

School Improvement Technical Assistance Partner Profile

Organization Name: Whatever It Takes Consulting, Inc.

Organization Address: 1389 W. 86th Street, Suite 130
Indianapolis, Indiana 46260

Organization Contact Person: Dr. Jamyce Curtis Banks

jamyce@witconsultinginc.com

317-297-5882 (Office)

317-292-5989 (Cell)

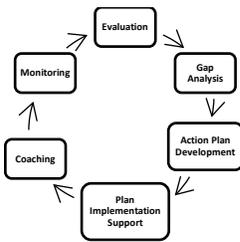


Organization Mission: The mission of Whatever It Takes Consulting, Inc. (WIT) is to build the capacity of individuals and organizations to both adapt to and perform effectively in diverse environments.

Areas Supported by WIT Services

Area	Services
<i>Effective Leaders</i>	Cultural responsiveness leadership coaching; Cultural Intelligence (CQ) Assessment, Action Plan development and implementation support; development of culturally responsive walkthrough feedback protocol
<i>Ambitious Instruction</i>	Culturally responsive instruction and classroom management strategies to close achievement gaps, improve relationships, manage behavior, reduce discipline and increase instructional time; instructional coaching; Cultural Intelligence (CQ) Assessment, Action Plan development and implementation support
<i>Collaborative Teachers</i>	Strategies and processes to develop professional learning communities (PLCs); team coaching to support effective collaboration
<i>Supportive Environment</i>	School organizational culture audits to identify capacity and needs and develop measurable goals, strategies and interventions to address gaps; implementation support to monitor accomplishment of measurable goals, strategies and interventions
<i>Involved Families</i>	Culturally responsive family engagement strategies, grounded in the Epstein Model, to enhance relationships and increase participation and satisfaction

At Whatever It Takes Consulting, Inc. (WIT), we believe what distinguishes us from other organizations is our more than 15 years of ***customized service*** focused on the development of culturally responsive organizational culture with a ***foundation in the development of Cultural Intelligence (CQ)***.



The approach of Whatever It Takes Consulting, Inc. is a continuous improvement model to support schools and school districts in addressing improvement in student performance, parent engagement and the development of culturally responsive instruction, behavior management and classroom and

WIT Continuous Improvement Model

Project Management

At the begin of every project, WIT establishes a Project Lead. The WIT Project lead is the liaison to the school and meets with the school to (1) identify project objectives and outcomes, (2) establish timelines, including progress monitoring, coaching and reporting schedule and (3) identify communication protocols for the duration of the project.

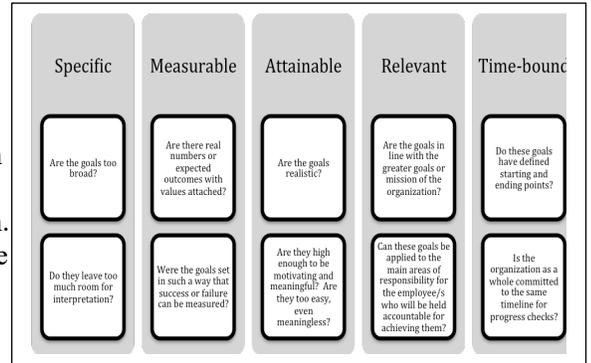
Evaluation and Gap Analysis

WIT provides assessments and evaluations of both individuals and organizations (leadership, staff, schools and districts) including culture audits, instructional audits, school evaluations and the Cultural Intelligence (CQ) Assessment. The CQ Assessment is the only academically validated assessment of the ability to adapt in culturally diverse environments. Providing customized services, WIT will design the evaluation needed to assist the school/district in identifying current capacity and determining the source for gaps between current performance and desired outcomes. Evaluation designs can incorporate specific curriculum, interventions, policies, practices and programs. WIT facilitators have expertise in research-based data analysis. WIT will provide a comprehensive Feedback Report that includes areas of strength,

growth need areas and recommendations for enhancement and change. A Feedback Report is provided regardless of the type of evaluation or assessment conducted.

Action Plan Development

Once Evaluation and Gap analysis has been conducted, using the Feedback Report, WIT will facilitate the development of an Action Plan to close identified performance gaps. An Action Plan may be as simple as an individual intervention or set of strategies or as complex as a strategic plan for organizational transformation. WIT engages the school/district in the identification of measurable objectives and monitoring timelines using the “SMART” model.



Plan Implementation Support – Coaching and Monitoring

While the development of a plan of action is essential to improving performance, effective implementation is the critical component of change. WIT supports implementation of action plans through coaching and professional development supports specifically designed to address the current capacity, enhancing the ability to meet the measurable goals and objectives. Through this customized support WIT has helped schools and districts develop culturally responsive leaders and staff, close student performance gaps, develop culturally responsive school/district policies, procedures and practices; and develop and enhance relationships to increase parent/family satisfaction and engagement. WIT provides access to content and provides services and strategies that are comprehensive and able to meet the needs of any school/district. In doing so, we have helped our clients grow personally and professionally, develop and lead in a culturally responsive manner and meet the challenges of diverse and ever-changing education environments.

Examples of Impact of WIT Services

- Student Performance – At the start of engagement in the WIT process, the performance of a school district reflected 35% of students “Did Not Meet” standards on the state assessment. The CQ Assessment was given, modules developed and implemented, individual and building action plans created, progress monitoring protocols developed, and coaching was implemented. As a result of the supports, the percentage of students that “Did Not Meet” standards on the state assessment decreased to 30% in year-one of implementation. In year-two, students that “Did Not Meet” standards continued to decline to 26%.
- Development of Culturally Responsive Practices – In a district serviced by WIT, 4 of 14 schools had performance and discipline culture gaps with regard to minority students. As a part of services, WIT administered the CQ Assessment at the district level using a pretest-posttest model. Pretest results were analyzed, and school-based professional development plans designed to address growth in CQ and close culture gaps. Professional development topics included but are not limited to the impact of culture and values on teaching and learning, bias (implicit, explicit), strategies for culturally responsive classroom management and instruction, professional learning communities and collaborative practices, implementing restorative practices and applying cultural responsiveness to the Epstein Model for family engagement. At the conclusion of the professional development time period, the posttest was administered. In all 4 schools, growth was achieved. Two of the 4 schools experienced a decrease in student discipline of 45%. With the exception of one school, all schools experienced an increase in satisfaction on the Parent Satisfaction Survey administered by the district.

The Attributes of an Ideal WIT Partner

WIT employs a collaborative approach to services and supports; therefore, the idea WIT partner:

- ✓ Recognizes change is a process and is committed to engaging in a change process
- ✓ Is prepared to commit resources (people, time, financial, etc.) to the change process
- ✓ Is committed to engaging all school stakeholders (leaders, staff, students, families and community) in the change process