We tell AF network and school employees that if something will help kids, we should share it, and with quick turnaround. We named “sharing with and learning from others” as an integral part of our strategy, and we empower all our folks to be able to reasonably share without a lot of bureaucracy.

It can’t stop with just naming it once. Leaders have to celebrate those who expand organizational impact by sharing, and the norms for sharing must be repeated often.

This person can handle all requests from districts or charters for curriculum and materials—or visits. We’ve set up an email, sharing@achievementfirst.org, for this purpose.

Ease of sharing should not be an obstacle. Every school or CMO has a way to share internally. The same tools can be used externally, through an email, a post on Google Drive, or on a jump drive.

AF has a Leader Residency Program where future and current principals from district and charter schools in Connecticut spend time at AF learning some of our best practices. AF also partnered with YES Prep and Aspire to launch a Charter Network Accelerator that supports the development of early-stage CMOs, especially those led by people of color. Uncommon Schools—particularly Doug Lemov’s Teach Like a Champion work and Paul Bambrick’s Leverage Leadership framework—is the gold standard here. Summit Public Schools recently established Summit Basecamp, a program to support schools in leveraging its school model and technology program.

Share by any means possible.

Every school or CMO has a way to share internally. The same tools can be used externally, through an email, a post on Google Drive, or on a jump drive.

Create formal sharing programs.

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When the scale for sharing grows too large, create another organization to manage it.

That’s what Uncommon, Achievement First and KIPP did in founding the Relay Graduate School of Education (relay.edu). Aspire did that in spinning off SchoolZilla (schoolzilla.com).