

Students learn more specifically because of New Leader Principals

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Great leaders= Great schools™

Dear Champions of New Leaders,

Since our founding 14 years ago, New Leaders has held itself accountable for the impact of our school leaders on student achievement. We have championed the importance of this across the field: [in our Change Agents report](#), we recommended that all leadership preparation programs measure their performance based on the impact of their graduates on student achievement. Today, in line with this core tenet of ours, we are excited to announce the release of two independent evaluations of New Leaders by the RAND Corporation and Mathematica. Few studies have examined the long-term effects of principal training on student achievement; thus, these two studies represent not only our commitment to holding ourselves accountable for results, but also unique contributions to school leadership research.



We partnered with the RAND Corporation, a non-profit institution that helps improve policy and decision making through research and analysis, [to determine the impact a New Leader Principal has on student achievement by controlling for other factors](#), analyzing ten years of data from 400 leaders impacting 160,000 students in district and charter schools across the country. The RAND Corporation also evaluated system-wide benefits to districts partnering with New Leaders. Early promising results from the RAND study led us to do a deep dive on a sample of New Leaders-led schools. We then engaged Mathematica, an organization that seeks to improve public well-being by conducting studies and assisting clients with program evaluation, [who compared math and reading achievement in New Leaders-led Bay Area schools to other schools in the Oakland Unified School District and California](#).

The RAND evaluation found that students attending New Leaders schools attain higher student achievement results than their peers by a statistically significant margin specifically because they have a New Leader principal at the helm. As noted in a [recent Education Week article by Holly Yettick](#), given that it is rare to find statistically significant and positive results for rigorous studies of the impact of non-instructional programs on student achievement, we know that this means great things for students. **Additionally, Mathematica found that on average, New Leaders-led schools in the Bay Area produce an estimated 4 months of additional learning growth in math and 1.5 months of additional learning growth in reading over a three year period.**

RAND also found that the benefits of partnering with New Leaders can extend beyond the schools led by a New Leader, improving other schools and the district as a whole:

- **Higher principal retention:** On average, New Leader principals were more likely to stay in their school for three or more years as compared to other newly placed principals.
- **Supporting for district improvement of full leadership continuum:** Our district partners reported that:
 - The New Leaders partnership benefited their district.
 - New Leaders provided valuable information to the district on effective management of principals.
 - New Leaders influenced the strengthening of their leadership standards, principal selection criteria, principal evaluation, and principal support.

These comprehensive, long-term and rigorous evaluations of a national leadership program shows us what's possible across all schools in our country, including traditional district schools, which make up more than 70% of schools studied in this evaluation. These findings underscore that New Leaders offers

more than 70% of schools studied in this evaluation. These findings underscore that New Leaders offers a scalable school improvement solution. We are proud to see these independent studies prove what we see when we visit our schools: that effective principals positively impact student achievement—although they are not teaching students every day. And we celebrate our diverse, courageous New Leaders for doing the difficult and necessary work of transforming schools and changing kids' lives.

While we're excited by these results, we know we have a long road ahead of us to ensure that all of our children are prepared for success in college, careers, and citizenship. As we look ahead to our 2020 goal of doubling our impact to 1 million students, we thank you for your support and partnership in helping us lead more students to academic success, and we will continue to improve and work hard to ensure even greater outcomes for kids in the future.

Best,
Jean

New Leaders is a national non-profit that develops transformational school leaders and promotes the system-level policies and practices that allow strong leaders to succeed.

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