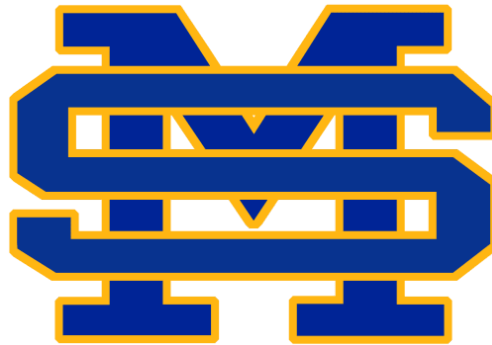


A Proposal for



St. Martin Middle School

Teacher Effectiveness (ELA, Math, and Special Education)



Company Overview

For over eighteen years, Bailey's team of premiere instructional coaches, leadership coaches, and project managers has served schools and districts and ensured that the services provided are researched-based and effective. They customize areas of focus to support school and district goals. All services are offered in-person. Bailey's coaches customize support through group trainings and individualized, job-embedded coaching and modeling. Bailey's special education teacher coaches customize support through individualized professional growth plans. Coaches work with special education teachers to build capacity and improve student outcomes.

Core Service Model

At Bailey Education Group, we believe in a coaching model that transcends conventional approaches. Our method, grounded in Data Driven Analysis, sets the stage for a dynamic and personalized coaching journey that empowers educators to reach new heights of success. Here's a glimpse into our unique coaching model:

Data Driven Analysis

We always begin with data, ensuring that every coaching journey is tailored to the specific needs of educators. This analysis encompasses a holistic view, incorporating state test results, observation data, trackers, teacher evaluation scores, and student work. This initial focus on data provides educators with a voice in shaping their professional development.

Training

In our model, training plays a pivotal role in empowering educators. Beyond insights, we emphasize deliberate skill-building and knowledge transfer. This strategic training phase equips educators with the tools and techniques essential for implementing effective strategies identified during the Data-Driven Analysis. It ensures that the coaching journey is not just insightful but also results in tangible, lasting improvements in teaching practices.

Coach + Model

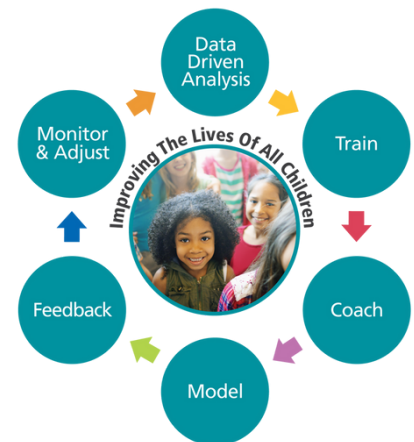
Our coaching goes beyond traditional methods; we immerse ourselves in the teaching environment. Employing hands-on teaching, co-teaching, and targeted coaching, coupled with a focus on gradual release, we enhance the capacity of both educators and school leaders. Our goal is clear-empowering teachers to thrive independently.

Feedback

Feedback is not just a part of the process; it is the heartbeat of our coaching model. Through continuous feedback loops integrated into the data-driven analysis, we create a dynamic relationship with educators. This ensures their ongoing involvement in the coaching process and sets the foundation for effective relationship building.

Monitor and Adjust

Education is an ever-evolving landscape, and we recognize the importance of adaptability. Our coaching model emphasizes constant monitoring and adjustment. This may involve revisiting data, refining strategies, and staying attuned to the evolving needs of both educators and students. We are committed to a coaching journey that is fluid, responsive, and always moving forward.



Evidence-based Rationale

Bailey Education Group, a leading provider of education services, is proud to offer evidence-based professional development and coaching services that are aligned with best practices and have a statistically significant impact on student outcomes. Our services are tailored to meet the unique needs of Mississippi schools, ensuring strong alignment with state, district, and school priorities.

A statistically significant effect means that the observed changes are not due to chance. Using Cohen's d (1988) to measure effect sizes, the What Works Clearinghouse (WWC) recognizes an effect size of 0.25 or higher as statistically significant. Research shows that professional development can have a medium to large effect on student outcomes, with an effect size of $d = .66$, as demonstrated in the meta-analysis by Timperley, Wilson, Barrar, and Fung (2007). This aligns with Bailey Education Group's approach to professional learning, which is rooted in research and validated by these findings.

Bailey Education Group's model aligns with the six key themes identified in Timperley and colleagues' work, which have been shown to enhance the effectiveness of professional development:

- **Learning opportunities over an extended period:** Bailey's service model is continuous and includes data-driven analysis, training, coaching, modeling, and monitoring, ensuring ongoing support and sustained improvements. Our services are aligned with Learning Forward's seven key focus areas for professional development: Learning Communities, Leadership, Resources, Data, Learning Designs, Implementation, and Outcomes.
- **Involvement of experts:** Bailey's coaches and trainers are highly qualified experts in their respective fields. They have a proven track record of improving student outcomes through professional learning and are supported by a Leadership Team and Project Managers who ensure that they are continually updated with the latest best practices.
- **Teacher engagement:** Our model is job-embedded, ensuring that teachers are actively engaged in the learning process through data-driven analysis, training, coaching, and continuous monitoring. Teachers are supported at every step, ensuring the relevance and effectiveness of professional development.
- **Impact on student outcomes:** Bailey's professional development services focus on identified teacher needs and continuously track the impact on student outcomes using available data sources. Our approach ensures that professional learning is directly linked to measurable improvements in student achievement.
- **Professional learning communities (PLCs):** Bailey's work emphasizes the importance of collaboration among educators. Our services guide the creation and engagement of PLCs, and we provide fee-waived resources through Google Drive, which enhance communication and collaboration among teachers using customized resources and toolkits.
- **School leadership support/Executive Coaching:** Recognizing that leadership is critical to successful professional learning, Bailey works closely with school leadership to develop customized plans that address the specific needs of teachers and students. We engage leadership in the learning process and provide ongoing follow-up to monitor and track the effectiveness of implementation, ensuring that professional development leads to improved student outcomes.

Company Capabilities and Experience

- Bailey Education Group, LLC, located at 201 Park Court Suite B, Ridgeland, MS 39157, was founded in October 2007 by **Gary Bailey**, AIA. Gary's business experience in school improvement is without peer in Mississippi, having founded and operated other successful education companies. Today with over 20 years experience in the industry, he serves as Managing Partner.
- **Pat Ross** serves as President. Pat has served as a public educator in Mississippi for more than 20 years. His education experience includes teacher, coach, assistant principal, principal, Superintendent, Deputy State Superintendent, and Education Policy Advisor to Mississippi Governor Phil Bryant. Pat currently oversees all operations for Bailey Education Group and is specifically focused on providing leadership development academies, retreats, and one-on-one coaching sessions with school leaders in Mississippi.
- **Hank Bounds, PhD**, serves as Vice President of Strategy and Business Development. Hank brings a wealth of district, state, and national experience to Bailey Education Group having served as a principal, local superintendent, State Superintendent of Education, Commissioner of the Mississippi Institutions of Higher Education, and President of the University of Nebraska. In 2019 Dr. Bounds retired from Nebraska and returned to our area to continue to serve children.
- **Andy Parker, PhD**, serves as Vice President of Operations and Support. Andy Parker is an energetic, motivational leader and speaker who has been teaching students and leading schools and districts for the past 30 years. His background in high school English and his passion for supporting those in leadership roles propelled him to write his book, *Building Brilliant Schools: What GREAT Leaders Do Differently*, which was published in 2021. The book quickly became an international bestseller. His companion workbook, *50 Tools to Build Brilliant Schools* is now available.
- **Tanisha Washington** serves as Chief Executive Officer. Tanisha is a former elementary and middle school English Language Arts teacher with over 20 years of experience in various areas of education. She has served in the capacity of Academic Curriculum Coach, Curriculum Coordinator, Interventionist, School Test Coordinator, LSC Chairperson, among other titles outside the scope of regular classroom educator.
- **Marauo Davis, PhD**, serves as Mississippi State Director. Marauo is an accomplished educational leader with a strong background in strategic project management and organizational leadership. As the Mississippi State Director at Bailey Education Group, Marauo oversees statewide systems development, providing critical support to partner school districts, educators, and administrators to drive measurable outcomes. With a proven track record of success in managing and directing teams and large-scale initiatives.

Our company brings a wealth of knowledge and experience to each district and school in which we serve. We have 45 full time employees and over 450 consultants, including our leadership team, project managers, content directors, and content instructional specialists.

HQIM Grant Partners and Approved Vendor Information

Bailey Education Group has a proven track record in professional development and training with HQIM and programs for school districts and individual school sites that is quantifiable. Below are current partners for the 24-25 school year in districts across the states of Mississippi, Arkansas, Florida, Alabama, and Louisiana. Bailey's instructional coaches are currently providing HQIM professional development and training in the following districts which received the MDE HQIM grant: Clarksdale Municipal School District, Cleveland School District, Lamar County School District, Lauderdale County School District, Natchez Adams School District, Senatobia Municipal School District, and Winona Montgomery Consolidated School District. We are currently approved as an HQIM vendor in the PLPG guide by Rivet Education and have successfully been approved vendor in ELA and math HQIM for the Louisiana Department of Education, as well as in Alabama and Arkansas.

Vendor Approved Lists

Alabama



ACLD PLUs



Rivet Education's PLPG

Arkansas



High-Impact Tutoring Grant



Rivet Education's PLPG

Mississippi



HQIM Support



Rivet Education's PLPG

Louisiana



Partnerships for Success Guide

Special Education Professional Development for Specialized Supports & Direct Service Providers



English Learners Professional Development Guide



Louisiana Academic Content Professional Learning Partner Guide



Illustrative Math



EL Education



ELA Guidebooks, 3-5 (2022)



ELA Guidebooks, 6-8 (2024)



ELA Guidebooks, 9-12 (2020)



Rivet Education's PLPG



Program Effectiveness Goals

At Bailey Education Group, we set goals for program effectiveness that span a range of outcomes—from educator satisfaction to instructional improvement and ultimately to student learning achievements. To evaluate the success of our partnerships and professional development services, we utilize the Guskey Framework, developed by Dr. Thomas Guskey at the University of Kentucky. This approach helps ensure that our initiatives drive measurable, sustainable results for both educators and students.

• GUSKEY LEVEL 1: Satisfaction

- **Goal:** Participant Satisfaction: Educators who directly engage with Bailey Education Group (through professional development or coaching) will agree or strongly agree that their time spent with us was valuable and impactful.
- **Goal:** Leader Satisfaction: Leaders who work directly with Bailey Education Group will agree or strongly agree that the support we provided was a valuable use of time, contributing to their growth and leadership effectiveness.

• GUSKEY LEVEL 2: Teacher Knowledge

- **Goal:** Teachers who participate in Bailey Education Group's professional development (whether through PD sessions or coaching) will demonstrate achievement in their learning, as evidenced by an end-of-event checkpoint assessment that measures the knowledge gained during the session.

• GUSKEY LEVEL 3: Leader Clarity

- **Goal:** Leaders engaged with Bailey Education Group will have clear guidance on the key work ahead and the steps required to accomplish it. We track the following for each partnership to measure progress:
 - Curricular approach Intervention choices Level
 - of engagement Implementation of action plans
 - (follow-through)

• GUSKEY LEVEL 4: Instructional Change

- **Goal:** We will observe an increase in the percentage of positive indicators in partner schools or districts as they utilize the school-based observation form, demonstrating a positive shift in instructional practices and the consistent application of strategies introduced during professional development and coaching sessions.

• GUSKEY LEVEL 5: Student Work Analysis

- **Goal:** We will see an increase in the percentage of students mastering aligned tasks and performing successfully on state summative assessments, demonstrating the effectiveness of our professional development and coaching in improving student learning outcomes.



Description of Coaching Services

Elementary and Secondary Teacher Effectiveness, Tutorial, Coaching, Modeling, and Support

- *Bailey provides support in all content areas, including but not limited to, ELA, Math, Science, and Social Studies. Potential services include but are not limited to:*
- Customized training and support to increase depth of knowledge of the Mississippi College and Career
- Identify student areas of concern and gaps in learning based on current data analysis
- Plan and provide focused remediation, guided practice, and student work with appropriate rigor
- Monitor student progress and provide feedback to students and teacher
- Readiness Standards while focusing on HQIM
- Customized training and support in research-based instructional strategies and practices utilizing HQIM
- Professional development and in-classroom instructional coaching and modeling that supports schools
- Learning management system supports, including instructional planning and instructional delivery
- Strengthening collaboration and integration between the TST, regular and special education teachers
- Professional learning including customizing instruction to Language Service Plans
- Supporting staff in implementation of the Mississippi EL Guidelines and Instructional Supports
- Strategic planning, including planning to transform school and district culture
- Guidance and support for the administration on implementation of HQIM within classrooms for all teachers

Leadership Coaching and Mentoring Focusing on Instructional Support

- Professional learning for administrators, including a focus on strengthening administrators' capacity to serve as instructional leaders, with a focus on reaching school and district transformation goals. This will include both professional development and in-classroom instructional coaching and modeling, as well as additional guidance on supporting teachers as they utilize HQIM.
- Data management including but not limited to data mining and analysis, report building and data publishing to strengthen instruction and interventions, keeping transformation efforts on track
- Strategic planning, including planning to transform school and district culture
- Guidance and support for the administration on implementation of HQIM within classrooms for all teachers

Data Coaching

- Utilizing district assessment and data management platforms to identify trends and gaps in student learning and determine instructional focus through HQIM
- Assessment platform supports, including support retrieving and analyzing data and understanding the platform's data reports to skillfully inform use of HQIM and instructional practices, identifying trends and gaps in student achievement, including gaps in subgroup performance
- Building teacher and administrator capacity in using the district data management system to engage in data mining, report publishing and data publishing, while focusing on the support of HQIM



Special Education K-12

- Professional learning areas of focus including differentiating instruction, co-teaching with inclusion and self-contained teachers and improving inclusion practices to boost achievement while using HQIM
- Strengthening collaboration and integration between the TST, regular and special education teachers
- Effective Scheduling Practices for Students with IEPs and Special Education Teachers
- Standards Based IEP Development and Implementation
- Access to the General Curriculum through Accommodations and Modifications
- Effective Inclusive Practices and Co-Teaching focusing on High Leverage Practices
- Curriculum Mapping and Alignment for Mississippi Alternate Achievement Standards
- Social Emotional Learning and Behavior Management
- Support and strengthen the district's compliance with the Individuals with Disabilities Education Act (IDEA) and Mississippi Policies and Procedures State Board Policy 7219 for Children with Disabilities.

Student Tutorials Grades K-12

- Small group instructional support in state required assessments, MKAS, ACT, Work Keys, the Mississippi Career Planning and Assessment System, National Certification Exams, and Advanced Placement Exams
- Collaborating with the school to access, analyze and interpret data to establish tutorial groups and determine instructional focus, plan, and provide remediation and monitor student progress.
- Opening of tutorials to teacher and administrator observation and participation to build local capacity and support transformation goals.

MTSS/Intervention Supports

- Provide support for implementation of the Multi-Tiered System of Supports (MTSS) for both academic and behavior interventions.
- Professional development, coaching, modeling, and data coaching serve to strengthen Tier One instruction.
- Support for the Teacher Support Team in analyzing data and making decisions about placement in Tier 2 and Tier 3, as well as ensuring interventions are provided with fidelity.
- Support for classroom and behavior management programs, including Positive Behavior Intervention Systems (PBIS)

Support to the Office of Federal Programs

- Review and update policies and procedures; implement systems to ensure compliance.
- Provide guidance regarding both programmatic and fiscal-related matters.
- Assist in preparing for onsite monitoring visits.
- Review and prescribe recommendations regarding the management of federal and/or state grants while ensuring compliance with federal, state, and district laws and regulations.



Pricing Specifications

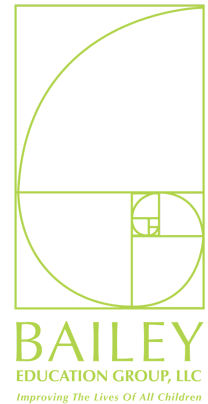
Objective: To provide high quality training employing the essential knowledge, skills, and support systems needed to foster confident, effective practices and ensure a strong foundation for long-term sustainability.

Proposed Outline of Work:

25 Days of Teacher Effectiveness Coaching
(Math, ELA, and Special Education)

Full day of services— \$1,450/day

Half day of service – \$750



Added Value

- *At Bailey Education Group, we proudly offer fee-waived project management services to our partners—a value-added benefit that sets us apart from other educational service providers. Our dedicated Project Managers work directly with schools and districts to coordinate services, monitor progress, and ensure that implementation stays aligned with goals and timelines.*
- *By removing the financial barrier typically associated with project management, we empower our partners to focus fully on student outcomes while we handle the logistics and execution. This unique support structure reflects our commitment to long-term partnership, accountability, and meaningful impact in every school we serve.*

Total for **all** Professional Development Supports **\$36,250**