

N2 Learning Schools Transforming Learning Application – Boyer Elementary

A Journey of Transformation and Student-Centered Excellence

At Boyer Elementary, our transformation journey began in 2019 under the guidance of new leadership during an era of unprecedented global challenge. While our school was built on a foundation of established traditions, a reflective assessment in July 2020 identified an opportunity to more clearly define our mission and align our campus goals. This clarity helped bridge previously disconnected initiatives and build a shared understanding of the Professional Learning Community (PLC) process as the primary driver of student success. Campus leadership remained clear in their “why”: to empower and inspire staff while ensuring all students learn at high levels. Through consistent messaging, modeling, and collaboration, our educators embraced a collective responsibility for student learning. Today, Boyer is a thriving, inclusive community where students from 14 different countries, speaking 37 different languages, receive the academic and emotional support they need to succeed. Our work is focused on transforming learning while ensuring every student is engaged, valued, and challenged.

Rooted in Organizational Transformation

Boyer Elementary’s work is deeply rooted in Article 5: Organizational Transformation of the Visioning Document. We believe that excellence emanates from a shared commitment to values and strong leadership, which led to the creation of a Guiding Coalition in the 2021-2022 school year. This coalition focuses not on logistics, but on leading and supporting positive change by acting as advocates who generate buy-in and address challenges. To ensure our organizational systems fully support our goals for student learning, we developed a Strategic Implementation Guide (SIG) that aligns campus operations with our core values. This framework provides specific indicators and anchor statements, enabling us to live out the PLC process daily in a collaborative environment.

Our commitment to this shift is visible in initiatives like Genius Clubs, where students explore unique interests through hands-on, collaborative projects (such as coding challenges or cultural storytelling) that spark curiosity and ownership of learning. It is also evident in the daily actions of our staff, such as our registrar building positive connections during morning car duty, reflecting a school culture that deeply values relationships.

From Vision to Results: Collaboration and Risk-Taking

To move from vision to results, we restructured how educators work together by co-creating a mission and vision centered on high-leverage instructional strategies and active student engagement. In 2022-2023, we established a centralized Data Room to organize and analyze student data in a space that fosters a safe, collaborative culture. This environment encourages passionate educators to take risks by sharing insights and innovative strategies to improve outcomes.

Following specialized Response to Intervention (RTI) training in 2024, we refined our ability to monitor progress and differentiate instruction. This high level of teaching and learning

has been essential as our demographics shifted from 32 Emergent Bilingual (EB) students in 2023 to 160 EB students currently. This approach has also benefited our gifted learners through enriched extensions in Genius Clubs and supported students with IEPs via targeted RTI interventions, ensuring inclusive practices cater to the diverse needs of every child.

We invest heavily in developing teacher leaders, sending them to Professional Learning Communities at Work training to bring back fresh ideas, research-based strategies, and renewed energy. These leaders support colleagues through coaching, modeling, and collaborative planning, empowering teachers to innovate, take instructional risks (such as piloting peer-mentoring or gamified lessons), and continuously refine their practice in the best interest of students.

A Sustained Culture of Improvement and Engagement

Our organizational transformation has led to a sustained culture of improvement and academic excellence. Through the implementation of a campus-specific data protocol, we consistently monitor student learning, identify areas of need, and provide systematic interventions and extensions. Instructional decisions are grounded in evidence, not assumptions. Teachers analyze multiple data points to inform lesson design, pacing, and differentiation strategies. This results-oriented mindset ensures that every student is supported, challenged, and engaged.

The impact of our work extends beyond test scores. Boyer has become known as a “special place” by district leaders, families, and community members. Parents frequently comment on the welcoming environment, strong relationships, and visible commitment to student growth. Our leadership team remains focused on building capacity in every educator while empowering staff to lead with confidence and purpose. Teachers feel valued, supported, and inspired to contribute to the campus vision.

Boyer Elementary is no longer just a building where meetings occur—it is a dynamic learning community where collaboration, risk-taking, and shared ownership drive success. Our campus culture is rooted in relationships, fueled by passion, and sustained by a clear sense of purpose. Leadership remains focused on empowering others, ensuring that every decision aligns with our mission to transform learning and elevate student achievement.

Through intentional systems, strong partnerships, and a commitment to continuous improvement, Boyer Elementary exemplifies what is possible when educators unite around a shared vision. Our journey reflects the power of clarity, collaboration, and courageous leadership in creating a student-centered environment where every child can thrive.