



# ANNUAL REPORT 2024

# MESSAGE FROM THE PRESIDENT

Change is an essential part of the work of education and leadership. Learner needs, mandates, programs, and trends are constantly evolving to challenge us in new ways.

What doesn't change is our call to stay focused on the core work of public education: surrounding each learner in each classroom with a team of leaders who can support their growth and success. Mira Education continues to lean into our belief that when we systematically connect people, practices, and potential within our public schools, change becomes an opportunity for impact and sustainability.

**In 2024, we have seen evidence for this belief more than ever before.**

Connection through collective leadership remains a lever for systems change in all our work with partners.

Whether we are engaged in strategic planning and improvement efforts with district personnel and fellow nonprofits, crafting new approaches to build educator pipelines, or creating competency-based learning systems to grow educator expertise, everything leads back to how collective leadership is a tool for sustainable school improvement.

2024 has been a year of shifts and successes for both our organization and the partners we serve. As the year comes to a close, we are exceptionally grateful for the Mira Education staff who lead and contribute to this work, our partners who are using collective leadership to shift their practice, and educators across the country who continue to serve students in an ever-evolving profession.

We look forward to deepening connections in the new year.

**Alesha Daughtrey**  
President, Mira Education



## MISSION

Mira Education connects the people, practices, and potential within P20 public education systems so that together, educators can support equitable improvement and sustainable innovation.



# COLLECTIVE LEADERSHIP IN PRACTICE

Here are a few ways we saw collective leadership positively impact students, schools, and districts in our work with partners in 2024.



**Data from partner schools and districts show collective leadership positively impacts student outcomes.**

As part of a biannual survey of partner schools, which polls staff on the seven conditions of collective leadership, there was a strong correlation among collective leadership, collective efficacy, and school improvement.

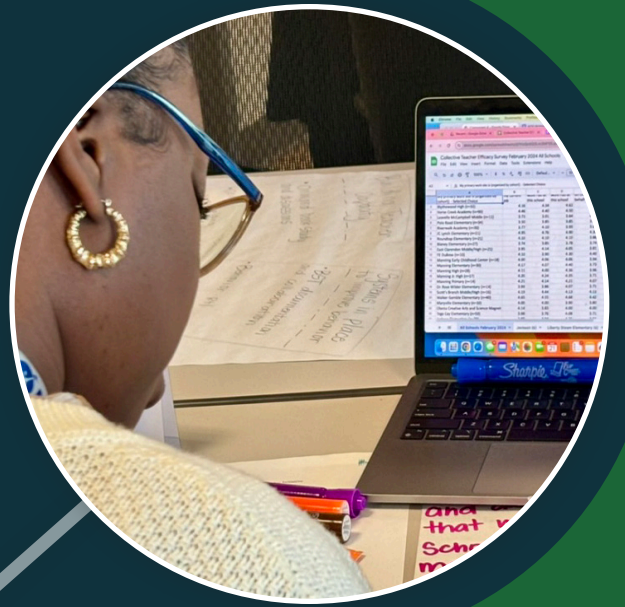
**100% of schools participating in the Collective Leadership Initiative increased teacher retention percentage.**

The Collective Leadership Initiative (CLI) is a partnership between Mira Education and the South Carolina Department of Education.



**80 new micro-credentials support personalized professional learning in building inclusive learning environments, improvement science and other topics integral in creating thriving classrooms.**

Mira Education develops micro-credentials and trains micro-credential assessors across Alabama, Maryland, and South Carolina.



**CarolinaCAP candidates currently serve approximately 6,500 students across South Carolina and will impact up to 635,000 students over the course of their careers.**

Mira Education has supported CarolinaCAP, an alternative teacher certification pathway administered by the University of South Carolina College of Education, since its inception in 2019.



**“When school began...100% of our classrooms were fully staffed. Without the CarolinaCAP participants, we might not have been able to say this.”**

**—Dr. Elaine Graham, Principal  
Berkeley County School District**

# PEOPLE AND PARTNERSHIPS

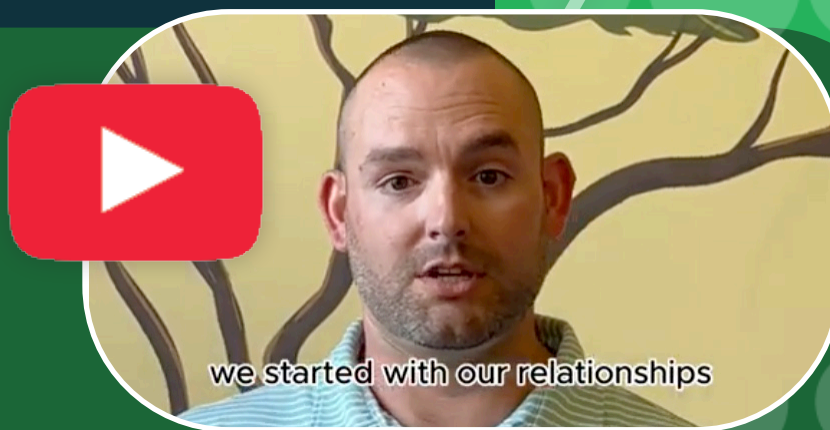
Mira Education supports schools and districts in identifying a priority of practice. Through a collective leadership lens, these teams identify ways to invite team members from various roles and expertise to make shifts to address those priorities.

At J.C. Lynch Elementary, a school we've been fortunate to work with through the **South Carolina Department of Education's Collective Leadership Initiative**, school staff have implemented collective leadership into their practice over the last two years. This has had a profound impact on their staff retention. 97% of teachers returned from the previous year returned for the 2023-2024 school year.

Additionally, J.C. Lynch Elementary's reading and math proficiency schools continue to grow from year to year, exceeding the district average.



Watch **this video** to hear from J.C. Lynch principal T.J. Devine about the impact of collective leadership at their school.



“When we do collective leadership [work], it’s just how we approach things. It is what we are. It is not another task. It is our culture.”

—T.J. DeVine, Principal  
J.C. Lynch Elementary School





This year, we also had the opportunity to celebrate the work of incredible educators, including school and district staff, who have come together to dig into teacher working conditions survey data with **SC TEACHER**. By leveraging teacher feedback, district teams were able to identify what shifts were needed in order to meet the unique needs of their teachers. In support of this work, Mira Education developed **toolkits for district teams** to better explore data and take strategic action.

Read this recap from the **2024 SC TEACHER showcase** highlighting the impact of data-informed school improvement in South Carolina.

*“We have no more time than our building staff have, so the toolkits from Mira Education really assisted us in getting some ideas and strategies right at our fingerprints for using our data.”*

—Marissa Davis  
Fairfield County School District

# MULTIPLYING POTENTIAL

A focus of our organization this year has been on building and fortifying the educator pipeline. In 2024 that work took shape in many forms, including supporting an alternative certification pathway, micro-credential development, and supporting the development and expansion of a STEM educator network.

## PERSONALIZED PROFESSIONAL LEARNING

In our partnership with the School Improvement Leadership Academy (SILA) housed at the University of Maryland's Center for Education Improvement and Innovation (CEii), Mira Education supports participating principals and assistant principals in three states to demonstrate growing competencies to lead improvement, equity, and instruction in their schools. This collaborative effort with CEii and Learning Forward is a personalized approach to professional learning for current school administrators.

Mira Education developed five micro-credentials to support fellows in implementing and codifying their learning. The SILA fellowship is intended to build the capacity of administrators to lead improvements that result in more equitable instruction and student outcomes. Micro-credentials serve as an assessment of their ability to deliver on that purpose.

## NETWORK DEVELOPMENT

Mira Education supports the NC East Alliance and STEM East in designing a sustainable and effective regional network and ecosystem for STEM teaching and learning across 29 districts in North Carolina. The network will connect people and practices that will amplify potential related to high-quality STEM instruction as well as support educators' ability to connect with community resources related to STEM instruction.



# 2025 AND BEYOND

As 2025 begins, we are inspired by the work accomplished in 2024 and encouraged by what's to come. We invite you to explore our collective leadership resources and connect with our team at [info@miraeducation.org](mailto:info@miraeducation.org). To explore opportunities and resources to power your innovation and improvement efforts, please visit us at:

[WWW.MIRAEDUCATION.ORG](http://WWW.MIRAEDUCATION.ORG)



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