**GatesFoundation\_JonGreen\_KayeHoulihan\_FINAL**

Colleagues Jon Green and Kaye Houlihan explain what made them want to become educators, what keeps them going, and utilizing the continuous improvement model. Jon is a Continuous Improvement Coach and Kaye is a principal at a school in Brooklyn, NY.

**Kaye:** We've been dealing with some challenging times with the pandemic, and I think the continuous improvement work has been a big part of filling in gaps for our students. What was your biggest aha moment?

**Jon:** For me, it’s just how I’ve expanded the data that I think about when I think about student success and scholarship. It's much more inclusive of wellness. It's much more inclusive of the socio-emotional learning piece and kind of bringing those things together to really understand the whole child and having some other kind of strategies to be able to pull these data together that allow for much more of a fuller portrait of the child than any conversation I’ve had with educators in my time, especially at a school where there's just so many students. To be able to have that conversation about a child at a large school is just fantastic.

**Kaye:** Kind of in keeping with what you were saying, looking at the less quantifiable things — certainly we are driven to look at certain students who have lower attendance or not accumulating credits — but over the course of the years that we've been working on how to support students to achieve an 80 GPA, to have more skills to self advocate, and to engage with the learning, kind of recognizing we needed to make more of a commitment.What kind of keeps you going during these challenging times?

**Jon:** What is keeping me going is you and the other principals that are in our group. When I wake up in the morning, I think about all of you waking up and going to school every day in the ice, in the snow, whatever it is, and continuing this work. And that just gives me such purpose.

**Kaye:** And when I think of what keeps me going, I think of the team, all the assistant principals. I think of my secretaries, everybody that reports directly to me but also across the building, people who are genuinely committed to making the best environmental conditions for learning with younger people.