



Learner-Centered
COLLABORATIVE

Impact Report 2024



**Centering
Learners**
by **Design**

TABLE OF CONTENTS

LETTER FROM EXECUTIVES 3

OUR STORY 4

PARTNER STORIES 8

RESEARCH & DEVELOPMENT 16

CONVENINGS & NETWORKS 18

HIGHLIGHTS 20

BOARD & ADVISORY COUNCIL 22

ACKNOWLEDGEMENTS 24



Letter from Executives

“
We continue to be grateful for our partners and optimistic about the future of education.
”

At Learner-Centered Collaborative, we are more committed than ever to creating education ecosystems that empower learners to know themselves, thrive in community, and actively engage with the world as their best selves. Over the past year, we have achieved tremendous milestones, expanding our collaborative networks, establishing new partnerships, and launching innovative research projects. These accomplishments reflect the impact we can create when we come together around a shared vision.

Our partnerships are at the heart of this progress. By working closely with a growing network of schools, districts, educators, and organizations, we are co-creating the resources and support necessary to accelerate the shift toward learner-centered education. These partnerships amplify the voices of learners, inform district-wide innovations, and build the leadership capacity needed to drive systemic change. Whether through research, community initiatives, or new models, our collaborations are expanding the reach and impact of learner-centered practices nationwide.

As we deepen our work, we are also mindful of the evolving landscape in education. The increasing role of technology and Artificial Intelligence (AI) offers both challenges and opportunities. Through our collaborations, we are exploring how these tools can be harnessed to support personalized learning, enhance educator capacity, and improve whole-learner outcomes. We are committed to ensuring these innovations remain grounded in human-centered values prioritizing equity, agency, and learner well-being.

Our shared efforts have yielded powerful outcomes, with unmistakable impact evident in districts, schools, virtual environments, and research settings nationwide. Students are leading change in their schools, educators are creating more meaningful learning experiences, and communities are rethinking how education can better serve all learners.

We continue to be grateful for our partners and optimistic about the future of education. Through our growing network of partners, expanded research initiatives, and a collective vision, we continue to grow the tools and momentum to evolve education ecosystems, together.

As you explore our 2024 impact report, we hope you will see how these partnerships are central to unlocking the potential of education. The effects of our collaborative work ripple across districts, communities, classrooms, shaping a future where every learner can thrive in an ever-changing world.

Thank you for your continued support and partnership in this vital mission.

In Collaboration,
Devin Vodicka + Katie Martin



Our Story

Learner-Centered Collaborative is a non-profit that emerged from decades of experience in education—from classroom educator to district superintendent—spanning every corner of the country. Our team’s diverse set of experiences in education allowed us to see firsthand what works, identify the biggest challenges, and set ambitious goals for what is possible. **We are guided by the persistent truth that a learner-centered approach is the foundation for a successful, thriving learning community.** And we know that a shift to learner-centered is a collaborative endeavor.

Our Vision

We envision education ecosystems where all learners 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 enabling conditions for learner-centered education.

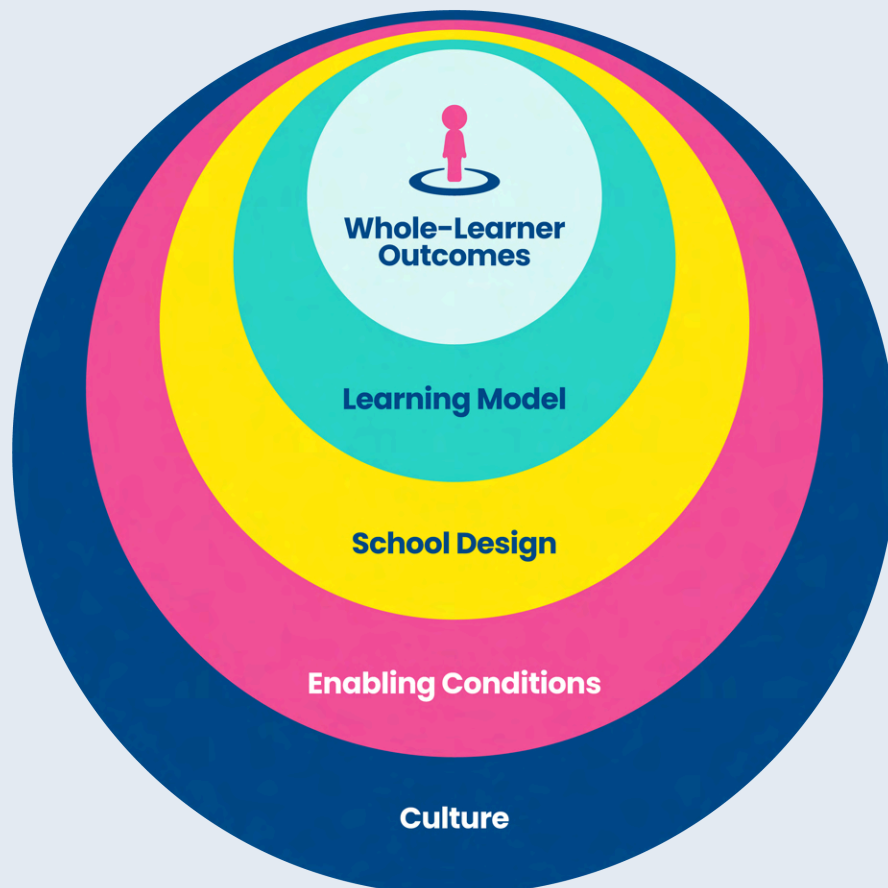
Our Values

- *We are trusted and responsible partners.*
- *We are curious and humble learners.*
- *We are inclusive community builders.*
- *We are courageous.*
- *We are impact-driven.*

Learner-Centered Ecosystem



The learner-centered ecosystem represents a paradigm shift from traditional school-centered education, focusing on developing whole-learner outcomes that address individual interests, strengths, needs, and goals. This approach encompasses five key components: whole-learner outcomes, an aligned learning model, innovative school design, enabling conditions, and a supportive culture. By evolving our systems, we can create environments that truly prepare learners for the challenges and opportunities of the modern world, fostering critical thinking, problem-solving, collaboration, and continuous learning skills.

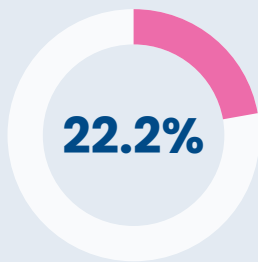


[Explore Our Ecosystem](#)

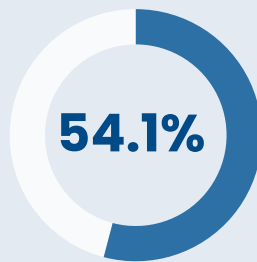
Our Impact



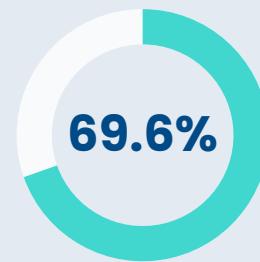
Our partnerships help build inclusive and equitable communities. In our partner schools:



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

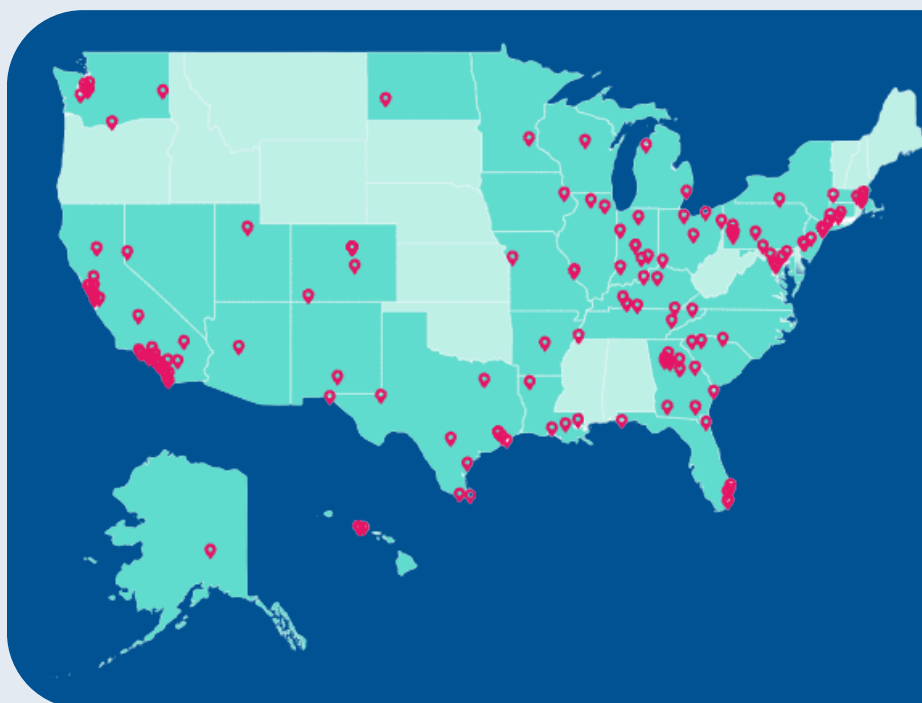


of all students receive **Free & Reduced Lunch**



of all students are **Students of Color**

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



Our Partners

- Partnerships in **30+** states across the U.S.
- **1.2x** partner network growth year over year
- **4** state-level partnerships in TX, UT, HI, & IN

What Our Partners Are Saying

Empowering Educators

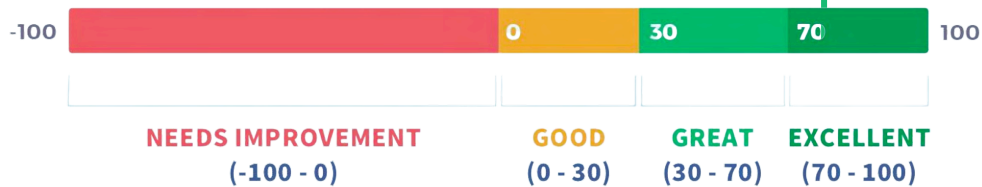
"I used to think that I didn't belong in education let alone these types of task forces. I am so appreciative of the safe and welcoming space that you have created that made me feel valued as an educator."

"I feel like all the puzzles pieces are coming together - the lesson design, the framework, the learner profile. I am also learning my role as a change maker in this process. It's always great to come together with other like minded colleagues as we pave the way to our near future."

Catalyst for Change

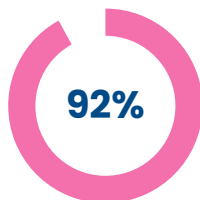
Partner Satisfaction

In 2024, our **Strategic Partnership Services** received an NPS* score of **73**

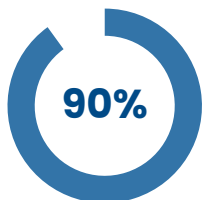


*NET PROMOTOR SCORE (NPS) is an industry standard to gauge customer satisfaction

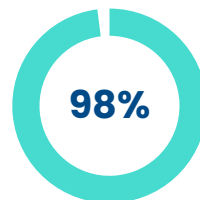
62 is the industry average for consulting organizations



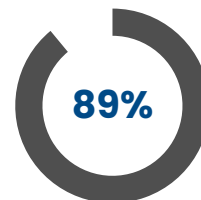
agree that **LCC** provides them with excellent resources to guide their work



agree they are very satisfied with their LCC experience



agree they feel meaningfully included in activities

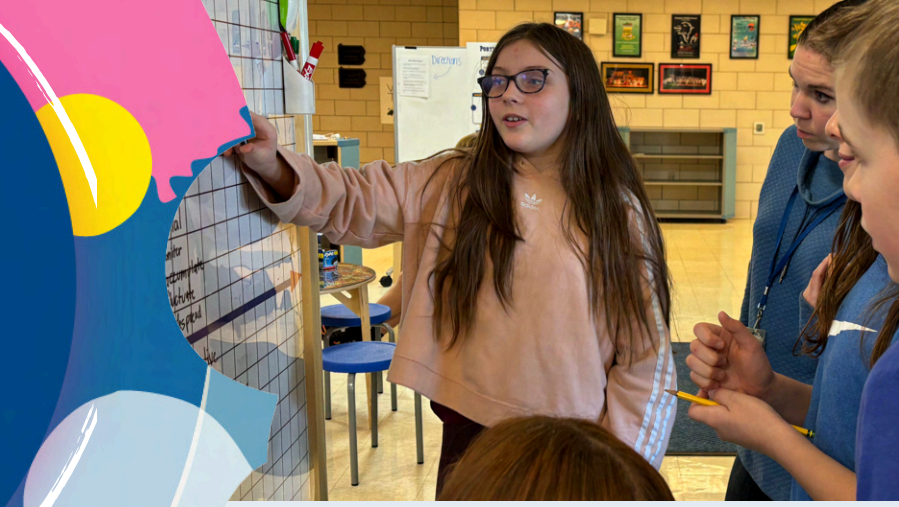


have **clear next steps** after sessions

Partner Impact Story

Hampton Township

Pennsylvania



At a Glance

In March 2023, LCC launched our partnership with Hampton Township School District in Allegheny County, Pennsylvania to implement their strategic plan through learner-centered practices.

- Number of Students: 2702
- Number of Schools: 5

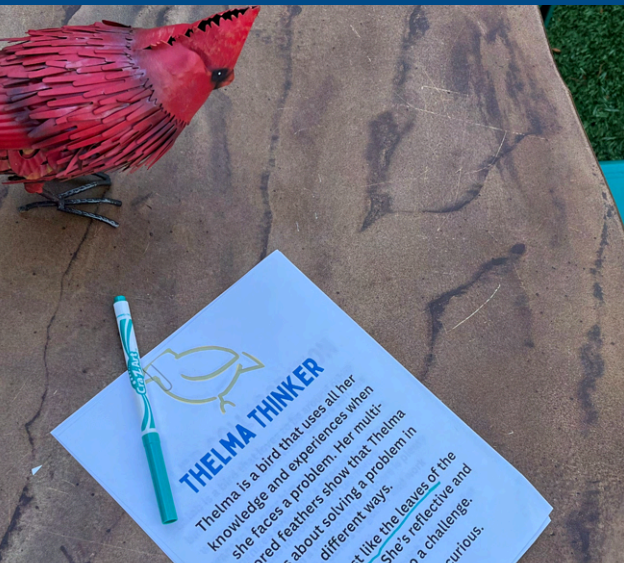
Find inspiration in their work through these resources:



[Blog: Breathe Life into Your Portrait](#)



[HTSD Website](#)



THELMA THINKER

Thelma is a bird that uses all her knowledge and experiences when she faces a problem. Her multi-colored feathers show that Thelma is about solving a problem in different ways. It like the leaves of the She's reflective and a challenge. curious.

Students connect with Portrait competencies through an engaging bird-themed lesson.

OUR GOAL

Our partnership focuses on defining and tracking progress toward the district's Big Moves based on their strategic plan. We launched with professional development to deepen learner-centered practices, followed by summer leadership planning. Design teams now prototype these initiatives within each school's unique context, guided by community input through empathy interviews. Regular learning walks help recognize and celebrate how students and educators bring the Portrait of a Talbot to life, ensuring meaningful progress toward district-wide goals.

OUR APPROACH

1

Listening to Learners

Guiding schools in conducting empathy interviews with students, teachers, and families to understand their experiences and needs to inform solutions.

2

Design Teams

Bringing together school and district leaders to identify needs, develop solutions, and maintain alignment with district goals.

3

Learning Walks

Observing, celebrating, and reflecting on how students and teachers are bringing learner-centered practices to life.



The Learner-Centered Collaborative team is very adept at keeping things moving while allowing for in-depth communication to foster positive outcomes.

**Team Member,
Hampton Township**



RESULTS AND IMPACT

> **Developed Annual District Scorecard:**

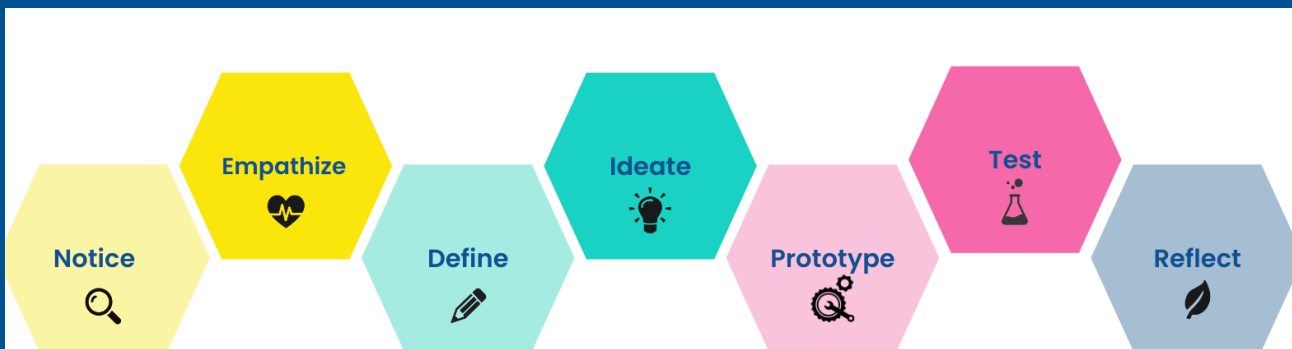
Internal tool to track and measure progress toward strategic goals and Big Moves

> **Implemented Learning Walks:**
Three structured observations per year to recognize and celebrate learner-centered practices in action

> **Created Portrait Progressions:**
Framework to guide and support development of Portrait of a Talbot competencies

> **Launched Design Teams:**
School-based teams using empathy interviews to identify needs and prototype solutions

Design Thinking Process



Source: The Liberatory Design

School-based teams use design thinking to plan and implement Big Moves in the HTSD Strategic Plan.

Partner Impact Story

Lamont Elementary

California



At a Glance

Through a partnership with Lamont Elementary School District, educators, learners, and community members developed a shared Framework for the Future that guides their work. Building from this foundation, Lamont launched innovation cohorts, personalized professional development, and micro-schools to bring learner-centered practices to life across their district.

- Number of Students: 2613
- Number of Schools: 4

Find inspiration in their work through these resources:



[Innovation Cohorts](#)



[Lamont's Framework, English and Spanish](#)



Educators engage in professional development to explore and design learner-centered strategies.

OUR GOAL

Our partnership with Lamont Elementary School District began by developing a shared Framework for the Future through inclusive dialogue and community voice. Starting in 2023, we've supported educator-led innovation through cohorts, workshops, and micro-schools, creating coherent pathways for learner-centered practices district-wide.

OUR APPROACH

1

Framework Development

Bringing together students, educators, and community members to define shared outcomes, learning experiences, and success measures that guide implementation.

2

Personalized Learning

Supporting educators in exploring and implementing learner-centered practices through collaborative learning experiences and micro-school design.

3

Leadership Development

Bringing together district and school leaders to build capacity, share practices, and maintain coherence through retreats and ongoing coaching.



I am excited to be on this journey with Learner-Centered Collaborative and see our children really take part in quality education.

**Guiding Coalition Member
Lamont ESD**



RESULTS AND IMPACT

> **Developed Framework for the Future:**

Created shared vision and learner-centered practices through inclusive community engagement

> **Established Innovation Pathways:**

Developed educator innovation cohorts and launched first micro-school to model learner-centered practices

> **Built Educator Capacity:**

96% of educators report high satisfaction with professional learning experiences

> **Created District Coherence:**

Aligned leadership, instruction, and systems to advance their learner-centered vision

Lamont Elementary SCHOOL DISTRICT



FRAMEWORK FOR THE FUTURE

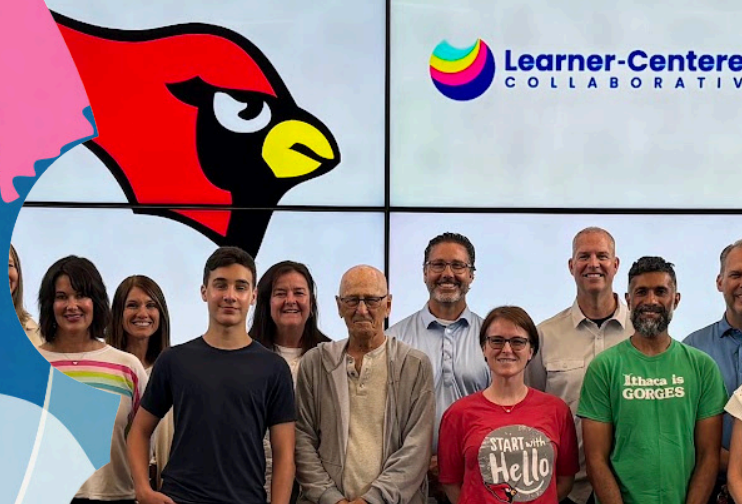


Through a guiding coalition of 65 students, staff, teachers, board members, administrators, and community members, Lamont co-created their Framework for the Future - defining their mission, learner profile, learning model, and pillars of success that guide their shared vision.

Partner Impact Story

Mentor Public Schools

Ohio



At a Glance

Through a partnership with Learner-Centered Collaborative, Mentor Public Schools united their community through inclusive dialogue and student voice to co-create a shared Framework for the Future that transforms learning district-wide.

- Number of Students: 7150
- Number of Schools: 13

Find inspiration in their work through these resources:



[Blog: Elements of a Framework](#)



[Mentor's Framework for the Future](#)



Mentor's Guiding Coalition revising the Learner Portrait based on community feedback

OUR GOAL

Our partnership with Mentor Public Schools focuses on bringing the community together to co-create their Framework for the Future, defining a shared vision for the next 3-5 years. Through inclusive engagement and student voice, we're helping to unite the community in service of Mentor's students and teachers.

OUR APPROACH

1

Creating Coherence

We define whole learner outcomes, design supporting learning experiences, and establish enabling conditions for learner-centered approaches.

2

Listening to Learners

We elevate student voices at every phase, from Discovery Day focus groups to student panels, ensuring students are active members of the Guiding Coalition.



Learner-Centered Collaborative excels at recognizing the student perspective and encourages me to incorporate that into my understand of THEIR education.

**Member of the Guiding Coalition,
Mentor Public School**



RESULTS AND IMPACT

> **Achieved Unanimous Board Approval:**

Through collaborative conversations and consistent communications, the Framework for the Future received unanimous approval by the Board of Education Members

> **Elevated Student Voice:**

Integrated student perspective through focus groups, panels, and direct participation in the Guiding Coalition

> **Created Framework for the Future:**

Developed comprehensive roadmap for district transformation with community input

> **Built Community Engagement:**

United diverse perspectives through forums, surveys, and collaborative sessions

Blueprint Overview



Outcome #1

Expand Student-Centered Experiences

Educators are empowered to design and facilitate student-centered opportunities (ex: engaging, real-world experiences that foster student ownership) aligned to the Mentor Schools Learning Model that yield desired outcomes for all students.



Outcome #2

Nurture College and Career Pathways

Students have access to learning opportunities that prepare them to be college and career ready.



Outcome #3

Encourage Wellbeing

Mentor Public Schools will provide a safe learning environment where students can grow academically, physically, socially, and emotionally.



Outcome #4

Cultivate Strong Community Partnerships

The Mentor Schools community will grow relationships with businesses and organizations to expand mutually beneficial opportunities that foster well-rounded learning experiences for all.



Outcome #5

Maximize District Efficiency and Efficacy

Mentor Public Schools will operate at peak capacity by providing the knowledge, skills, and resources necessary to reach desired student outcomes.

Created a unified vision for Mentor Public Schools through five strategic outcomes that bridge diverse community perspectives and center student success in learning, wellbeing, career readiness, community partnerships, and district effectiveness.

Partner Impact Story California Microschools



At a Glance

Five innovative microschools across California – spanning Lamont, Escondido, and San Diego school districts – are partnering with LCC and Getting Smart's Learning Innovation Fund. The initiative launched in early 2024 with two pilot sites and is expanding through 2025, with each location following a carefully planned rollout schedule.

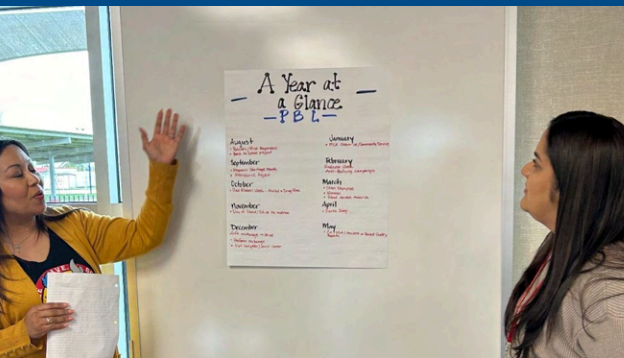
Find inspiration in their work through these resources:



[Big Push for Small Schools Grant](#)



[Lamont Microschool News Feature](#)



Educators map out their year-long Project-Based Learning journey

OUR GOAL

We're creating effective learning environments through microschools – which, in this instance, are small, innovative communities within larger neighborhood schools in public school districts. These cohorts of students and teachers prototype and scale educational experiences that are competency-based, authentic, personalized, and equitable. Through an iterative process that builds buy-in from learners, teachers, and community members, we're fostering learner-centered education and building an accessible pathway to scale district-wide.

OUR APPROACH

1

Design Thinking

Teams use empathy-driven research to identify opportunities for innovation, followed by rapid prototype-test-reflect cycles to develop learner-centered approaches that fit their community's unique needs.

2

In-Person Design Days

Micro school teams engage in collaborative goal-setting, prototyping, empathy-gathering to prepare new innovations for piloting.

3

Virtual Meet-Ups

Virtual meet-ups with other micro school teams allow participants to connect, share experiences, and discuss progress & best practices.



Let go and allow students to take the lead.

Microschool Educator

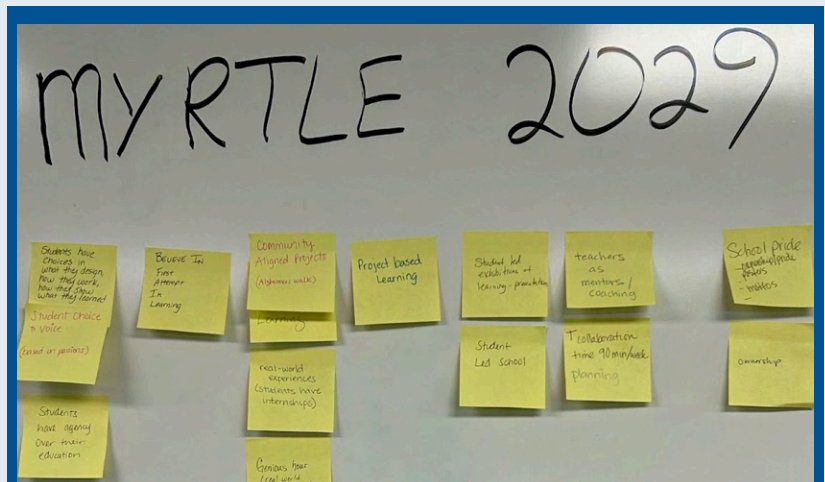


Our microschools unite teachers and student cohorts at Myrtle Elementary, Hidden Valley Middle, Central Elementary, and Lincoln High School across three California public school districts.

RESULTS AND IMPACT

- **Rapid Implementation of Learner-Centered Practices:** At Hidden Valley and Myrtle, 365 students and 12 teachers volunteered to co-design the microschools to support Project-Based Learning, portfolios, goal-setting and reflection, community-building activities that were not in place just a few months ago.
- **Performance Assessment of Whole-Learner Outcomes:** Currently in Hidden Valley and Myrtle, learners engage in both assessment and self-assessment of their portrait competencies through portfolios and conferences. While these assessments are not yet formalized in traditional report cards, students demonstrate their learning through student-led exhibitions and comprehensive portfolios.

- **Teacher Collaboration and Distributed Leadership:** At all sites, the small sized microschool leadership teams have been empowered to gather regularly and make decisions about what to pilot in their cohorts with the blessing of their site leaders.



Myrtle Elementary's 2029 vision board maps out their journey toward learner-centered education through student choice, Project-Based Learning, and community connections.

Research & Development



Competency-Based Reporting Playbook

With support from Walton Family Foundation, we developed and published our **Competency-Based Reporting Playbook**. We convened education leaders from across the nation to share models, insights, and implementation strategies for reimagining assessment systems.



UCSD Research Partnership

Launched in July 2023, this collaboration between LCC and UC San Diego unites researchers, practitioners, and regional districts to advance learner-centered education. The partnership focuses on exploring critical questions about learner success, well-being, empowerment, and agency.

Alumni Connections Survey

In partnership with Digital Promise, we launched the Alumni Connections Survey during the 2024-2025 school year. Working with district partners, we're gathering feedback from recent graduates to strengthen learner-centered practices and inform district action plans.



Spotlight on our LCC & UCSD Research to Practice Partnership

Impact At a Glance

- In 2024, held 4 convenings focused on trust, belonging, and flourishing
- Built networks across 13 organizations from researchers to practitioners to county offices
- Consistent representation from teachers to district leaders
- Launched SoCal LINK initiative with structured team approach across 9 districts



Educators and researchers attend a SoCal convening to build trust and belonging through collaboration networks

THE UCSD RESEARCH TEAM



Dr. Alan Daly
Professor



Dr. Marie "Mimi" Lockton
Postdoctoral Researcher



David Trautman
PhD Candidate

KEY FINDINGS

1

System-Level Perceptions

Stakeholders across different levels had varying views of organizational practices supporting trust, belonging and flourishing. In response, we created cross-role SoCal LINK teams that bring together teacher, site, and central office leaders to align understanding and systematize practices across organizational levels.

2

Regional Collaboration

Strong individual practices existed regionwide but with minimal cross-organization sharing. We established structured collaboration routines that enable organizations to share effective practices, break down silos, and build lasting regional support networks that advance learner-centered innovation.

LOOKING AHEAD

- **Creating shared spaces** for districts to work together on common challenges and strengthen regional partnerships.
- **Measuring** how cross-district collaboration builds trust and belonging in educational communities.
- **Gathering evidence** of impact through formal data collection and collaboration metrics

Convenings &

Impactful change occurs when leaders, innovators, and practitioners from diverse practices come together. Our regional and national convenings provide opportunities for these individuals, each



Connected with the Learner-Centered Community and made a significant impact at large-scale education convenings.

DA Superintendent Summit, ASU+GSV, ISTE, ASU+GSV & Aurora Institute Symposium



Convened Communities of Practice with leaders and educators across the nation as we worked to bring their vision for learners to life.

“
Are you going to tinker or transform?

-Dr. Cory Steiner, Northern Cass SD

”

Hosted monthly **webinars to promote and explore** learner-centered professional learning practices.

Networks

with their unique roles and contexts, to collaborate, share, and spread ideas. This fosters a strong connection that accelerates learner-centered growth both nationwide and beyond.

Led a pre-conference Competency-Based workshop and multiple sessions at the **Aurora Institute Symposium**.



Brought together our **Connections Cohort** in Nashville, TN and Encinitas, CA for school and industry visits



Convened education leaders at our **Lone Rock Leadership Summit** for learner-centered leadership development.

Spotlight on Learner-Centered Connections

Micro-networks connecting education leaders, districts, schools, and businesses in service of learners and learning.

The Learner-Centered Difference:

SCHOOL & INDUSTRY VISITS

- Fall and spring in-person visits
- Access to innovative schools and districts nationwide
- Strengthening education to career pathways

COMMUNITY OF THOUGHT LEADERS

- Ongoing access to a cohort of colleagues
- Sharing best practices and models
- Learning and innovating in communities of practice

CO-CONSTRUCTED EXPERIENCE

- Program design tailored to cohort's goals
- Optimized group size for meaningful interaction
- Actionable outcomes for district implementation



"Our leaders walked in here saying 'here we go again. This is going to be just another thing that we have to do.' Because of LCC, 48 hours later, my team is saying 'this is something we MUST DO!'"

March 2024

Leaders from seven districts convened in Nashville and Logan County, KY. At Logan County Schools, students across grade levels presented Defenses of Learning, showcasing their growth and real-world skills.

October 2024

60 leaders explored learning environments at Encinitas Farm Lab, Mission Vista High School, and STEM Aviation Academy. Site visits sparked new possibilities for authentic learning experiences and career pathway development.

Impact at a Glance

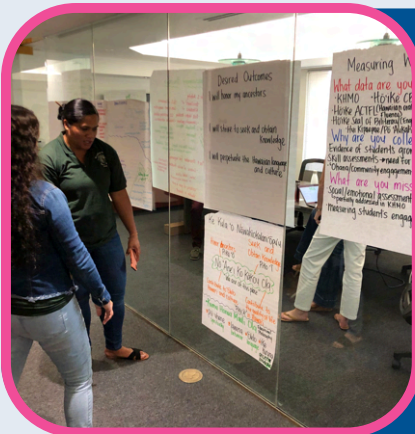
80+
Leaders Engaged

16
Districts Represented

5+
Innovative Sites Visited

What's Resonating with the Learner- Centered Community?

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



Top 5 Tools:

- [Competency-Based Reporting Playbook](#)
- [Learning Walk "Look Fors"](#)
- [Identify Your Learner-Centered Priorities](#)
- [Continue, Start, Stop Protocol](#)
- [Scorecard Template](#)

Top 5 Blogs:

- [The What, Why, and How of Learning Walks](#)
- [The 4 Elements of a Learner-Centered Experience](#)
- [Competency-Based Learning: Shifting from Grading Points to Assessing Learning](#)
- [Uncovering the True Purpose of Assessment](#)
- [Learning Is a Process, Not an Event](#)



The Learner-Centered
Collaborative
Podcast



Top 3 Podcast Episodes:

- [Embracing Change in Education with George Couros](#)
- [Middle School Philosophy that Apply to All Levels of Education with Tom Burton](#)
- [Assessment Practices that Empower Learners with Tom Schimmer](#)

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



Joseph South
*Chief Learning
Officer*
ISTE/ASCD



**Brooke Stafford-
Brizard**
Vice President
Carnegie Foundation



Julie Mitchell
*Superintendent of
Schools (Retired)*
Rowland Unified
School District



Laura McBain
*Managing Director/
Co-Director*
Stanford
d.school/K12 Lab



Virgel Hammonds
CEO
Aurora Institute



Traci Dove
Executive Director
Pahara Institute

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 (CA)



Nicole Allard
Founder
Leading for
Transformation



Jerry Almandarez
Superintendent
Santa Ana Unified
School District (CA)



**Dr. Leighangela
Brady**
Superintendent
National School
District (CA)



Eric Burmeister
Superintendent
Fremont Unified
School District (CA)



Eric Chagala
*Director, School
Transformation*
Vista Unified School
District (CA)



David Cook
CEO
Learning Ecosystems
Design



George Couros
*Educator, Author,
Speaker*
GSE at University of
Pennsylvania



Joe Erpelding
Principal
Rancho Sante Fe
School District (CA)



Denise Espania
School Director
Mālama Honua
Charter School (HI)



Dr. Zandra Jo Galvan
Superintendent
Salinas Union School
District (CA)



Dr. Lori Gonzalez
Superintendent
Lamont Elementary
School District (CA)



**Scott McLeod, J.D.,
Ph.D.**
Founding Director
UCEA CASTLE



Dr. Pamela Moran
Executive Director
Virginia School
Consortium for
Learning



Contessa Orr
Superintendent
Muhlenberg County
Schools (KY)



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



Kristen Watkins
*Dir. of Personalized
Learning*
Akiba Yavneh
Academy (TX)

Acknowledgements



As we reflect on 2024, we are filled with gratitude for the community that drives our mission forward. Our achievements this year – from deepening existing partnerships to fostering new collaborations through microschoools and research initiatives – reflect the dedication of our staff, board, advisory council, and partners.

We are especially thankful for the educators, schools, and districts who have embraced learner-centered education. Your commitment to reimagining learning inspires us and demonstrates what's possible when we put learners at the center. From our partnerships with Hampton Township and Mentor Public Schools to our growing network of microschoools in California, each collaboration strengthens our shared vision for education.

We are proud to be part of a growing movement that recognizes the importance of learner-centered practices. While there is still work to be done, the energy and dedication of educators, leaders, communities, and students nationwide fills us with optimism.

Thank you for your partnership in building a learner-centered future. We look forward to continuing this important work together.

Contact Us

www.learnercentered.org/connect

collaborate@learnercentered.org

@LCCollaborative

LEARNER-CENTERED COLLABORATIVE

IMPACT REPORT 2024

Thank You

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



www.learnercentered.org



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COLLABORATIVE



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www.learnercentered.org/connect