

BRIJENT

Indiana Department of Education School Improvement Summit
School Improvement Technical Assistance Partner Profile
March 10, 2020



Background

Organization Name	Briljent, LLC
Organization Address	7615 W. Jefferson Blvd. Fort Wayne, IN 46804
Organization Contact	Adam Gulla, Business Development Manager agulla@briljent.com 317-767-4140

Organization Mission

Briljent believes in the strengths and potential of each and every child, and we're committed to helping Indiana's public schools achieve equity and excellence so that all students can realize their potential and discover their paths in life. Collectively, we seek to leverage each of our team member's strengths and expertise to collaborate with schools and build responsive, sustainable systems of improvement and support that will address each school's unique needs and objectives. We prioritize student learning, school improvement, and operational effectiveness.

Areas of Support

Briljent supports the following areas: Effective Leaders, Ambitious Instruction, Collaborative Teachers, Support Environment, and Involved Families.

Approach

Briljent will provide 8-Step Continuous School Improvement and instructional coaching services for Indiana schools. The 8-Step Continuous School Improvement Process is based on Effective Schools Movement research, Total Quality Management principles, and the Plan-Do-Check-Act (PDCA) Continuous Improvement Cycle. The 8-Step Process addresses both equity and excellence for teaching and learning through quality tools and strategies.

Briljent brings a highly accomplished and decorated team of School Improvement Consultants to deliver onsite implementation of the 8-Step Process. Each team member brings over 35 years of public education and education consulting experience with numerous accomplishments and awards. The Briljent School Improvement Consulting Team includes: Phil Talbert, Stephen Foster, Tom Jarvis, and Ermalene Faulkner.

8-STEP SCHOOL IMPROVEMENT PROCESS

Planning Grants	1	Stakeholder Commitment
	2	Data Disaggregation
	3	Instructional Timeline
	4	Instructional Focus
	5	Frequent Assessment
Implementation Grants	6	Tutorial + Enrichment
	7	Maintenance
	8	Monitoring

Differentiated Services

Briljent's School Improvement Consulting Team will meet onsite with school staff to implement the 8-Step Process, which is designed to adapt to the unique needs and objectives of each school. Administrators and teachers will be trained and coached on Effective Schools Research, root-cause analysis for low student achievement, and team problem-solving strategies. After initial training, each component of the 8-Step Process is continuously supported through monthly onsite Process Checks conducted by the School Improvement Consulting Team. This system ensures each low-performing school's needs are met.

Attributes of an Ideal Partner and/or District

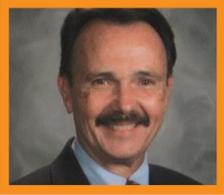
The 8-Step Process is designed to improve the performance of all schools including K-12, diverse, at-risk, and all areas of high poverty and low achievement, including Title I Schools. An ideal partnership and effective implementation require stakeholder commitment, high expectations of all parties, and mutual accountability.

BRILJENT

Impact and Track Record of Success

Briljent's School Improvement Consulting Team has a strong track record of improving K-12 outcomes for Indiana Schools. Our four consultants successfully implemented the 8-Step Process in their individual schools and districts.

Phil Talbert, Former Principal of Hawthorne Elementary



- Between 1997 and 2002, the ISTEP pass rate never exceeded 50%. By 2002, Hawthorne was in the 4th year of Title I school improvement. Talbert worked with staff to implement the 8-Step Process in 2002.
- Hawthorne saw immediate increase in student achievement and was recognized as the Title I Distinguished School in 2008. By 2011-2012, Hawthorne achieved a 90.1% pass rate in Math and a 92.3% pass rate in ISTEP ELA.
- While being a high poverty school, Hawthorne maintained an “A” on State accountability scoring for seven consecutive years.

Stephen Foster, Former Principal of Lakeside Elementary



- Lakeside was a struggling school in 2002. Foster worked with staff to implement 8-Steps in 2002.
- By 2004-2005, Lakeside became a high performing Title 1 School, then a distinguished Title 1 School in 2005-2006, then a National Blue-Ribbon School in 2007-2008, and finally achieved an “A” on State accountability scores in 2011. By 2008-2009, ISTEP proficiency scores increased by 19.5 percentage points with a 75.4% pass rate.

Tom Jarvis, Former Principal of Muncie Central High



- Prior to 8-Step implementation, Muncie Central High remained on Academic Probation under the State's accountability system. Tom Jarvis became the new Principal in 2011 and worked staff to implement the 8-Step Process.
- After 8-Step implementation, Muncie Central and other high schools improved probationary status based on spring 2011 achievement performance growth. By 2012-2013, Muncie Central achieved Letter Grade “A” from IDOE after six consecutive years of failing prior to Jarvis becoming Principal. In the spring of 2011, End of Course Assessments showed an increase in English 10 passing scores by 12.2 percentage points and an increase in Algebra I passing scores by 4.1 percentage points.

Ermalene Faulkner, Former Director of Elementary Education & Chief Academic Officer of Muncie Community Schools



- In 2009, as Director of Elementary Education at Muncie Community Schools, Ermalene Faulkner led the implementation of the 8-Step Process in all the elementary schools.
- Each school saw significant improvement from percentages well below State averages to meeting and exceeding State and local scores after one year of implementation.
- In 2011, Faulkner became the Chief Academic Officer and continued leading the entire district in the implementation of the 8-Step Process. From 2009-2016, elementary schools followed by the two district middle schools increased State scores and demonstrated overall academic growth. Muncie Central High School subsequently ended its probationary status and negative academic decline via 8-Step implementation.

For many years after, the 8-Step Process has been implemented by over 130 Indiana schools through initiatives supported by the Indiana Department of Education's Title I office.

Education Experience

For over 20 years, Briljent has developed and delivered training, professional development, change management, and technical solutions to large organizations and government agencies—including the Department of Education—in all 50 U.S. States and 6 territories. Briljent has delivered over 2.5 million hours of training to tens of thousands of learners, and our work has improved outcomes for schools, students, teachers, and parents across the nation. We have developed solutions for education projects including ISTEP, IREAD, ILEARN, ISTAR, ISRPOUT, On My Way Pre-K, Indiana Early Childhood Education, Indiana Teacher Licensing, and the Illinois SAT to name a few. We are committed to making a difference for schools, teachers, and students across the nation.