

# Impact Report

2022



**Celebrating a  
Year of  
Learner-Centered  
Collaboration**



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## Letter from Executives

As the world continues to evolve and change in dynamic ways, there is an increasingly urgent call to **meet learners where they are** and equip them with the knowledge, skills, and habits critical for success in work, life, and citizenship. This aspiration is what drives our work at Learner-Centered Collaborative.

We have **impacted over 2 million students and 150,000 educators** through the support and resources we offer our growing network of 150 partners in their shift towards learner-centered education. We have elevated student voice to drive school redesign efforts and innovation across districts, fostered discussion and collaboration among educators to observe and create learner-centered experiences, and built leadership capacity at the state and district level to support implementation efforts of personalized learning.

Today, we have the ability and responsibility to reimagine, reinvent, and realign our learning experiences to best serve each and every learner. We hope that as you read more about our services and impact from this year, you will see that **change starts by empowering people**—from young learners to educators, administrators, and community members.

In Collaboration,  
Devin + Katie



Devin Vodicka | CEO



Katie Martin | CIO

“  
*We have the ability and responsibility to reimagine, reinvent, and realign learning experiences for all learners.*  
”





# WHO WE ARE

## Our Vision

*We envision **education ecosystems** that empower all learners to know who they are, thrive in community, and actively engage in the world as their best selves.*

## Our Mission

We partner with educators to **define** whole-learner outcomes, **design** meaningful learning experiences, and **create** the enabling conditions for their unique journey to inclusive and equitable learner-centered education.

## Our Values

- We are trusted and responsible partners.*
- We are curious and humble learners.*
- We approach our work with courage.*
- We build inclusive communities.*
- We are impact-driven.*



## Our Story

Our team has decades of expertise in education from a variety of sectors including technology, policy, administration, and teaching. From these diverse experiences emerged a shared understanding: **to truly develop and grow unique individuals we cannot teach in a standardized way.** We are thus guided by the persistent truth that a learner-centered approach is the foundation for a successful, thriving learning community.

Learner-Centered Collaborative builds and expands upon the work our team has been doing for years with partner schools across the country. Recognizing the complexity of change, driven by what’s best for learners, and informed by research and practice, we work closely with schools, districts, and states to **find their new way forward.** Our framework serves as a blueprint for our partners as they build out their unique learning models.

## Our Learner-Centered Framework



### Whole-Learner Outcomes

The system is centered on attending to the social, emotional, cognitive, and mental health needs of learners.

### Learning Experiences

The conditions that are critical to support the learning experiences that lead to desired learner-centered outcomes.

### Enabling Conditions

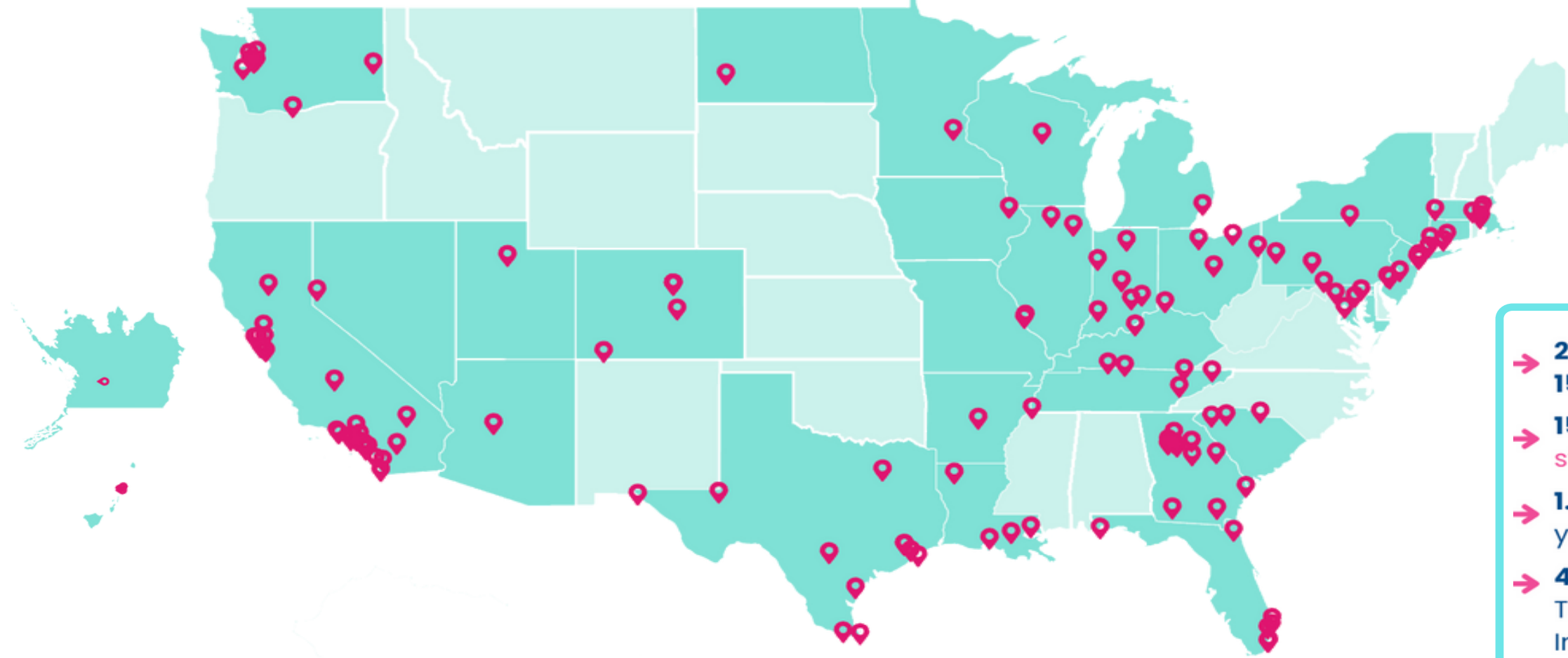
The experiences that are co-designed and facilitated with learners to ensure they can demonstrate mastery of desired learner outcomes.

[Explore Framework](#)



# Our Partners

Our diverse and growing community of partners spans public, private, charter, urban, and suburban schools, districts, and states across the nation



- ➔ **2 million students** and **150,000 educators** impacted
- ➔ **150+ partnerships** in **30+ states** across the U.S.
- ➔ **1.3x partner network growth** year over year
- ➔ **4 state-level partnerships** in Texas, Utah, Hawaii, and Indiana

## 2021–2022 Partners

Age of Learning  
American Healthcare Documentation Professionals Group  
Allen County Schools  
Archdiocese San Antonio Education Office  
Arizona State University  
Ascension Christian School  
Bartholomew Consolidated School Corporation  
Bonsall Unified School District  
Bristow Group  
Brooklyn Center Community Schools  
Butler Area School District  
Chico Country Day School  
Christina Seix Academy  
Clear Creek Independent School District  
Cold Spring School  
Compass Charter Schools  
Deer Lakes School District  
DeKalb County School District  
Design39Campus  
Discovery School  
Durango School District 9 – R  
El Paso Leadership Academy  
El Segundo Unified School District

Embark Education  
Escondido Unified School District  
Estem Charter High School  
Forsyth County Schools  
Fraser Public School District  
Frederick County Public Schools  
Glenbrook School  
Greensburg Community School District  
Hamilton County Education Service Center  
Harford County Public School District  
Harkham Hillel Hebrew Academy  
Hawai'i State Public Charter School Commission  
Higher Ground Education  
Honors Academy of Literature  
Horseheads Central School District  
Houston Independent School District  
Humboldt Unified School District  
Imagination Lab School  
Indiana Department of Education  
& America Succeeds  
Keys School  
Kingsport City Schools  
Knox County Career Center  
Kohélet Yeshiva

La Piazza Academy  
Laguna Beach Unified School District  
Lighthouse Charter Schools  
Lindbergh Schools  
Lindsay Unified School District  
Logan County Schools  
Luria Academy of Brooklyn  
Lytle Independent School District  
Mālama Honua Charter School  
Malden School District  
Maplewood Richmond Heights School District  
Mead School  
Menlo Park City School District  
Meridian School  
Mesa Union School District  
Metropolitan School District of Wayne Township  
Middlesboro Independent Schools  
Millis Public School  
Mineola Public Schools  
Minerva Institute for Research & Scholarship  
Monrovia Unified School District  
Mooseheart Child City & School  
Mount Vernon School

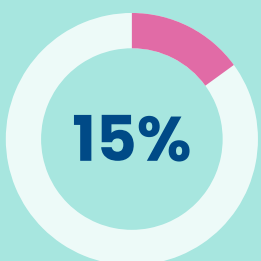
Next Generation Learning Challenges  
North Knox Junior Senior High School  
Northlake Christian School  
Oconee County School District  
Odyssey Academy Galveston  
Odyssey STEM Academy  
Olympia School District  
Orange County Department of Education  
Paramount Unified School District  
Peninsula School District  
Philmore Academy  
Pickens County Schools  
Portfolio School  
PREP Academy  
Putnam County Charter School System  
RESA  
Rockdale County Public School District  
Rooted School Indianapolis  
Saint Andrew's Episcopal School  
San Bernardino City Unified  
Santa Ana Unified School District  
Santa Paula Unified School District  
Savannah–Chatham County Public Schools

SEEQs Charter School  
Smart Computers  
South Kitsap Schools  
South Peninsula Hebrew Day School  
South Texas Independent School District  
Spark Academy  
Spring Branch Independent School District  
Tamim Academy  
The Hewitt School  
The Innovative School of Temple Beth Sholom  
The Quad Preparatory School  
Tri County Regional Vocational Technical  
TxLX (Texas Learning Exchange)  
Utah State Board of Education  
Vanguard Career Center  
W.I.D.E. School  
Wausau School District  
Wayland Public School District  
Western Dubuque Community School District  
Wirtz Elementary School  
Wooster School  
WorldWide Therapy Online  
Yeshivat Meor Chaim

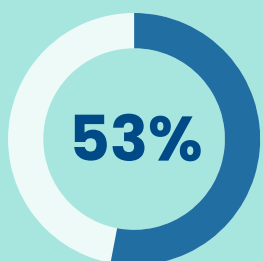


# Our Impact

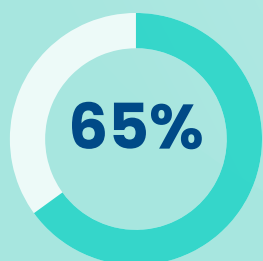
Our partnerships help build inclusive and equitable communities. In our partner schools:



of all students are **English-Language Learners**



of all students receive **Free & Reduced Lunch**

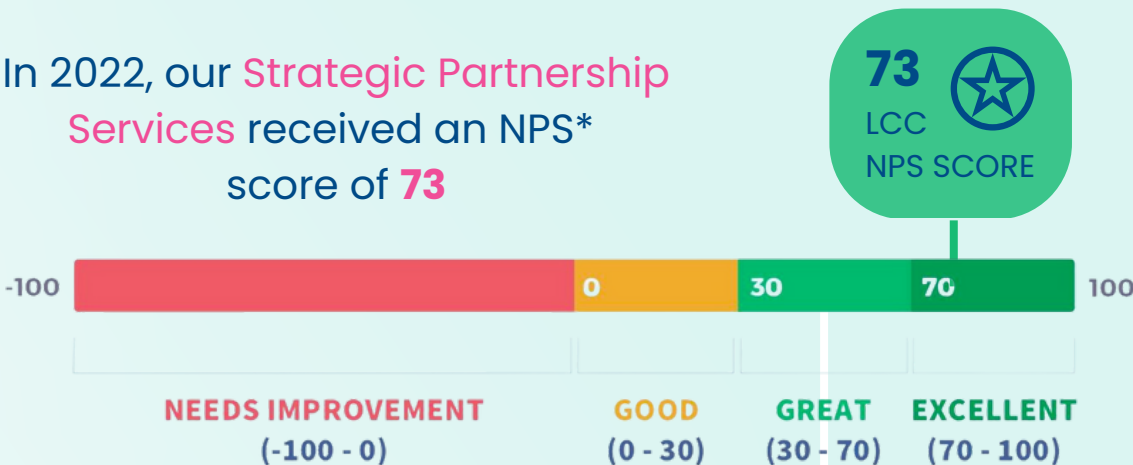


of all students are **Non-White**

Our work is impact-driven and consistently informed by data and feedback.

## Partner Satisfaction

In 2022, our **Strategic Partnership Services** received an NPS\* score of **73**



\*NET PROMOTOR SCORE (NPS) is an industry standard to gauge customer satisfaction

# What Our Partners Are Saying

## Expert Facilitation in Virtual Settings

"Within the constraints provided by primarily virtual interactions, [they have] done a marvelous job at **connecting** with us to ensure that the learning we are experiencing is **meaningful**."

"**High quality** virtual training that was relevant and engaging"  
"I've **learned** about engaging learners online by watching [them] present."

## Puts Relationships First

"Great **thought partner** and sounding board for me"  
"[The team has] been a great asset in **supporting our leadership team** and has **fostered these relationships** to work towards positive outcomes."

## Meets Partner's Specific Needs

"Balanced a difficult line of being **empathetic & compassionate** to our needs, while **challenging previous notions** that led to productive struggle."

"**Took the time** to get to know our training needs"  
"Taking input on the design of the sessions with our team and **crafting the work around that input**"



# Utah State Board of Education Building Leadership Team Capacity at the State Level

## At a Glance

The leadership team at USBE recognized that one first step toward implementing PCBL practices throughout the state was to infuse them in their professional learning. Find inspiration in their work through these resources:



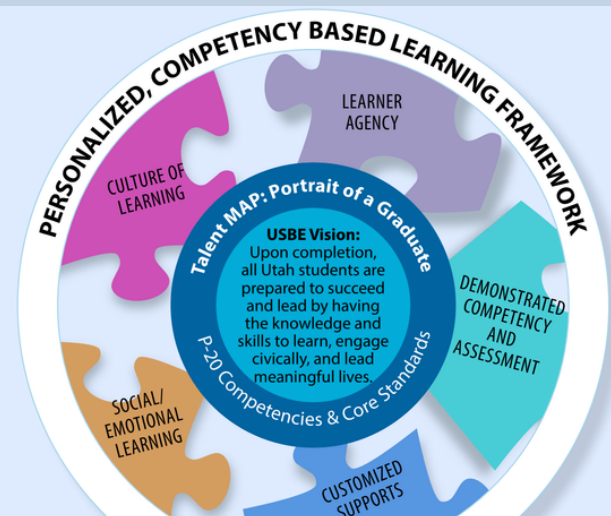
PCBL  
Framework



Learning Walk  
Tool



Portrait of a  
Graduate



Utah's PCBL Framework

## OUR GOAL

The Utah State Board of Education (USBE) partnered with Learner-Centered Collaborative to build capacity and enable USBE specialists and coordinators to support implementation of the state's Personalized, Competency-Based Learning (PCBL) framework, a learning model that includes 5 components necessary to nurture learner-centered outcomes as defined in the state's Portrait of a Graduate. The partnership facilitated virtual and in-person professional learning sessions, Pathways for Educators courses, and on-site Learning Walk observations and reflections.

## OUR APPROACH

- 1 Professional Learning Workshops**  
These sessions were designed to model and simulate PCBL strategies in their professional learning, align on implementation approaches, and explore authentic examples in classrooms.
- 2 Learning Walks**  
On-site Learning Walks helped state-level leaders to see and experience real examples of PCBL in the classroom and build the skills towards identifying PCBL elements in action.
- 3 Pathways for Educators**  
The courses explored ways to build learner agency, demonstrate competency, and align assessment to desired outcomes, all while encouraging educators to test learning experiences in the classroom and build portfolios reflecting on these experiences.



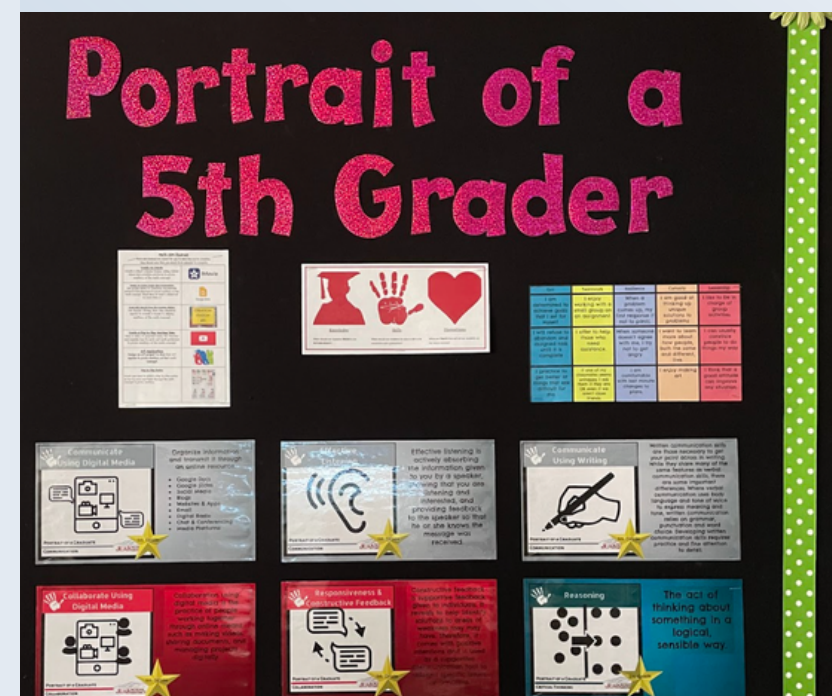
*For too long, we've been sending teachers home tired and students home bored.*

**Michael Hakkarinen,**  
PCBL Specialist, USBE



## RESULTS AND IMPACT

- State leaders participating in workshops committed to infuse PCBL in professional learning sessions in the next year.
- Session participants reported increased confidence exploring and supporting PCBL in Utah LEAs.
- Educators experienced PCBL firsthand, embraced cross-school collaboration, and tested their learning in real time.



## Key Metrics



**4**  
Learning Walk sites won Utah's recognition for innovative learning experiences



**90+**  
PCBL strategies tested in Utah classrooms



**140**  
USBE leaders participated in over 70 professional learning workshops



**Utah State Board of Education**

[Read the full story](#)

To learn more, visit:  
[www.schools.utah.gov](http://www.schools.utah.gov)



# Logan County Schools Creating a Profile of Success Throughout a District

## At a Glance

An opt-in group of educators brought about learner-centered change across the district through a Profile of Success. Find inspiration in their work through these resources:



[Profile of Success](#)



[Defense of Learning](#)



[Learning Model](#)



Learning Walks facilitated by our team, including CIO Katie Martin.

## OUR GOAL

Logan County Schools partnered with Learner-Centered Collaborative to develop a Profile of Success driven by an opt-in team of educators known as the LC Innovators. Recognizing that success hinges on buy-in from the entire learning community, the team regularly tests, reflects, shares, and refines their work with input from all school sites with convenings led by Learner-Centered Collaborative. This collaboration has grounded the Profile of Success and the Success Indicators with clear alignment that enables the Learning Model to both double as student and educator competencies driving work throughout the district.

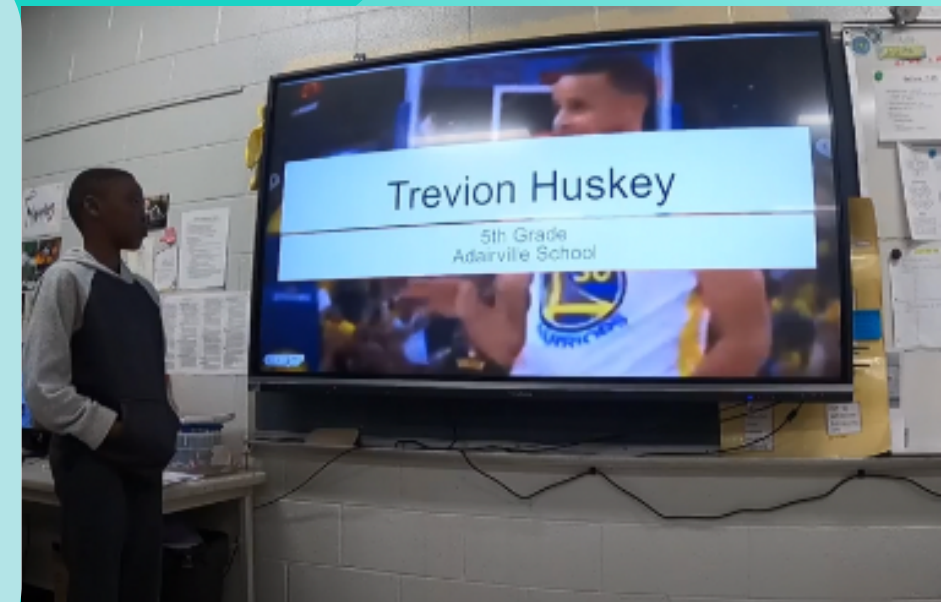
## OUR APPROACH

- 1 Profile of Success**  
The Profile of Success aligns student and educator competencies and clearly explains Success Indicators in a comprehensive Learning Model. The site shares real classroom examples to elevate and inspire educators.
- 2 Learning Walks**  
With a clear Profile of Success, LC Innovators sought to identify models and examples in practice through Learning Walks facilitated by our team.
- 3 Defense of Learning**  
Demonstrating student competencies aligned to the Profile of Success, students in 5th, 8th, and 12th grade use the shared site to build their electronic portfolios and present a Defense of Learning.



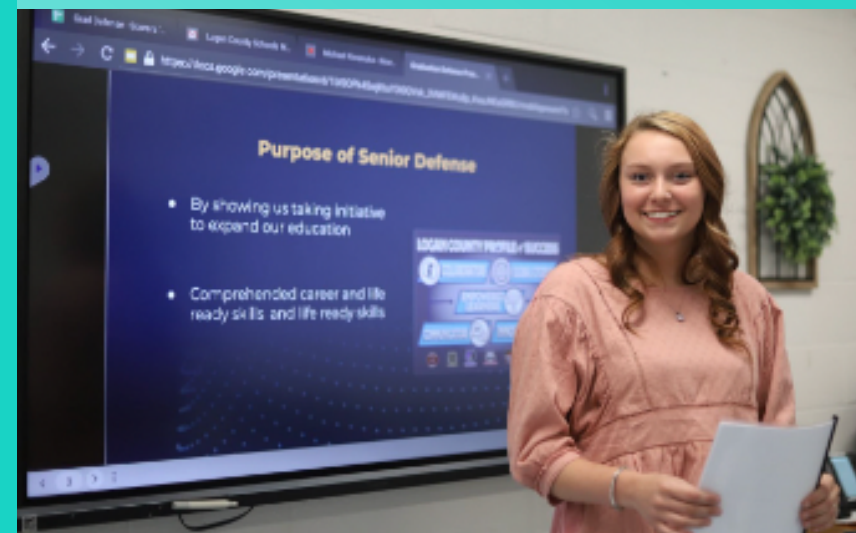
*We aren't just creating students.  
We are creating better citizens.*

**Paul Mullins**, Superintendent,  
Logan County Schools



## RESULTS AND IMPACT

- > In only two years, the LC Innovators identified the needs, sought input, and created a shared vision that each site team was able to put into action.
- > Multiple PLCs (content and grade specific) met with cross-district groupings on competencies as they shared resources, reflected, and decided on actionable next steps.
- > Digital Coaches have created a shared site for teachers and students to find resources, templates, and examples to build electronic portfolios and draw inspiration for their Defenses of Learning.



## Key Metrics



**100%**  
of 5th, 8th, and 12th graders presented their Defense of Learning



**6**  
Educator Competencies were identified in support of the Profile of Success



[Read the full story](#)

To learn more, visit:  
[www.logan.kyschools.us](http://www.logan.kyschools.us)



# Santa Ana Unified School District

## Listening to Learners to Drive Districtwide Innovation



*I really enjoy the opportunity to work with other teams and learn about some of the ways they are moving forward with personalized learning.*

**Kimberly Garcia**, Principal,  
Círculos High School



## Key Metrics



**40**  
students in grades 1-8  
were invited to share  
their experiences in  
Student Forums



**50**  
principals committed to  
building relational trust  
and increasing  
collaboration at monthly  
meetings co-facilitated  
with us



**100**  
leaders across the  
district participated in  
Learning Walks



[Read the full story](#)

To learn more, visit:  
[www.sausd.us](http://www.sausd.us)

## At a Glance

Santa Ana Unified elevated the voices of all learners to incorporate feedback and observations on existing structures and practices that would inform innovation throughout the district. Find inspiration in their work through these resources:



[Learning Walk Itinerary](#)



[Learning in Action](#)



*Learning walk debrief session  
between classroom visits.*

## OUR GOAL

Santa Ana Unified tapped Learner-Centered Collaborative to support a learner-centered journey guided by learner input that would prioritize areas of greatest need and scale from there. This collaborative partnership works to elevate the voices of all learners as the district implements its graduate profile in pursuit of more learner-centered experiences throughout the learning community. Through this approach, the district is on its way to better meeting its learners where they are.

## OUR APPROACH

### 1 Student Forums

To understand the summer school experience, SAUSD conducted student forums and educator interviews. These insights have enabled the work to progress with application throughout the entire year.

2

### Learning Walks

With Learning Walks, the Educational Options Innovation Cohort uncovered bright spot practices in the classroom that could be replicated across the district and identified opportunities for growth.

3

### Leadership Coaching

SAUSD's leadership team prioritizes building internal capacity and deepening leadership alignment through greater coherence of their mission, vision, values, and goals and building on relational trust.





# Synergy @ Mineola Public Schools

## Creating a Learner-Centered High School by Listening to Learners

### At a Glance

Recognizing the value of a personalized, competency-based, learner-driven model of education the Mineola School District prioritized elevating student voice and building upon existing strengths in the design of Synergy High School. Find inspiration in their work through these resources:



[Badge Books](#)



[What is Synergy?](#)



[Learning in Action](#)



*Empathy interviews with students*

### OUR GOAL

Building upon the district vision for Synergy, this collaboration tapped into student voice through empathy interviews with educators, students, and administrators and leveraged the design thinking process facilitated by Learner-Centered Collaborative. Seeing success among the younger grades drives Mineola's current work to replicate these learner-centered experiences across the district and to show learners that their progress is impacted by their own work and learning.

### OUR APPROACH

#### 1 Empathy Interviews

Empathy interviews yielded processes and structures that supported learners to design their daily schedule, access curriculum, and engage in meaningful learning experiences based on their needs.

#### 2 Learning Walks

Informing next steps based on needs and desires that emerged from the empathy interviews, Learning Walks uncovered "Bright Spot" practices that were already happening in the district.

#### 3 Strategic Planning

The team is focused on the enabling conditions including clear vision and learning model, aligned policies, use of time and space, and relational trust building practices such as building time for reflection and check-ins into the schedule.



*I'm learning how to help myself, how to take control of my situations, use my resources, and be what I'm capable of being.*

**Synergy Student**



### RESULTS AND IMPACT

- Conducted a diagnostic assessment of vision, resources, and instructional practices to highlight "Bright Spots" and identify next steps to evolve the competency-based system.
- Promoted agreement on norms, structures, and routines including the roles of all stakeholders, schedules, and learning opportunities through design sessions.
- Illustrated the principles of the learning model through the exercise "A Day in the Life of a Synergy Learner."



### Key Metrics



**15**  
empathy interviews conducted with students to better understand the unique needs and experiences of each individual



**2**  
days of design sessions with educators and district leadership



[Read the full story](#)

To learn more, visit:  
[www.mineola.k12.ny.us](http://www.mineola.k12.ny.us)



# Research & Development

Success hinges on using research and learning sciences as our guide, sharing ideas, resources, and best practices, while elevating student voice to inform the path forward.

## 2021-22 Highlights

**Over 50%**

of our team has published content that is impacting learner-centered conversations

**3**

award-winning books shaping the conversation on learner-centered leadership

**100+**

free tools and resources for educators and leaders

**Season 1**

of the Learner-Centered Collaborative Podcast

**Benchmark Data**

gathered on key partner metrics through proprietary student and leadership survey

**Diagnostic**

developed and launched to inform vision and implementation within districts

**Framework**

rooted in 3 whole-learner outcomes, 4 learning experiences, and 10 enabling conditions.

**What's Possible**

- Curate learner-centered school models library
- Design learning model playbooks with research backed strategies, tools, and examples
- Establish a research center

## What's Resonating with the Learner-Centered Community

Ensuring broad awareness and access to resources in a variety of formats facilitates and accelerates learner-centered education for all.



### 5 most downloaded tools:

- [4 Guiding Principles for Learner-Centered Leadership](#)
- [Continue, Start, Stop Protocol](#)
- [Identify Your Learner-Centered Priorities](#)
- [Faculty Meeting Planning Template](#)
- [Ladder v. Knot Learning](#)

### Top 5 blog posts:

- [Learning Is a Process, Not an Event](#)
- [4 Key Shifts from School-Centered to Learner-Centered](#)
- [Overcoming Objections to a Competency-Based Approach](#)
- [3 High-Impact, Low-Lift Ways to Foster Learner Agency](#)
- [You Are More Ready for Learner-Centered Than You May Think](#)



**The Learner-Centered Collaborative Podcast**



### Top 3 podcast episodes:

- [Embracing Change in Education with George Couros](#)
- [Leaning Into Learning with Catlin Tucker](#)
- [Changing the Perspective on Teaching with Michelle Bangara](#)



# Convenings &

Impactful change happens when leaders, innovators, and practitioners in diverse practices. Our regional and national convenings create opportunities for purposeful

# Innovation Hubs

roles and contexts work together to share and spread ideas and grow best connection that accelerates learner-centered growth nationwide and beyond.



# Professional Learning

Changing how students learn starts with changing how educators learn.

150,000+

*educators in our network shifting towards learner-centered education*

We've expanded our offerings to include:

Diagnostic Assessment

Educator Workshops

Learning Walks

Leadership Coaching

Framework for the Future

Customized Support

# Highlights This Year

Increasing accessibility to high-quality degree programs and learning experiences in a variety of formats that model a learner-centered approach for educators accelerates learner-centered experiences for students.



## Summer Offerings

Summer is the time for reflection and inspiration. To prepare for a learner-centered school year, we offer Professional Learning Academies, Design Sessions, Webinars, Book Clubs and more designed specifically for teachers, coaches, and leaders.

## Community of Practice

A Community of Practice is an effective, 60-minute workshop protocol that can be used with students and educators. Each quarter we met with nationwide groups to share ideas about a theme based focus. [Read more](#) about benefits and tips for your next Community of Practice



WEBINAR

## A FRAMEWORK FOR THE FUTURE

DON'T TRY LEADING WITHOUT ONE

DATE: TUESDAY NOV 29, 2022  
TIME: 2 PM - 2:45 PM PT  
LOCATION: ZOOM

## Framework for the Future Webinar

A Framework for the Future is the secret behind many schools and districts making progress towards learner-centered outcomes. This model actively guides a learning community's decisions, experiences, and resources. Learn more [here](#)



# Board of Directors

*Learner-centered change impacts all aspects of a community and requires diversity of perspective and voice.*



**Dr. Devin Vodicka**  
*CEO*  
Learner-Centered  
Collaborative



**Dr. Frankie Escobedo**  
*Executive Director*  
National Center of Urban  
Transformation



**Kimberly Smith**  
*CEO*  
Center for Inclusive  
Innovation at  
Digital Promise



**Joseph South**  
*Chief Learning Officer*  
ISTE



**Eve Wachtell**  
*Managing Partner & COO*  
Outside Angle



**Kelly Young**  
*Executive Director & President*  
Education Reimagined

# Advisory Council

*Our Board of Directors and Advisory Council, bring guidance and first-hand knowledge of what it takes to realize a learner-centered paradigm where all learners can thrive.*



**Melissa Agudelo**  
*Principal*  
Lincoln High School  
(San Diego Unified)



**Nicole Allard**  
*Executive Director of  
Educational Excellence &  
Innovation*  
Vista Unified School  
District



**Dr. Leighangela Brady**  
*Superintendent*  
National School District



**Eric Burmeister**  
*Superintendent*  
Menlo Park City School  
District (CA)



**Eric Chagala**  
*Founding Principal*  
Vista Innovation &  
Design Academy



**David Cook**  
*Director of Innovative  
Learning*  
Kentucky Department of  
Education



**Joe Erpelding**  
*Sr. VP of Education,  
Thrively*  
*Former Principal,  
Design39 Campus*



**Dr. Pamela Moran**  
*Executive Director*  
Virginia School  
Consortium for Learning



**Dr. Cory Steiner**  
*Superintendent*  
Northern Cass School  
District (ND)



**Marlon Styles**  
*Superintendent*  
Middletown City School  
District (OH)



**Kristen Watkins**  
*Executive Director of  
Personalized Learning &  
Innovation Sustainability*  
Dallas ISD



# Acknowledgments

We are immensely grateful for the support, encouragement, and mentorship from so many who share our commitment to improved learning opportunities for all. We are especially fortunate to be surrounded by an amazing **team** and network at Learner-Centered Collaborative. The experiences of our partners, board and advisory council, and convenings of educators across the nation continue to inform and inspire our work as we reflect on what's possible when we put learners at the center.

While our vision aligns with what many of us want for learners and learner-centered practices, these efforts are not yet the norm. Join the movement of educators, leaders, changemakers, parents, and learners to support changing practices and the approach to learning. You can take action today by discovering **the next step** in your learner-centered journey, **connecting with our team**, attending our upcoming **professional learning opportunity or event**, exploring our collection of learner-centered **resources and tools**, and **donating** to ignite the changes we want to see for learners. We value your support and action as we work towards a learner-centered future for all.

## Contact Us

[www.learnercentered.org/connect](http://www.learnercentered.org/connect)  
[collaborate@learnercentered.org](mailto:collaborate@learnercentered.org)  
[@LCCollaborative](https://twitter.com/LCCollaborative)

**LEARNER-CENTERED COLLABORATIVE**  
 IMPACT REPORT 2022

# Thank You

*Together let's make your **vision** for learners a **reality***





**LEARNER-CENTERED COLLABORATIVE**  
IMPACT REPORT 2022

