



Client Testimonials

“The district went from random thoughts of intentionality to a systemic approach to developing improvement plans. By partnering with Performance Fact, (we gained clarity for) establishing building goals, high-leverage practices, and improvement plans.” — Erik Olson, Principal, Muskego-Norway School District, Muskego, Wis. (2014)

“(Performance Fact brings) the respect and the value that most of us in this profession don’t get enough of, this value that you have an impact in the organization.” – Jorge Ramirez, Principal, Chula Vista Learning Community Charter School, Chula Vista Elementary School District, California (2012)

“As educators, we must continuously work toward (ensuring that) all students experience academic results that provide social and economic opportunity and lifelong fulfillment. While we know that this is not yet a reality for many Pennsylvania students, Performance Fact has helped us transform our good intentions into a focused and aligned system of school improvement from the state level to the classroom.” — Gerald Zahorchak, Ed.D., Secretary of Education, Commonwealth of Pennsylvania, Harrisburg, Pa. (2008)

“The alignment of components and the disciplined theory of action was just what we needed. Like Jim Collins says about great organizations: disciplined people applying disciplined thinking to disciplined action. Performance Fact helped us bring such a theory of action to life.” — Dr. Joe Schroeder, Former Superintendent, Muskego-Norway School District, Muskego, Wis. (2014)

“(Working with Performance Fact, you) begin to see ways to restructure your organization so that these negative impacts — ‘students are poor, they don’t speak English’ — do not outweigh your positive impacts.” – Jorge Ramirez, Principal, Chula Vista Learning Community Charter School, Chula Vista Elementary School District, California (2012)

“(Performance Fact’s) framework for participation and input from many segments of our community — both internal (teachers, support staff, administrators) and external (families, individual community members, and community organizations and municipalities) — was very helpful.” — Catherine Carbone-Rogers, Chief Communications Officer, Highline Public Schools, Burien, Wash. (2014)



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"Performance Fact supported our office in developing goals and performance measures, and in creating the (statewide school improvement framework called) Gen III Getting Results!" — Diane Castelbuono, Deputy Secretary, Office of Elementary and Secondary Education, Pennsylvania Dept. of Education, Harrisburg, Pa. (2008)

"Our schools have benefited a great deal from the facilitative skills and commitment to partnership that Performance Fact has provided." — Dr. Maggie Mejia, Superintendent, Sacramento City Unified School District, California (2008)

"Our ongoing work with Performance Fact is changing how we do our work. It is forcing us to examine and change practices, and be more disciplined in reporting our progress toward our goals." — Dr. Susan Enfield, Superintendent, Highline Public Schools, Burien, Wash. (2014)

"Performance Fact has done what no one has ever done for me in my 20 years as an educator. They have provided me with targeted support on exactly what we needed over time. The model provided inquiry, a framework, online resources, ongoing coaching and support." — Erik Olson, Principal, Bay Lane Middle School, Muskego-Norway School District, Muskego, Wis. (2012)

"(Performance Fact) is facilitating the process, but we're driving where we want to go." — Dr. Pete Carbone, Elementary Principal, Aliquippa School District, Beaver County, Pa. (2012)

"Performance Fact provided critical insight into each of the SIG schools' readiness to embrace change, prioritize multiple instructional practices, and establish protocols for systemic implementation of aligned actions." — Terry Comnick, Director, Categorical Programs, San Bernardino City Unified School District, California (2014)

"Over five years, we've gone from being a Program Improvement Year 3 School to being a California Distinguished School. (Since working with Performance Fact) we're considered one of the highest-performing schools in this district and are getting state recognition (for) closing the achievement gap." — Jorge Ramirez, Principal, Chula Vista Learning Community Charter School, Chula Vista Elementary School District, California (2012)



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"Performance Fact's most helpful elements are: the alignment of components; the design that starts with the essential foundation of trust; the root cause analysis; the integration of teacher, school, and organizational practices; and, above all else, the simple but powerful effectiveness of the CPR card." — Dr. Joe Schroeder, Former Superintendent, Muskego-Norway School District, Muskego, Wis. (2014)

"Performance Fact provided a roadmap for our work to increase the achievement levels of all students. (They) helped us align all our human and fiscal resources to achieve the board priorities; ... kept us focused on our mission, (and) provided us with a tool to monitor milestones of progress and strategic objectives." — Evan Lum, Associate Superintendent, Sacramento City Unified School District, California (2008)

"Performance Fact assisted the BBF high school administration with implementing Data Summits, continued professional learning communities, and continued focus on data-driven instruction. The weekly GoToMeetings with our task force has kept our high school staff focused and enabled the administration and staff to take charge of this process on their own." — Dr. Donna Nugent, Superintendent, Big Beaver Falls Area School District, Beaver County, Pa. (2014)

"Other plans we've created have been 30 pages long, with too many goals. (Performance Fact's) road map is easily understood." — Dave Stubbs, Principal, Patterson High School, Patterson Joint Unified School District, California (2012)

"Performance Fact is in close touch with the real needs of schools and districts, (which is) critical to our collaboration with any organization. We value Performance Fact's insights and responsiveness." — Diane Castelbuono, Deputy Secretary, Office of Elementary and Secondary Education, Pennsylvania Dept. of Education, Harrisburg, Pa. (2008)

"Mutiu is a skilled facilitator who delivers consistency and support at meetings. He always listens up front to try and frame the work." — Carina Wong, Deputy Director, Bill and Melinda Gates Foundation (2014)



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“Our culture is changing to one of increasing rigor for all students but also giving the students a strong foundation to be successful in their post-secondary endeavors. As a staff and district, we are not there yet, but we will get there. Performance Fact has provided the tools to get us there.” — Mary Beth Leeman, Principal, Beaver Falls High School, Beaver Falls, Pa. (2014)

“Performance Fact’s documentation and communication with sites and district staff on the progress, concerns and next steps was critical in providing continual evaluation of the services rendered.” — Terry Cornick, Director, Categorical Programs, San Bernardino City Unified School District, California (2014)

“Performance Fact helps a district become a deeper-thinking entity. They build tremendous capacity in the organization to focus its work and build a future for its students that reflects optimism, acknowledgement of needs and strengths, and an accountable planning process that brings results.” — Karen Angello, Ph.D., Superintendent, Allentown School District, Pennsylvania (2008)

“The Data Summits were the most helpful, where teachers had to focus and reflect on their own teaching practices. This promoted individual accountability and helped change from blaming low academic performance solely on the students.” — Dr. Donna Nugent, Superintendent, Big Beaver Falls Area School District, Beaver County, Pa. (2014)

“Performance Fact brings a system that works with what you have to make your organization functional. It shows you where the dysfunctions are and helps you fix them. Performance Fact doesn’t try to sell us their product. Instead, they’re about taking what we do and refining it so we do it with excellence across the board.” — Shawn Posey, Principal, Creekside Middle School, Patterson Joint Unified School District, California (2012)

“Building the capacity of each staff member (through Eye On The Goal) brought everyone to the table. Having the opportunity to discuss the instructional practices from different perspectives and showing how a systemic implementation could build the strength and the identity of a school site provided a solid foundation for (change).” — Dee Tarango, District Liaison, Learn-It Systems Inc. (2014)



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"We align all of our professional development and budget dollars accordingly with our Instructional Focus plan." — Twila Tosh, Superintendent, Salida Union School District, California (2014)

"Performance Fact had the most technology-driven approach. Everything that I needed was there. After Mutiu's coaching, I was able to tap right in using (their web-based tools) on my own, eliminating a lot of word processing and copying." — Mike Walbridge, Director of Curriculum and Instruction, San Leandro Unified School District, California (2012)

"As I reflect back on what I walked in with, I realize that I have grown. Performance Fact has helped me to take the various pieces of training and information and make it work synergistically with everything we have to do."

— Participant, Principals-in-Action™ Network, Oakland Unified School District, California (2008)

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"(Our work with Performance Fact) broke down some of the isolation of teachers and grade levels by giving us a bigger vision. It helped our professional learning communities develop into an accountable community effort that includes parents." — Lauren Lipka, Teacher, Roosevelt Elementary School, San Leandro, Calif. (2014)

"Performance Fact did an amazing job of getting the teachers to reflect on how they might take ownership of students' scores." — Mary Beth Leeman, Principal and Chief Turnaround Officer, Beaver Falls High School, Pennsylvania (2012)

"Performance Fact's most helpful elements are: the alignment of components; the design that starts with the essential foundation of trust; the root cause analysis; the integration of teacher, school, and organizational practices; and, above all else, the simple but powerful effectiveness of the CPR card." — Dr. Joe Schroeder, Former Superintendent, Muskego-Norway School District, Muskego, Wis. (2014)



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"I don't think there's another principal in this district who can say, 'This is who we are, what we stand for, our commitments.' It all came from our association with Mutiu and his work. ... (Showcasing this) was my proudest moment. I felt like the captain of the ship in front of my school community." — Rob Williams, Principal, Harriette Kirschen Elementary School, Modesto City Schools, California (2012)

"Performance Fact had the most technology-driven approach. Everything that I needed was there. After Mutiu's coaching, I was able to tap right in using (their web-based tools) on my own, eliminating a lot of word processing and copying." — Mike Walbridge, Director of Curriculum and Instruction, San Leandro Unified School District, California (2012)

"The most helpful aspect was the disciplined approach to the entire process." — Dave Wytiaz, Superintendent, Aliquippa School District, Beaver County, Pa. (2014)

"(Performance Fact) is continually self-reflective and willing to challenge the basic assumptions of their work in order to actually impact students and schools." — Dr. Louise Waters, Director of Knowledge, Learning and Results, Stupski Foundation, Mill Valley, Calif. (2008)

"(Performance Fact's) process is comprehensive and user-friendly, and brings rich dialogue about improving our instructional practices, (whether that involves) improvement strategies for the student, teacher, administrator and/or the organization." — Mary Beth Leeman, Principal, Beaver Falls High School, Pennsylvania (2014)

"It is truly impressive to see how Performance Fact was able to understand our school and its culture and mission; to understand what we were trying to accomplish; and to give energy and wisdom in helping us create a structure that is uniquely suited to us." — Ellen Evans, Principal, The Meher Schools, Lafayette, Calif. (2008)

"Mutiu is highly skilled at leading staff toward consensus without imposing a viewpoint, (which is) a difficult skill to develop. He's one of the best I've seen." — Mike Walbridge, Director of Curriculum and Instruction, San Leandro Unified School District, California (2012)



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“(Performance Fact) is always responsive, supportive and attuned to our needs and the needs of the schools and districts we serve.” — Diane Castelbuono, Deputy Secretary, Office of Elementary and Secondary Education, Pennsylvania Dept. of Education, Harrisburg, Pa. (2008)

“(Knowing that Performance Fact’s) process had worked in other districts and that it worked here (was) incredibly helpful for buy-in.” — Dr. Susan Enfield, Superintendent, Highline Public Schools, Burien, Wash. (2014)

“(Performance Fact has been) very willing and able to adapt to our needs, creating a parallel instructional team of teachers and principals to meet concurrently with the core planning team.” — Dr. Susan Enfield, Superintendent, Highline Public Schools, Burien, Wash. (2014)