

# LEAD BY LEARNING 2024-2025 IMPACT REPORT

## CELEBRATING 15 YEARS OF INQUIRY

### OUR REACH, OUR IMPACT



**500+**  
EDUCATORS & LEADERS



**440,000+**  
STUDENTS IMPACTED



**33**  
SCHOOL/DISTRICT PARTNERSHIPS

INCLUDING:

**12**  
DISTRICTS

**14**  
INSTRUCTIONAL  
LEADERSHIP TEAM  
PARTNERSHIPS

**7**  
TEACHER INQUIRY  
PARTNERSHIPS

**5**  
SITE AND  
DISTRICT LEADER  
PARTNERSHIPS

**4**  
NON PROFIT  
PARTNERSHIPS

**3**  
EXPANDED  
LEARNING  
PARTNERSHIPS



**9** NATIONAL  
CONFERENCES



**1** RESEARCH  
PARTNERSHIP

Lead by Learning, Oakland Unified's English Language Learner and Multilingual Achievement Office, and Professor Jaci Urbani (Northeastern University), studied how educators build collective efficacy through Supportive Challenge.



**4** PUBLICATION  
FEATURES

- + *Social and Emotional Learning: Research, Practice, and Policy*
- + *Education Week*
- + *The Learning Professional*
- + *The Collaborative for Academic, Social, and Emotional Learning Blog*



**3** PODCAST  
FEATURES

- + *What Schools Could Be*
- + *The Best of Us*
- + *The Counter Narrative: Changing the Way We Talk (and Think) About Education*

### OUR COMMITMENT TO CENTER RACIAL JUSTICE



**1**  
COMMUNITY  
EVENT  
**Rooted In Justice**  
Featuring:  
Dr. Farima  
Pour-Khorshid

**2**  
ANTI-RACIST AFFINITY  
NETWORKS  
+ BIPOC Leaders Network  
+ White Educators Anti-Racist Inquiry Network



**400+**  
STEP INTO PRACTICE  
TOOLS DISTRIBUTED

Lead by Learning reaches  
**49/50** states

## RESULTS THAT MATTER

100%

STUDENT  
LEARNING  
IMPACT

100% of partner educators reported focal student growth

96%

EDUCATOR  
RETENTION

96% of partner educators plan to continue in the field of education next year

93%

COLLECTIVE  
EFFICACY

93% of partner educators believe that they can make a difference for their historically marginalized students

92%

PROFESSIONAL  
SATISFACTION

92% of partner educators are more satisfied in their professional role based on their experience with Lead by Learning



## CHANGE YOU CAN SEE

### CHANGES IN EDUCATORS' INSTRUCTIONAL PRACTICE

- + Provided clearer directions, expectations, and/or modeling for learning tasks.
- + Increased attention to learners' identities, sense of belonging, and social-emotional strengths and needs.
- + Increased awareness of learners' experiences to better meet diverse learning needs.

### CHANGES IN STUDENT LEARNING

- + Increased engagement in learning.
- + Increased belonging and deeper connection to adults and peers.
- + Improved learning outcomes, including improved grades, stronger performance on assessments, and increased language abilities.

### CHANGES IN LEADERS' DESIGN OF ADULT LEARNING

- + Increased use of collaborative structures, small-group learning conversations, and/or protocols.
- + Increased ability to adapt facilitation in response to colleagues' needs.
- + Increased sharing of real-time data to understand how to adapt practice.

## WHAT EDUCATORS ARE SAYING

It has been amazing to build with each other over these months. I've been very grateful for a truly collaborative and supportive space for us to safely and genuinely grow in our teaching and work with students.

- Teacher

The partnership with Lead by Learning has made me rethink my approach as a site leader and forced me to challenge my own assumptions about the adults with whom I work daily and weekly.

- School Site Leader

Thank you, Lead by Learning, for supporting our office to deliver equitable access to high-quality programs through our strategic planning meeting. Every department needs Lead by Learning to deepen collaboration, leadership, and learning.

- Expanded Learning Leader

I feel more grounded in believing that process, dialogue, and inquiry are the way to do the work, as opposed to directives and just shoving it in; it doesn't root, last, and hold if you do that. It doesn't change practice.

- District Leader

## CONNECT WITH US

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LEAD  
BY LEARNING

Understand learning. Improve teaching. Build leadership.  
Mills College at Northeastern University

Northeastern University  
Mills College