

Koru Strategy Group

Executive Summary

About Us

Founded and incubated out of the Harvard Innovation Labs in 2014, Koru Strategy Group (Koru) partners with school systems and education organizations to envision and achieve meaningful change. Our approach to improvement bridges empathy and evidence. Through strong relationships, powerful learning, and a focus on impact, we facilitate ongoing improvement that is purpose-driven and people-focused.

Each school system is unique. In each of our engagements, we customize a scope of work to meet your needs and priorities, working in close partnership to ensure we make progress toward your vision for success.

Our Services

Koru's core expertise is in two main areas: **improving school systems** and **developing leaders**:

- We support state and local school systems to **transform teaching and learning** through customized engagements on strategic planning, continuous improvement (through Harvard's [Data Wise](#) Framework), and impact evaluation.
- We apply the principles of continuous improvement to **accelerate leadership development**, through executive coaching and workshops tailored to key priorities for education leaders and teams.

Visit our [services page](#) to learn more about our solutions and how we can support your strategic priorities and improvement goals.

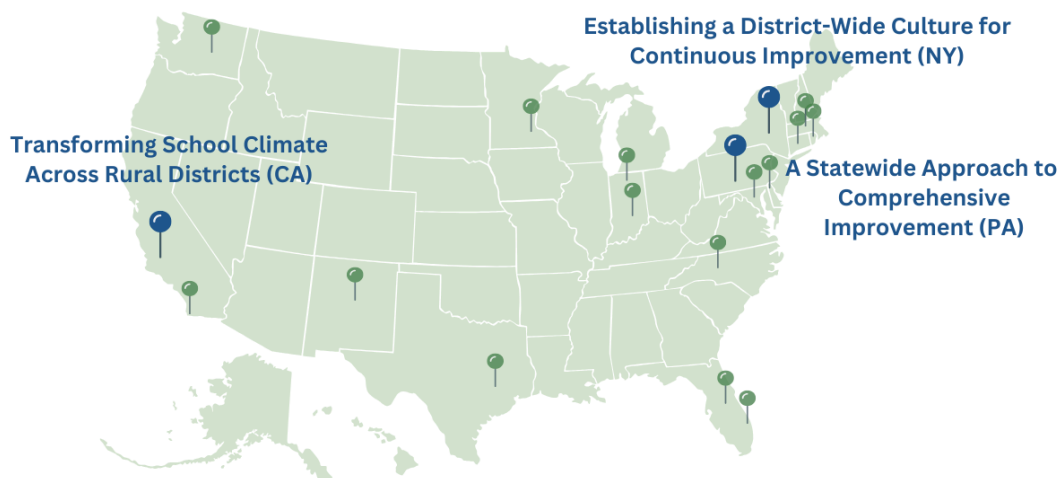
Schedule a Conversation

Each partnership begins with listening and learning to develop a customized scope of work responsive to your needs. [Contact us](#) to schedule a conversation or email Carolyn Chen at cchen@korustrategy.com.

Recent Work & Impact

Over the past ten years, we have supported hundreds of teams from diverse school systems across the country: from small, rural districts to large, urban school systems, from charter networks and independent schools to regional groups and education service agencies.

Headquartered in the Boston area with a national team, we're proud to have partnered with over 50 school systems since 2016. See a map of where we've worked and three highlighted partnerships below.



A Statewide Approach to Comprehensive Improvement (PA)

“The leadership team from Koru worked **collaboratively** with the Pennsylvania's Statewide Team for School Improvement to **ensure alignment** with Pennsylvania's continuous improvement structures, systems and processes. They brought a **continuous improvement mindset** to their work with Pennsylvania, **monitoring and adjusting** along the way to best meet the needs of Pennsylvania's school and LEAs/districts with CSI designated schools.”

—Kristen Lewald, Ed.D., Statewide Projects Director, Lancaster-Lebanon IU13 (PA)

Koru supported a group of Intermediary Units (IUs) under the direction of a statewide team, facilitating an intervention strategy with LEAs and schools identified for improvement across Pennsylvania. They partnered with Koru to transform their approach from compliance-oriented to meaningful and purpose-driven, leading to improved student outcomes. [Read more](#) about how our Data Wise services supported PA to strengthen their existing processes for supporting school improvement.

Establishing a District-Wide Culture for Continuous Improvement (NY)

“**Koru has been a stabilizing force for all continuous improvement efforts** in the Rochester City School District. Koru's support has brought continuous improvement to the forefront of leadership development for all school leaders and to the tables where teachers collaborate to solve problems of practice.”

Dan Hurley, Executive Director of School Improvement, Rochester City School District (NY)

The Rochester City School District partnered with Koru to provide onsite, district-embedded professional learning for all 40+ schools across the district. Despite significant challenges over five years -- from significant leadership turnover, school closures, budget crises, and pandemic-related pivots -- RCSD established a common language and practice for continuous improvement, and a shared commitment and

expectation from all schools related to the quality of their school improvement plans and the process by which they implement them and assess progress. [Read more](#) about the role of an external partner in supporting sustainable change.

Transforming School Climate Across Rural Districts (CA)

“**The systems we’ve built with Koru are here to stay.** This isn’t just a one-time project—it’s the foundation for how we’ll keep improving.”
Elk Hills District Leader (CA)

The West Kern Consortium (Kern County, CA) partnered with Koru to support a five-year strategic initiative implementing Positive Behavioral Interventions and Support (PBIS) across three districts, strengthening school climate and experiences for students and families. [Read more](#) about how they transformed their approach, earning Platinum and Gold status from the California PBIS Coalition, strengthening relationships, decreasing chronic absenteeism and suspensions, and elevating Math and ELA proficiency.