

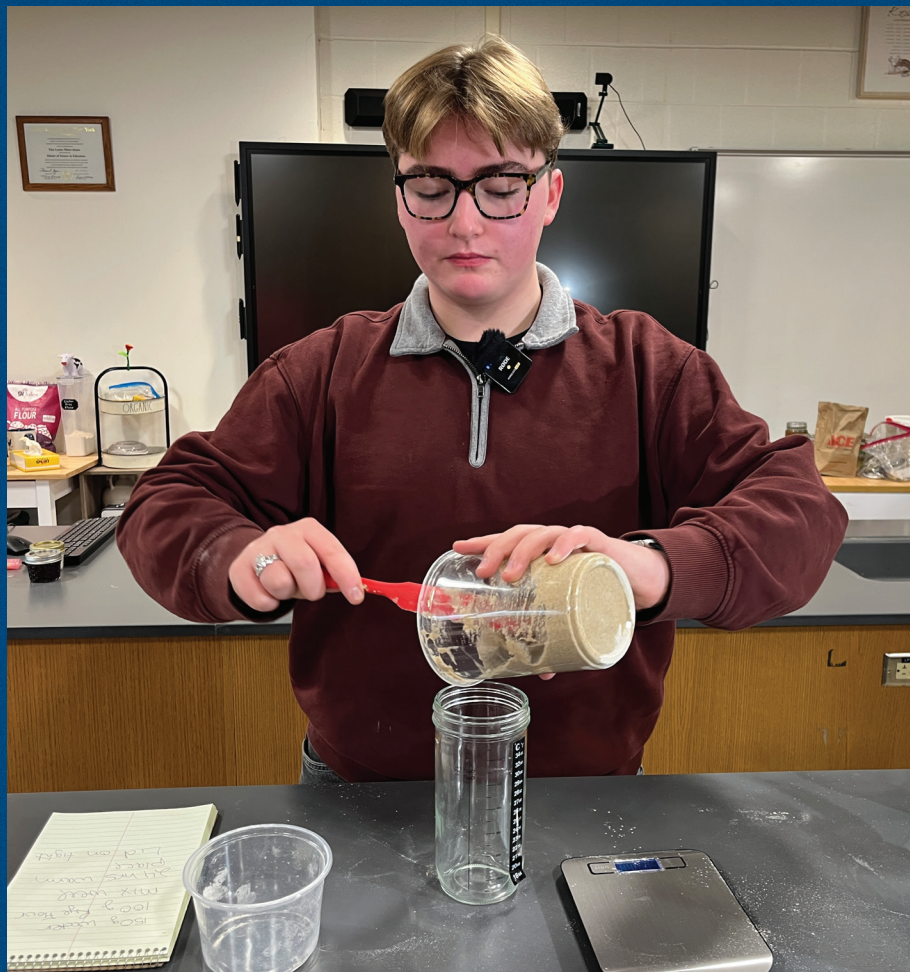
Evidence of Excellence



Meet the
nation's first
DuFour
and Eaker
Ambassador
Model PLC at
Work® district



**AMBASSADOR
MODEL
PLC AT WORK®**



WINDSOR CENTRAL SCHOOL DISTRICT • WINDSOR, NEW YORK



LET'S SEE WHAT WE CAN DO TOGETHER



4 SCHOOLS / 1,636 STUDENTS / 49.11% FREE OR REDUCED LUNCH / 1% ENGLISH LEARNERS / 27% SPECIAL NEEDS

90% WHITE / 4% HISPANIC OR LATINO / 4% MULTIRACIAL / 1% ASIAN / 1% BLACK

CHALLENGE

Windsor Central School District faced a series of interrelated challenges before connecting with Solution Tree. Enrollment had steadily declined over the past two decades, reflecting broader population shifts in the region. At the same time, the percentage of students living in poverty had more than doubled since 2005, creating greater intensity in student needs and increasing pressure on the district to provide equitable access to quality education.

However, these challenges also created opportunities for a bigger impact. Recognizing the need for change, Superintendent Jason Andrews and the Windsor Central team took decisive action to assume accountability for the learning of every student. Their goal was to make Windsor Central a district of choice—for both staff and students.

IMPLEMENTATION

Windsor Central embarked on a multi-year PLC at Work® journey, guided by Solution Tree associates and grounded in research-based frameworks. The district focused on clarity and consistency, asking: Who are we as a district? What do we believe? How will we behave? This work aligned staff and centered learning on preparing every student to be future-ready.

Through years of commitment to continuous improvement, Windsor Central became the first DuFour and Eaker Ambassador Model PLC at Work® district, earning Solution Tree's highest recognition for sustained excellence and measurable student success.

Students received exposure to diverse pathways—including engineering, education, and business—helping them find their path to success. Teachers set goals, tracked progress, and celebrated wins, fostering shared ownership across the school community. “Future-Ready-Knights” allowed staff to showcase their work to visiting educators, with registration fees supporting a student scholarship fund.

KEY RESOURCES USED:

- *Yes We Can! General and Special Educators Collaborating in a Professional Learning Community*
- *Learning by Doing: A Handbook for Professional Learning Communities at Work®*, Fourth Edition
- *You Can Learn: Building Student Ownership, Motivation, and Efficacy With the PLC at Work® Process*
- *The Language of Possibility: How Teachers' Words Shape School Culture and Student Achievement*
- *Training Teacher Leaders in a PLC at Work®: A Guide to Cultivating Shared Leadership*
- *Behavior Solutions: Teaching Academic and Social Skills Through RTI at Work™*
- *Behavior Academies: Targeted Interventions That Work!*

As Jason noted, “It continues to be the process that we rely on for students. It’s not a program—it’s a framework. It’s a way of being. It changes your whole approach in a district. It’s ongoing and never-ending.”

Graduation rate at Windsor Central climbs to

95%

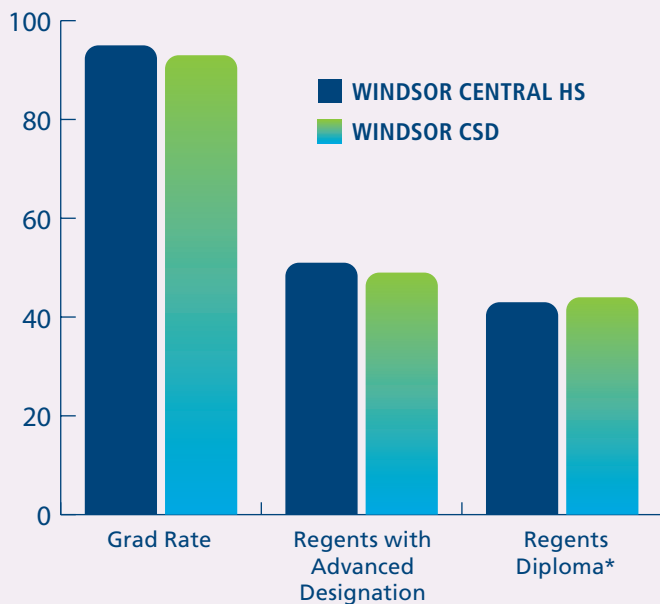
RESULTS

The district has seen measurable improvements in both student outcomes and teacher effectiveness. In 2024, the high school achieved a 95% four-year graduation rate. During the same period, the number of advanced course offerings expanded from 34 to 52, with the district covering AP and college fees. Daily Tier 2 and Tier 3 interventions, along with structured behavior supports, have increased student engagement and achievement. Consistent collaboration has strengthened teaching practices and school culture, creating a positive environment for learning.

Jason emphasized the district's commitment to continuous improvement: "We are really focused on sustainability. We have been on this one path for many years. It's a PLC journey that we have stayed committed to."

Through clear vision, collaborative practices, and a focus on continuous improvement, Windsor Central School District built a culture where every student can succeed and every educator is empowered to make a difference.

COHORT OUTCOMES FOR WINDSOR CENTRAL HIGH SCHOOL AND WINDSOR CENTRAL SCHOOL DISTRICT: 4-YEAR GRADUATION RATE

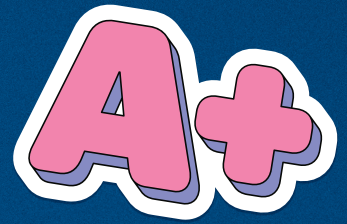


*A New York Regents diploma is a high school diploma awarded to students who meet specific credit and exam requirements by passing a series of standardized Regents exams. To earn this diploma, students must pass a set of required exams with a score of 65 or higher.

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JASON ANDREWS / SUPERINTENDENT,
WINDSOR CENTRAL SCHOOL DISTRICT,
BROOME COUNTY, NEW YORK

Start your success story



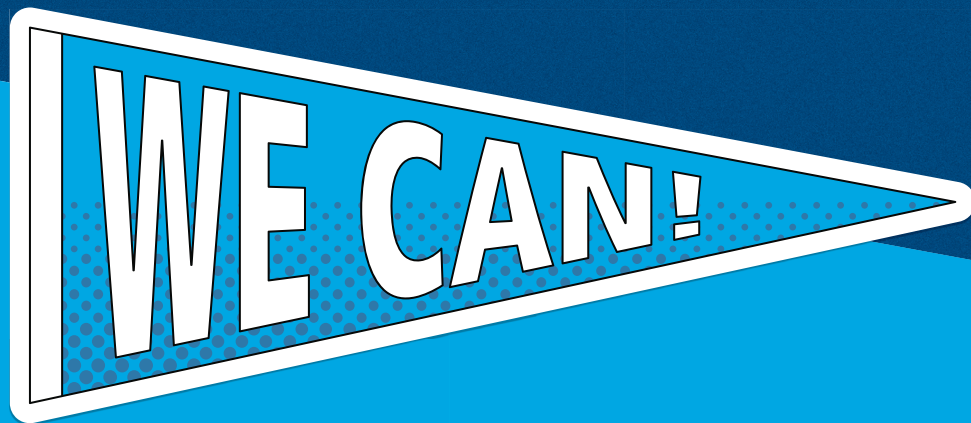
You have a vision for change and improvement in your school or district. You want to see results in the classroom for the lifelong betterment of your students.

At Solution Tree, we share your vision to transform education to ensure learning for all, and we can help you make this vision a reality.

OUR PROMISE: No other professional learning company provides our unique blend of research-based, results-driven services that improve learning outcomes for students.



Start your school's PLC at Work[®] professional development journey by visiting **SolutionTree.com/PD**, calling **800.733.6786**, or scanning the QR code.



LET'S SEE WHAT WE CAN DO TOGETHER



Solution Tree

Please note that all data and people mentioned in this story represent solely the time frame in which Solution Tree actively worked with the school or district and the time frame in which the school or district committed to implementing processes and practices set forth by Solution Tree. Building and district leaders and staff featured in Evidence of Excellence stories may have changed since the stories were published.