

Name of the Organization	The Bridgespan Group
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About the Organization	Bridgespan is a nonprofit adviser, strategic partner, and resource for mission-driven organizations and philanthropists. Their services include strategy consulting, leadership development, philanthropy advising and developing and sharing practical insights with the field. Their Education Practice has deep expertise in scaling promising education interventions – including school models and student supports, in improving educator development and retention, and in supporting place-based education efforts.
Approach to Designing Transformation Zones	Bridgespan’s approach to designing transformation zones includes five key design features: setting ambitious goals, guarantee autonomy, improving teaching and learning, following the students and sustainability. They work with LEAs to set goals which serve to hold school leaders and/or partners accountable for performance via principal evaluations, contractual agreements, or performance scorecards. They encourage Zones to provide leaders and principals with the flexibility to select teachers best able to lead classroom improvement and work with zones to design strategies that enable such flexibility to translate into significant improvements in student outcomes. They also work with districts to design K-12 feeder patterns, to ensure students receive consecutive years of intensive, high-quality instruction. Lastly, they work with zones to secure a multi-year commitment from their school boards to commit to long term change for the zone.
Transformation Zone Experience(s)	<p><i>Shelby County Schools Innovation Zone (Memphis, TN):</i> Bridgespan designed and developed a multi-year strategic plan for the iZone. The zone was designed to both directly run turnaround schools and to match low-performing schools with high-performing charter operators. The zone was designed as a district-led zone. This partnership resulted in schools having positive, statistically significant, and substantively meaningful effects on student achievement across all subjects (e.g., double digit improvement in proficiency rates across all subjects)</p> <p><i>Academy of Urban School Leadership (Chicago, IL):</i> Over the course of ten years, Bridgespan has worked to develop a multi-year strategic plan, created an initial approach to teacher development, identified opportunities to strengthen and improve teacher residency and accelerated its improvement from “good” to “truly excellent”.</p> <p><i>Achievement School District (TN):</i> Bridgespan helped develop a multi-year strategic plan, focusing on low-performing schools, directly operating schools as a state-level district, partnering with high-quality charter operators, building talent pipelines and more. The school district was able to increase student outcomes and improving Priority Schools.</p>
Additional Information	