Center Region 17 website](#)

About Us

Region 17 ESC's Texas Strategic Leadership team brings a unique perspective to every partnership. All three TSL staff members, Cathy Palmer, Bryan White, and David Ritchey, have served as Texas superintendents, providing firsthand understanding of the challenges district leaders face in turning strategy into meaningful action. Our approach extends beyond TSL as a stand-alone initiative. Because our team works across and alongside other ESC programs and initiatives, we help LEAs connect systems, identify their unique needs, and align the right supports to their priorities. We recognize that no two districts are the same, and our goal is to meet each LEA where it is, whether that means providing direct coaching and support or connecting leaders with additional expertise across Region 17. Through TSL, we partner with LEAs to strengthen leadership capacity, build sustainable systems, and turn strategic priorities into improved outcomes.

Expertise

- Strategic Planning & Strategy Development
- Performance Management Systems & Routines
- Executive & Leadership Coaching: Strengthen strategic thinking, decision-making, communication, and change leadership.
- Stakeholder Engagement & Alignment
- Continuous & Systems
- Data Analysis & Visualization
- Board Goal, Vision & Priority Development: Align governance priorities with desired outcomes.
- Integrated ESC Support : Connect TSL priorities with specialized Region 17 expertise and resources.

Education Service Center Region 18

Contact

Mr. Leroy Mitchell - Director of TSL

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[Education Service Center Region 18 website](#)

About Us

ESC Region 18 TSL team brings extensive, trusted experience supporting Region 18 Districts in transforming their organizational systems and improving student outcomes. As an approved TSL provider, we offer localized, evidence-based services - including executive coaching, strategic planning, and performance management - designed to meet the unique realities of your district. We empower district leaders to build robust leadership capacity, strengthen systemic alignment, and achieve measurable, long-term goals through the TSL framework. What sets us apart is our strong West Texas foundation, complemented by over 60 years of professional experience in the region and our deeply collaborative, context-driven approach. We do not just provide a standardized roadmap; we walk alongside your leadership team as dedicated thought partners who understand your specific regional challenges. By bridging state-level expectations with local context, we ensure your District not only establishes a clear, compelling vision but also has the practical tools, data-driven insights, and sustained coaching necessary to make that vision a reality.

Expertise

Education Service Center (ESC) Region 18 specializes in providing comprehensive, customized support tailored to the Texas Strategic Leadership framework. Our primary areas of expertise include:

- Strategic planning and district visioning
- District diagnostics using the Effective District Framework
- Executive and leadership coaching for superintendents and central office teams
- Performance management systems and continuous improvement cycles
- Board goal development, progress monitoring, and alignment
- Stakeholder engagement and strategic communication
- Data analysis, utilization, and visualization

Education Service Center Region 19

Contact

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[Education Service Center Region 19 website](#)

About Us

Education Service Center Region 19 supports school districts and charter schools in the El Paso region through professional learning, instructional and school support, leadership development, technology, student programs, and operational services. As a nonregulatory partner, it helps schools improve student achievement, implement reforms, and increase efficiency while serving educators, students, and families.

Expertise

EDF diagnostic analysis; board goals and vision development support; selection of strategic priorities and aligned initiatives; development of a five-year strategic plan; establishment of performance management systems; walkthrough calibration support; data analysis and visualization support; performance management routines; board reporting support; executive coaching; stakeholder engagement.

Education Service Center Region 20

Contact

Janna Poth

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[Education Service Center Region 20 website](#)

About Us

Through the Texas Strategic Leadership (TSL) Program, we provide superintendents with customized executive coaching and guide districts through strategic planning grounded in the Effective District Framework (EDF), helping them identify and align priorities with available resources. Our process begins with an EDF Diagnostic of each district's current reality, which serves as the foundation for strategic priorities informed by relevant data and local context. Specific and targeted actions are codeveloped that aligns with the strategic priorities. This collaborative work strengthens leadership capacity at the superintendent, district, and campus levels, builds durable systems, and drives measurable progress toward student outcomes. Our approach reflects a systems-thinking lens, aligning district- and campus-level practices to support a cohesive student experience. By combining individualized executive coaching with regional accountability and data expertise, Region 20 ESC helps districts move from strategic intent to measurable, sustained results.

Expertise

- Landscape Analysis to assess a district's current state
- Strategic Plan development with prioritized, research-based strategies
- High-level implementation planning, performance management, and systems alignment to execute priorities
- Data analysis and visualization for accountability and instructional decision-making
- Executive and leadership coaching for superintendents
- Board goal and vision development
- Stakeholder engagement, alignment, and change management
- Continuous improvement and systems thinking across EDF's six levers:
- Planning/Performance Management, Talent, Student Supports, Academic Experience, Instructional Capacity, Finance/Operations
- Integrated work of the entire scope of ESC 20's expertise

Bellwether Education Partners, Inc.

Contact

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[Bellwether Education Partners, Inc. website](https://www.bellwether.org/)

About Us

Bellwether helps education leaders turn big ambitions into clear strategies - and clear strategies into results. Strategic planning and performance management are core to our work, and for more than a decade, we have partnered with school systems to make the hard choices about what matters most, align their organizations around those priorities, and build the leadership and systems to follow through. We know Texas. Bellwether partners with traditional districts and charter systems, in rural and urban communities, across the state. We served as a TEA RSSP partner from 2020-2024, support TEA's Texas Charter School Incubator, and support strategic planning and implementation through LASO and LIFT. And our Texas partners are getting results: in 2026, for example, ILTexas and Compass Rose each improved their district accountability rating by a full letter grade, while all seven Harmony Public Schools districts earned an A or B. We bring rigorous analysis, practical strategic advising, and deep implementation experience, working shoulder to shoulder with district leaders to build the capacity and systems to turn strategy into sustained improvement for students.

Expertise

- Strategic planning
- Performance management systems
- Executive and leadership coaching
- Stakeholder engagement
- Continuous improvement
- Board goal and vision development

Civic Solutions Group, LLC

Contact

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[Civic Solutions Group, LLC website](#)

About Us

Civic Solutions Group (CSG) is a partnership of former governmental leaders seeking to support current governmental leaders in improving the responsiveness and quality of public services. Project teams include individuals who have led critical bodies of work within school districts, state education agencies, and institutions of higher education. CSG has worked with six state education agencies and more than 30 local education agencies and charter school systems in 16 states across the country, including 21 districts in Texas. Working in partnership with the practitioners, CSG team members are driven by a shared commitment to serve those most impacted by the work - students and families -with compassion and humility. The CSG team focuses on developing a deep understanding of the challenges and problems leaders are facing to ensure solutions are responsive, actionable, and relevant to the local context. CSG measures success by the opportunity to create sustainable change.

Expertise

- Board and Leadership Development
- Continuous Improvement and Change Management
- District Optimization Frameworks, Analysis, and Decision Management
- Performance Management Systems
- Stakeholder Engagement
- Strategic Planning
- Charter Authorizing and Support
- Implementation Support for Special Projects and Initiatives
- Organizational Redesign and Restructuring
- School Planning, Design, Improvement
- Student Enrollment System Design and Implementation Support
- Talent Development & Human Capital Management

engage2learn

Contact

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[engage2learn website](#)

About Us

At engage2learn, we're educators, passionate about helping every school thrive. For more than a decade, we've partnered with Texas school districts, from urban systems like Dallas ISD and Arlington ISD to rural Ralls ISD and mid-sized LEAs statewide. As a TEA approved provider, we bring expertise in strategic planning, board governance coaching, and performance management, including Lone Star Governance and Team of 8. Our Strategic Design Model guides districts through four phases, Engage, Design, Create, and Lead, blending community engagement, and our Data Triangle© survey with data driven goal setting. We support improvement through GroweLab©, our implementation platform. Recently, we welcomed Education Elements and the Instructional Coaching Group to our team, adding design expertise and research based frameworks. These powerhouse teams and our tools set us apart, pairing hands-on coaching with technology sustaining progress beyond planning, helping district leaders build lasting capacity and achieve outcomes TSL is designed to drive.

Expertise

At engage2learn, our expertise runs deep and wide, supporting districts at every stage of growth. We specialize in:

- Strategic planning
- Stakeholder engagement
- Performance management system design
- Board goal, vision setting and coaching
- Executive and leadership coaching
- Continuous improvement
- Progress monitoring
- Data reporting Our certified coaches bring deep experience with the TEA Effective District Framework and educator growth analysis

ILO Group LLC

Contact

Maggie Sharp

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[ILO Group LLC website](#)

About Us

ILO Group is an education strategy and implementation firm that works alongside district leaders to turn priorities into systems they can execute and sustain. Our team includes former superintendents, state education agency leaders, and district practitioners who bring firsthand experience to the work. We've proudly supported state and district leaders who serve 1 in 2 students in America. In Texas, ILO partners with TEA, ESCs, and districts through Texas Strategic Leadership, System of Great Schools, and related district improvement efforts aligned to the Effective District Framework. We support strategic planning, stakeholder engagement, implementation and project management, performance management, and executive coaching. We help leadership teams translate priorities into clear ownership, measurable outcomes, practical plans, and monitoring dashboards. Recurring leadership routines help teams track implementation, address barriers, and adjust course as needed. Embedded coaching from experienced former superintendents builds leaders' capacity to sustain these systems and continuously improve them over time.

Expertise

ILO brings expertise across district strategy, leadership, and implementation, including:

- Strategic Planning: Setting measurable priorities and translating strategy into actionable implementation plans.
- Performance Management & Data: Building dashboards, governance structures, and leadership routines to monitor implementation and inform adjustments.
- Executive Coaching: Providing context-specific coaching from former superintendents to strengthen leadership and implementation capacity.
- Bluebonnet Learning: Supporting districts with implementation planning, leadership coaching, and the systems needed to support high-quality instructional materials.
- AI Strategy: Helping districts develop practical AI strategies that respond to rapidly changing technology, policy, and local needs.

K12 Coalition

Contact

Dr. Andrea Thomas-Reynolds

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[K12 Coalition website](#)

About Us

K12 Coalition partners with LEAs to design and implement strategic plans that reflect local priorities, stakeholder perspectives, and desired student outcomes. Our approach aligns with Texas Strategic Leadership (TSL) by helping district leaders establish a clear vision, assess needs, identify high-leverage priorities, align systems and resources, and build structures for implementation and continuous improvement. Our team of former district leaders provides landscape and data analysis, strategic planning, tailored stakeholder engagement, and progress-monitoring support. We engage boards throughout the process and work alongside district and school leaders to turn priorities into measurable goals, actionable strategies, milestones, and accountability structures while strengthening local capacity for sustainability. We customize board sessions to strengthen governance and sessions with the superintendent and cabinet to translate the strategic plan into action. Through K12 Coalition's broader network, LEAs can access expertise in instructional improvement, leadership and educator development, and professional learning to advance strategic priorities.

Expertise

K12 Coalition provides comprehensive, customized support to help LEAs strengthen leadership, systems, and student outcomes. Our areas of expertise include:

- Strategic planning
- Strategic plan implementation
- Landscape analysis
- Continuous improvement
- Stakeholder engagement
- Data analysis and visualization
- Performance management systems
- Board goal and vision development
- Governance and cabinet leadership sessions
- Executive and leadership coaching
- Literacy instruction and improvement
- Summer learning
- Teacher and paraprofessional certification

Loom Consulting

Contact

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[Loom Consulting website](#)

About Us

Loom helps education leaders ground strategy in their beliefs and aspirations, and then make it real with their teams, stakeholders, and the people they serve. We are former teachers and education system leaders with decades of experience in PK-12 education. Strategic planning is our core practice. We have led planning for education organizations nationally, including a ten-year plan for a charter network serving 87,000 students and districtwide planning in Texas, Ohio, and New Mexico. We supported the early development of the Effective District Framework and built the TSL-aligned planning and performance management approach now used by 14 of the state's 20 ESCs. For TSL, we deliver with Bridgepoint Partners, whose data lead trained the first cohort of ESC TSL Data Specialists. The same team carries you through planning and performance management, so the goals you set are the goals your cabinet monitors in year two.

Expertise

- Districtwide and multi-year strategic planning
- Performance management systems, progress monitoring routines, and board reporting
- Executive coaching for superintendents and cabinets
- Board goal and vision development
- Stakeholder and community engagement
- Continuous improvement cycles
- Data analysis, visualization, and dashboards
- Effective District Framework and Quality Schools Analysis integration
- Talent systems and organizational design
- Change management

Marzano Resources, LLC

Contact

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[Marzano Resources, LLC website](#)

About Us

Marzano Resources has partnered with Texas school districts and Education Service Centers for years, building the leadership systems that sustain long-term improvement. Grounded in Dr. Robert J. Marzano's more than 50 years of educational research, our certified executive coaches and associates - many based in Texas - work directly with superintendents, cabinet members, and campus leaders to strengthen strategic planning, performance management, and continuous improvement practices. Our High Reliability Schools Coaching Academy anchors our TSL support, giving district leadership teams a structured, multi-session pathway to build coaching capacity, monitor implementation, and manage change. Rather than one-time professional development, we help districts build internal systems and leadership capacity that outlast any single engagement. Districts partner with Marzano Resources because our associates are personally trained by Dr. Marzano and bring research-affirmed frameworks, not just facilitation, to every strategic planning and coaching conversation.

Expertise

Marzano Resources supports Texas LEAs across the full Texas Strategic Leadership continuum. Core areas of expertise include:

- Strategic planning and board goal/vision development
- Performance management systems and leading-indicator tracking
- Executive and leadership coaching
- Organizational culture and change leadership
- Stakeholder engagement
- Continuous improvement and implementation monitoring
- Leadership capacity building through our High Reliability Schools Coaching Academy

MGT Impact Solutions, LLC

Contact

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[MGT Impact Solutions, LLC website](http://mgt.us)

About Us

MGT Impact Solutions partners with school districts, charter systems, and state education agencies to turn strategy into sustainable improvements for students. We combine national perspective with deep Texas experience. Our Texas partnerships span strategic planning, System of Great Schools (SGS) strategy and implementation, district transformation, portfolio strategy, organizational effectiveness, data use, and implementation. MGT has supported Texas Education Agency initiatives including the Center for School Actions and Resilient Schools Support Program, as well as district-level strategy and implementation in Aldine, Houston, Midland, Judson, Grand Prairie, Alief, Fort Worth, Lake Worth, Connally, Beaumont, and other Texas systems. This work has included developing strategic plans, strengthening district systems and leadership capacity, analyzing school performance, supporting school actions, and translating priorities into executable plans. Our experience across diverse Texas communities enables us to bring tested approaches while tailoring our support to each district's students, communities, priorities, and local context.

Expertise

- Strategic planning
- Performance management systems
- Executive and leadership coaching
- Stakeholder engagement
- Continuous improvement
- Data analysis and visualization
- Board goal and vision development
- Portfolio Planning
- Implementation roadmap/planning support
- Project management
- Programmatic evaluation

Public Consulting Group LLC

Contact

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[Public Consulting Group LLC website](#)

About Us

Public Consulting Group LLC (PCG) is a national education consulting partner with deep experience helping school districts move from vision to execution. For 40 years, PCG has worked alongside state agencies, school systems, charters, and regional partners to solve complex challenges and improve outcomes for students. Our Texas Strategic Leadership team brings national perspectives from working with education systems across the country and Texas-specific insight from working alongside district leaders in multiple capacities. We understand the potential of integrating the Effective District Framework (EDF), Texas accountability, governance expectations, in district systems with the day-to-day realities district leaders face when turning ambitious goals into measurable results. PCG stands out because we do more than develop plans: we help leaders build the routines, tools, dashboards, coaching structures, and implementation habits needed to sustain progress. Districts choose PCG for practical partnership, thoughtful facilitation, rigorous analysis, and support that strengthens local capacity.

Expertise

PCG brings integrated expertise across the core conditions that help districts plan, implement, monitor, and sustain strategic improvement:

- Strategic Planning- Align district vision, community priorities, student outcome goals, and EDF-aligned strategies into actionable plans.
- Performance Management- Build KPIs, dashboards, monitoring routines, and leadership structures that keep implementation on track
- Leadership & Governance Coaching- Support superintendents, cabinets, and boards in role clarity, progress monitoring, and decision-making
- Stakeholder Engagement & Landscape Analysis- Gather meaningful input, analyze local context, and translate findings into clear priorities
- Implementation & Continuous Improvement- Strengthen follow-through, capacity building, facilitation, site visits, and routines that accelerate district success.

Teaching Lab

Contact

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[Teaching Lab website](#)

About Us

Relay Graduate School of Education and Teaching Lab are two nationally recognized nonprofit organizations that have merged into one organization. Together, we bring 300+ full-time staff and roughly 250 contractor coaches to school systems in 30+ states. We are ESC-20 and TEA's current contracted partner developing the Texas Superintendent Learning Academies curriculum, giving us direct, first-hand fluency in the Effective District Framework, Texas accountability systems, and Lone Star Governance. In Texas, we currently partner with several districts on strategic planning, performance management, and continuous improvement tied to instructional leadership and HQIM implementation. Nationally, we coach every superintendent and deputy superintendent across all 33 NYC Public Schools community districts. Districts partner with us because we combine Relay's executive-coaching depth with Teaching Lab's performance-management systems - bringing two organizations' strengths together to strengthen the support we provide to the districts we serve.

Expertise

- Strategic planning and board-adopted goal development
- Performance management system design, including data dashboards and progress-monitoring cadences
- Executive and superintendent-level coaching
- School board partnership and governance-aligned goal setting (Lone Star Governance / Five Pillars)
- Stakeholder engagement across families, staff, and community
- Continuous improvement cycles grounded in the Effective District and Effective Schools Frameworks
- Data analysis and visualization to track progress toward strategic plan goals

ThirdWay Solutions, LLC

Contact

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[ThirdWay Solutions, LLC website](#)

About Us

ThirdWay Solutions helps district leaders confront entrenched challenges, translate bold goals into practical plans, and build the leadership capacity and operating systems required for lasting results. Since 2017, we have supported 30 districts across six states and roughly 2,000 schools, including KIPP Texas and six Houston-area ISDs. Our team of former superintendents, district executives, principals, and educators brings firsthand experience directly relevant to TSL: Cami Anderson supported the development of culture-related components of TEA's Effective District Framework, and our Texas work has aligned district systems to T-TESS and TIA requirements. We are not traditional consultants; we serve as catalysts, elbow partners, and capacity-builders. Every engagement pairs tailored plans, scorecards, dashboards, and implementation roadmaps with executive coaching and adaptive leadership support. This approach helps LEAs align priorities, people, resources, and measures; strengthen execution across district and campus levels; and sustain improvement long after our engagement ends.

Expertise

Strategic planning and implementation; performance management and continuous improvement; executive and leadership-team coaching; district and school transformation; stakeholder engagement and change management; data analysis, visualization, and progress-monitoring systems; governance and board alignment; organizational design and resource alignment; school culture, student supports, and special education systems; and leadership development. ThirdWay helps LEAs translate strategic priorities into actionable roadmaps, aligned metrics, clear ownership, and sustainable routines at the central-office and campus levels.

TNTP

Contact

Christine Briggs, Managing Partner

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[TNTP website](#)

About Us

TNTP is a national nonprofit organization that partners with school systems, state agencies, and education leaders to improve outcomes for students. Across Texas and the nation, we support leaders in strengthening organizational effectiveness, building leadership capacity, and translating strategic priorities into measurable results. Our work includes strategic planning, executive coaching, leadership team development, performance management, stakeholder engagement, talent strategy, and change management. We help district leaders establish clear goals, monitor progress, make effective use of data, and build the systems necessary to sustain improvement over time. Through a combination of deep education expertise and practical implementation support, TNTP partners with leaders to create lasting impact for students and communities. With deep ties across Texas, TNTP has partnered with school systems in every corner of the state to improve outcomes for more than 3 million students in the past 5 years.

Expertise

- Strategic planning and vision-to-execution support
- Superintendent and executive leadership coaching
- District leadership team development
- Goal setting, progress monitoring, and performance management systems
- Organizational effectiveness and change management
- Data-driven decision making and continuous improvement
- Stakeholder engagement and communication planning
- Talent strategy, leadership pipelines, and succession planning
- Board and superintendent goal alignment
- Implementation planning and strategic initiative management

VIDA Collaborative

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[VIDA Collaborative website](#)

About Us

VIDA Collaborative is a consulting firm based in Austin, Texas, that has partnered with more than 100 school districts across all 20 Education Service Center regions. VIDA helped design the Effective District Framework diagnostic that TSL delivers today and coached ESC staff as they became certified to offer strategic planning and performance management services to LEAs through TSL. VIDA brings this same depth across TEA's broader portfolio, including Center for School Actions, Teacher Time Analysis and Supports, System of Great Schools, School Action Fund, Resilient Schools Support Program, Additional Days School Year, and CCMR. Our team includes former educators, district administrators, sitting school board members, and data analysts, bringing firsthand experience and technical expertise to every engagement. Coaches are matched to each district's specific context. Every engagement is built to transfer capacity to your team, not create dependence on ours.

Expertise

- Understanding district systems
- Strategic plan development
- Stakeholder engagement and change management
- Executive and leadership coaching
- District site visits and classroom observations
- Data review and analysis
- Conducting performance management routines
- Technical assistance with data dashboarding and management
- School board coaching and development, including TEA's own Framework for Board Development