

# Ensemble's Work with CMOs Addresses Inequities for English Learners

Seeking to tackle the educational inequity between students who are English learners (ELs) and native English speaking students, Ensemble invited small Charter Management Organizations (CMOs) that were facing a gap in performance between these populations to participate in a learning and solutions-oriented cohort. After coming together, the group identified a common challenge to address: how to use continuous improvement to help close the gap in performance between English learners and native English speakers.

**"Ensemble leverages the connections they've made with multiple CMO's to make us feel connected and bring us best practices."**

**Katherine Hamilton, Director of Curriculum and Instruction at Ingenium Schools**



on something together, we need to work in a direction that will support everyone involved."

Speaking about the opportunity for deeper learning, Katherine said, "Ensemble brought in an expert who presented and took us through a lot of learning experiences. It was the most I'd learned about English learners since I got my teaching credentials."

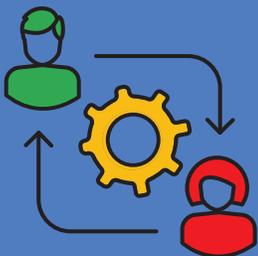
Following implementation of their continuous improvement processes at school sites, the CMOs are already seeing a positive impact on English learners. Sherre Vernon, Chief Academic Officer at Thrive Public Schools, reported "Our school is looking more explicitly at the progress of our English Learners." Katherine agreed, explaining, "So far, we're seeing an impact through what we've been able to implement as a result of the work we've done with Ensemble. We're writing language objectives and understanding the standards on how to do that."

Early feedback on this program suggests that participants found it useful to have the space to come together and address challenges collaboratively. "Sometimes we don't invest enough in leaders' learning," Katherine said, "Ensemble putting together a group of leaders and teachers from different CMOs has provided an opportunity we don't normally get."

Participant Katherine Hamilton, Director of Curriculum and Instruction at Ingenium Schools, said, "What I really appreciated about the work is that they didn't come in and say 'here's the work we're going to do.' They went through a process to look through our data – if we're going to work

## The group participated in a process that included:

1. Analyzing student data and refining the solution to working through a complete continuous improvement process;
2. Administering writing assignments to ELs from each CMO;
3. Reviewing the assessment data and using it to hone in on the needs of English learners;
4. Getting a deep dive from Magdalena Ruz Gonzalez who shared research on effective writing assessment for English learners, particularly long term English learners; and
5. Visiting a "bright spot" school with little gap between English learners and native speakers to observe and learn about best practices.



Ensemble Learning, formerly The College-Ready Promise, is a national organization committed to fixing inequities in the education system by improving how schools serve students – especially our most underserved. To accomplish this, we work directly with charter school leaders to provide space, collaboration and resources they can leverage to address challenges at their schools with solutions they develop to meet their site's particular need.



**ensemble learning**

Together we grow strong schools