

# The Three-Year Partnership Model

*Shared ownership. Not a service delivered from outside.*

Central office and school leaders build the system together, so that by Year 3, schools are equipped to drive their own change. Leaders who stay. Teachers who stay. Rigorous, accessible learning in every classroom.

YEAR 1 · ESTABLISH

## System foundation

*Baseline established. Shared language. Infrastructure in place. Every observer using the same framework for the first time.*

- District Evaluation Committee design
- Obzerv.ai + Vetting Tool™ launch
- LFF to Feed Forward Institute™ — Summer
- Feed Forward In Action™ — Cohort 1
- Lead Forward Cycle™ Admin Council begins

YEAR 2 · DEEPEN

## Data-driven expansion

*Year 1 data reviewed. All remaining cohorts complete the full series. Calibration becomes a system habit.*

- All cohorts complete Feed Forward In Action™
- Peer norming and calibration
- Train-the-Trainer launched
- Portrait of a Graduate integration
- Mid-project data vs. Year 1 baseline

YEAR 3 · SUSTAIN

## District-owned capacity

*Three years of evidence converge. The system runs without T&F in the room. Every leader has a growth plan going forward.*

- Full longitudinal analysis Year 1 vs. 3
- Leadership routines in school plans
- New-administrator onboarding module
- Capstone retreat + summative review
- Sustainability plan for every component

125

Districts · 10 states

5,000+

Leaders trained

10,000+

Classrooms reached

+77%

Evaluator accuracy — Newark, NJ  
(4-yr)

80%+

Multi-year retention

Ready to build the system, not the menu? [Book a 30-minute discovery call.](#)

[tepperandflynn.com/contact](https://tepperandflynn.com/contact)