

2025

Impact Report

 SustainED Leaders





A MESSAGE FROM OUR CEO

Continued Learning. Continued Growth. Continued Impact.

Over the past year, we have had the privilege of working alongside remarkable educators who are deeply committed to improving outcomes for students. Their leadership and dedication continue to drive meaningful progress in schools.

Throughout the 2024–2025 school year, we partnered closely with district and school leaders and teachers to strengthen the daily learning experiences for every child. By working collaboratively to implement research-based curriculum and evidence-based instructional leadership strategies, we built educators’ capacity to accelerate the learning of all students. Our work remains grounded in a simple belief: sustained improvement in schools happens when we invest deeply in the development of leaders and teachers.

IMMEDIATE IMPACT:

This year, our partners achieved significant impact on students’ learning and growth:

- 100% of our school partners increased their state school accountability score.
- An average 20 point gain in TEA school ratings for our partner schools
- 94% of Partner schools increased their TEA school ranking by at least one letter grade.
- 41% of our partner schools ranked in the top 2% statewide for accountability growth.

SUSTAINED PROGRESS:

In addition to the tremendous growth in student achievement, over 90% of the leaders with whom we worked reported meaningful growth in instructional leadership competencies.

Our approach is grounded in partnership. We work closely with district and campus

leaders to understand their context, identify priorities, and design support that reflects the unique strengths and needs of each school community.

Looking ahead, we are expanding our partnerships with districts across the DFW metroplex and throughout Texas. To support this growth, our work has evolved to deepen our focus on district-level instructional strategy. By building consistent systems and instructional coherence, we ensure sustainable support for every school within a unifying district vision.

We are deeply grateful to our district partners, board members, and supporters who make this work possible. Thank you for your trust and continued partnership.

With gratitude,

Jacob Stainbrook
SustainedED Leaders CEO

TABLE OF CONTENTS

A Message from Our CEO	2
Our Mission	3
Our Programs & Approach	5
Personalized Solutions, Exceptional Results	8
Case Study: John W. Runyon Elementary	12
Case Study: Whitney M. Young Jr. Elementary School	15
Partner Spotlight: Goodwater Montessori	18
Where We’re Headed	22
Partnership that Leads to Impact	24
About SustainedED Leaders	26
Financials & Thank You	29



OUR MISSION

Partnering to Accelerate All Students' Learning

SustainED Leaders partners with districts and schools to lead continuous instructional improvement that accelerates the learning and growth of all students.

Since our founding in 2021, we have remained relentlessly focused on improving the quality of education for all students by strengthening the capacity of educators systemwide.

We seek to create sustainable change in education by investing in the development of leaders at every level — teacher leaders, assistant principals, principals, and central office leaders.

OUR GUIDING PRINCIPLES

How We Work

Five guiding principles shape everything we do at SustainED Leaders:

1 Building Trusting Relationships

The foundation of our work, because we understand that lasting change happens through collaboration.

2 Commitment to Achieving Impact

We provide customized, high-touch support, working side-by-side with leaders to focus on the highest-leverage strategies that improve outcomes for all students.

3 Continuously Learning & Improving

Our team continuously learns and improves our practices and programs using data, feedback, and evidence-based strategies to refine our approach and maximize impact.

4 Leading Courageously

We tackle the hard conversations and systemic challenges that others avoid, leveraging our experience as campus and district leaders.

5 Delivering Quality & Excellence

We hold ourselves to the highest standards of instructional practice and professional partnership, ensuring our work consistently delivers meaningful improvements for educators and students.





OUR PROGRAMS & APPROACH

Customized Solutions That Drive Impact

SustainED Leaders does not approach partnerships with a fixed set of tools, rubrics, and expectations and ask schools to adapt to their system.

Instead, we:

- Begin our partnerships by conducting a needs assessment to deeply understand the district and school's unique context.
- Identify what is working and build on those strengths while identifying opportunities to systematically strengthen instruction in all classrooms.
- Build deep trusting relationships with all teams and collaboratively co-design systems and solutions grounded in research-based practices.
- We tailor our solutions and provide personalized, high-touch support and coaching that achieves immediate impact, builds capacity, and leads to sustainable progress in schools and districts.

OUR COMMITMENT

Delivering Sustainable Results



FOCUS ON CONTINUOUS IMPROVEMENT

High-impact practices that elevate teaching and learning and create lasting instructional improvement.



SIDE-BY-SIDE PARTNERSHIP

High-touch collaboration and support to achieve rapid impact and sustainable progress.



EVIDENCE-BASED PRACTICES

Strategies rooted in educational research with measurable, proven outcomes.



TAILORED SOLUTIONS FOR EVERY CONTEXT

Customized partnerships that address each school's and district's unique needs.



OUR PROGRAMS

Four Core Service Areas



1

School Improvement & Coaching

We work side-by-side with leaders and teachers to lead continuous instructional improvement in schools by implementing research-based curriculum and evidence-based instructional practices.



2

HQIM Adoption & Implementation

We support districts and schools in adopting and implementing high-quality instructional materials (HQIM) to improve student outcomes. Our customized and comprehensive approach ensures that all students, teachers, and school leaders have the knowledge, tools, and supports needed to thrive.



3

Leader and Teacher Training & Development

We build educators' capacity through practice-based training and hands-on coaching. All of our professional learning is tailored to the district context and grounded in research and best practices that are proven to accelerate learning for adults and students.



4

District Strategic Consulting

We partner directly with leaders and teachers to drive continuous instructional improvement in schools. We support educators to implement research-based curriculum and evidence-based instructional practices that accelerates learning for every child.



OUR IMPACT

Personalized Solutions, Exceptional Results

2024-2025

Immediate Impact

100% of School Partners Experienced an Increase in their TEA Accountability Score

94% of School Partners Increased their TEA Campus Rating

~20 pts Average Gain in TEA School Accountability Score

90% of Leaders Coached Grew in Instructional Leadership Competencies

GROWING REACH 2021-2025

Sustained Results

3,000+
Leaders Developed

240,000+
Students Reached

6,000+
Teachers Trained & Coached

150+
Partner Schools, Districts & Universities

100%
Retention of Principals Coached by SustainED



SCHOOL ACCOUNTABILITY GROWTH:
2024-2025

Every Partner
School Increased
Its TEA Score

SustainED Leaders partnered with
17 schools across the state of Texas
during the 2024-2025 school year.

- All schools received D or F ratings in the prior year.
- 100% of partner schools increased their TEA accountability score.

School Name	F	D	C	B	A	Growth
John W. Runyon Elementary	F			B		+34
Whitney M. Young Jr. Elementary School	F				A	+32
W. A. Blair Elementary	F			B		+31
IDEA A.W. Brown Secondary	F		C			+29
Lee A. McShan Jr. Elementary	F		C			+25
Goodwater Montessori Elementary	F		C			+23
Houston Elementary		D		B		+23
Esperanza Medrano Elementary	F			B		+21
IDEA A.W. Brown Academy Elementary	F	D				+19
E.B. Comstock Middle School	F		C			+18
Harold W. Lang Sr. Middle School		D	C			+11
Barbara Jordan Elementary		D	C			+10
Young Men’s Leadership Academy	F	D				+10
Gabe P. Allen Elementary		D	C			+9
Stevens Park Elementary		D	C			+8
William B. Miller Elementary		D				+7
Elevate Collegiate Elementary	F	D				+6

Partner Satisfaction

9.8/10

Overall Partner
Satisfaction Rating

100

Net Promoter Score
(Best-in-Class)

Students We Serve

90%+

Economically
Disadvantaged

50%+

Emergent
Bilingual

77%

Hispanic / Latinx





CASE STUDY

John W. Runyon Elementary School

DALLAS ISD

**A FIRST-YEAR PRINCIPAL. A FOCUSED PLAN.
A TRANSFORMATION.**

Runyon Elementary entered the 2024-25 school year as an F-rated campus. Principal Yasmeen Leal assumed the role of principal mid year alongside a new assistant principal, Tevin Lloyd. SustainED Leaders partnered with the leadership team and teachers to customize the implementation of the HQIM and establish instructional systems that supported teachers to plan and deliver rigorous and engaging student-centered lessons.



SustainED Leaders’ Approach

Our team worked alongside leaders and teachers to customize the implementation of HQIM (Amplify Reading and Eureka Math) so that it moved beyond initial implementation to a responsive instructional system that drove daily, high-quality teaching and learning and met the needs of all students.

STRENGTHENING INSTRUCTIONAL SYSTEMS

Observation & Feedback

- Co-led classroom walkthroughs with real-time coaching feedback
- Coached individual teachers and co-created customized instructional materials

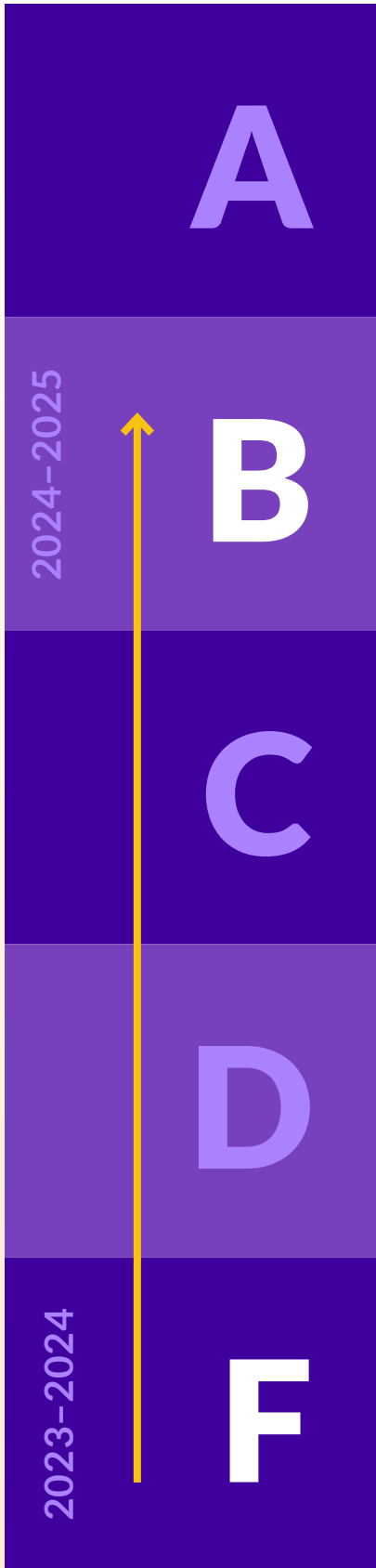
Tight Data-Driven Instruction Cycles

- High-frequency cycle of assessing students, analyzing results, and responding with targeted instruction.
- Designed exit tickets, weekly quizzes, and daily mastery checks; facilitated data meetings; and built intervention plans grounded in the science of learning.

Internalization and PLC Meetings

- Supported PLCs to deepen curriculum internalization
- Planned side-by-side with teachers for rigorous, engaging lessons
- Anticipated student misconceptions and customized curriculum to meet student needs

TEA
ACCOUNTABILITY
RATING



NAVIGATING CHANGE

Leaders faced the challenge of rapidly improving instruction by supporting teachers to meet the unique needs of all students. SustainED Leaders worked side-by-side with leaders to: strengthen PLCs, provide consistent coaching to teachers, and implement reteach and intervention lessons that closed students’ learning gaps.

IMPACT

Immediate Impact

By the end of 2024-25, Runyon Elementary moved from an F (55) to a high B (89) — driven by strong gains in reading and math.

Sustaining Results

Principal Leal and AP Lloyd built teachers’ capacity and implemented instructional systems that will ensure that the improvement is sustained over time.

+34 pts
TEA ACCOUNTABILITY
SCORE INCREASE

“

SustainED has a proven track record of producing high quality educational leaders who can plan and implement high quality instruction. SustainED has been a great resource for me as a first year principal and undoubtedly helped us achieve the growth we are seeing in students.



YASMEEN LEAL
PRINCIPAL, JOHN W. RUNYON
ELEMENTARY SCHOOL, DALLAS ISD



CASE STUDY

Whitney M. Young Jr. Elementary School

DALLAS ISD

ACCELERATING IMPACT THROUGH CUSTOMIZED IMPLEMENTATION OF HQIM

Whitney M. Young Jr. Elementary entered the 2024-25 school year as an F-rated campus. The district and school had previously adopted Amplify Reading and Eureka Math and found that students performing below grade level were struggling to access and thrive with the HQIM.

SustainED Leaders partnered with Dr. Mathis and her team to customize the implementation of the curriculum to meet the unique needs of all students in the school.

“

It was packaged in a way that it felt like support. It wasn't critical. It wasn't condescending. It was: we are here to help you win.”



DR. SHABRANDA MATHIS

PRINCIPAL, WHITNEY M. YOUNG JR. ELEMENTARY SCHOOL

SustainED Leaders' Approach

SustainED Leaders worked side by side with campus leaders and teachers on a weekly basis to strengthen the preparation and facilitation of daily lessons. Our work focused on three high-leverage instructional strategies:

A Disciplined, Data-Driven Culture

Leaders supported teachers as they administered daily exit tickets and analyzed student performance in structured data meetings where teachers planned reteach lessons and research-based interventions that closed student learning gaps.

Refined PLC Structures

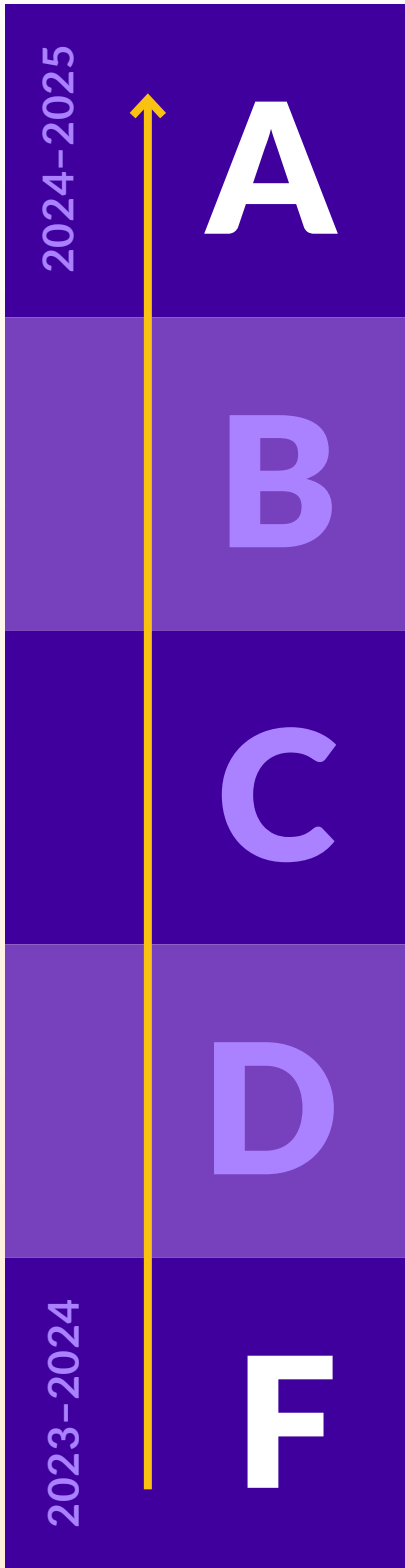
The leadership team strengthened PLCs to promote collaborative learning, deep internalization of the curriculum, and content-specific knowledge building. The shift from compliance-driven meetings to strategic collaboration resulted in stronger delivery of daily lessons.

Side-by-Side Teacher Coaching

School leaders observed teachers and provided in-the-moment feedback that strengthened their facilitation of lessons. Additionally, our team engaged in co-planning and modeling of lessons and instructional strategies, equipping teachers with practical tools to adjust instruction in real time and accelerate student learning.



TEA
ACCOUNTABILITY
RATING



IMPACT

Immediate Impact

By the end of 2024-25, Whitney M. Young Jr. had moved four letter grades — from an F (59) to an A (91) — with one distinction earned for academic growth. The transformation was the product of disciplined, focused execution.

Sustaining Results

The PLC structures, data cycles, and consistent coaching of teachers are now embedded in how the campus operates and will drive sustained progress and growth. Additionally, the campus staff has expressed clarity and conviction on what practices are most impactful in driving students’ learning and now they are committed and focused on replicating those practices moving forward.



“

SustainED provided systematic strategies. It’s not just, here’s what we have — good luck. They checked with us to see that everything was working, and offered ways to tweak what worked best for each class.”

4TH AND 5TH GRADE TEACHERS
WHITNEY M. YOUNG JR.
ELEMENTARY SCHOOL



PARTNER SPOTLIGHT

Goodwater Montessori

STRATEGIC HQIM IMPLEMENTATION DRIVES IMMEDIATE GROWTH

Through a strategic, customized implementation of the Bluebonnet Learning K-5 Reading and Math curriculum, Goodwater Montessori strengthened the alignment between its Montessori instructional model and grade-level academic standards.

Goodwater Montessori is an established charter school grounded in the Montessori philosophy of conceptual understanding, hands-on learning, and student independence. As the school sought to further strengthen student outcomes and ensure consistent access to grade-level expectations, leaders partnered with SustainED Leaders to integrate high-quality instructional materials while preserving the core elements of Montessori instruction.

SustainED Leaders worked alongside the superintendent, principal, and instructional leadership team to design systems that blended Montessori learning with the rigor and structure of Bluebonnet Learning. The work focused on ensuring students experienced both the conceptual depth of Montessori education and consistent exposure to grade-level standards aligned to the Texas Essential Knowledge and Skills (TEKS).

“

We always look forward to working with SustainED. They provide support that specifically fits the needs of our district. SustainED is excellent with building relationships and communication with both administration and staff. We have seen improvement for our students in both Math and ELAR.”



DR. BRUCE TABOR

SUPERINTENDENT,
GOODWATER MONTESSORI



SustainED Leaders' Approach

A SustainED Leaders Development Director partnered closely with campus leadership and teachers, providing weekly support through planning, coaching, and professional learning. Together, the team focused on three high-leverage priorities that strengthened instructional coherence across the campus.

Instructional Alignment Between Montessori and HQIM

SustainED Leaders worked with campus leaders to design instructional systems that supported both Montessori learning structures and whole-group, standards-aligned instruction. This included developing K-5 pacing guides aligned to Bluebonnet Learning and identifying opportunities to integrate Montessori materials and units that reinforce conceptual understanding within the curriculum.

Strengthening Lesson Internalization and PLCs

Our team collaborated with teachers and leaders to strengthen PLCs as spaces for lesson internalization, collaborative planning, and reflection. Teachers worked together to unpack upcoming lessons, plan for student

engagement, and identify ways Montessori materials and strategies could reinforce the concepts within Bluebonnet Learning.

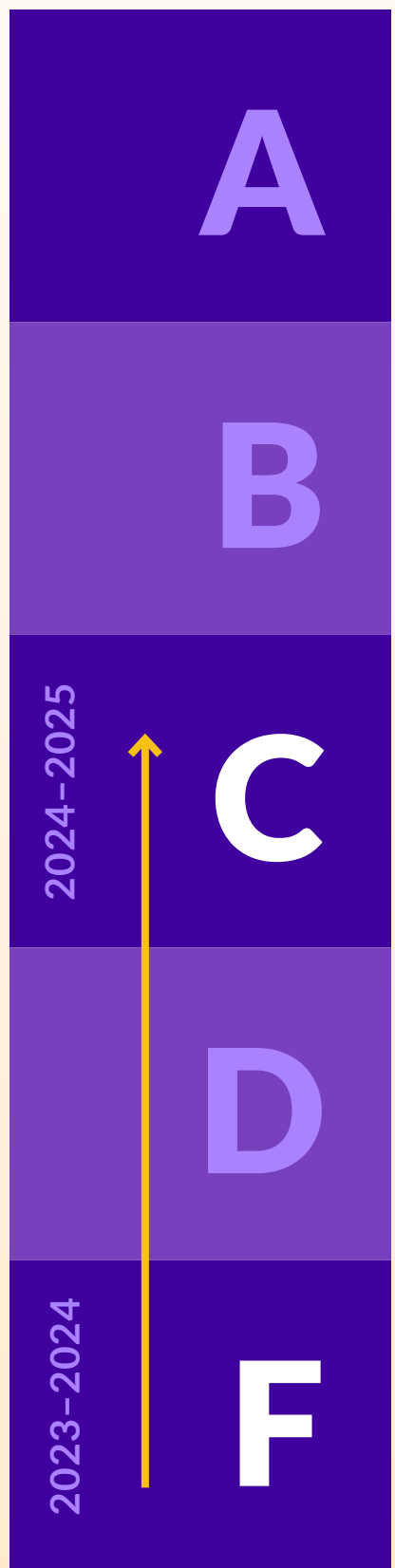
Side-by-Side Coaching and Modeling

SustainED Leaders partnered with campus leaders to increase the frequency of classroom visits and provide real-time instructional support. Through modeling lessons, co-planning, and in-the-moment coaching, teachers strengthened their facilitation of whole-group instruction while maintaining the engaging, hands-on learning experiences central to Montessori classrooms.

+23 pts

TEA ACCOUNTABILITY
SCORE INCREASE

TEA
ACCOUNTABILITY
RATING



WHAT OUR PARTNERS SAY

“Working with SustainED Leaders has been a transformative experience for both my leadership and our campus as a whole. Their consistent support, coaching, and strategic guidance elevated my ability to lead with clarity, confidence, and purpose.”

JESSICA WEEMS

PRINCIPAL, HAROLD W. LANG SR. MIDDLE SCHOOL, DALLAS ISD

“The most beneficial aspects of SustainED Leaders’ partnership has been their direct, hands-on engagement and responsiveness to our needs. Their face-to-face coaching with leaders and teachers and high-quality training has had a meaningful impact on instructional practices. What truly sets SustainED Leaders apart is their accessibility, collaboration, and their ability to pivot based on data and evolving campus needs, which makes them a trusted and effective partner.”

NAKESHA REDDICK-AYALA

DIRECTOR OF SCHOOL INNOVATION, LANCASTER ISD

“SustainED Leaders had a meaningful impact on my professional development by helping me refine my observation skills, prioritize timely and effective feedback, and manage my time more strategically. Working alongside them, I was able to develop key leadership tools such as an observation tracker, feedback systems, PD plans, and curriculum planning resources. Their guidance also helped me strengthen my communication and team leadership.”

ANGEL ALVARADO

ASSISTANT PRINCIPAL, WILLIAM A. BLAIR ELEMENTARY SCHOOL, DALLAS ISD

“I strongly recommend SustainED Leaders because of their deep experience supporting high-need schools and their ability to identify and strengthen the systems that drive schoolwide achievement. They provide clear, actionable steps that help schools implement effective practices with fidelity and close persistent gaps, which have been instrumental in advancing the growth of every scholar in our district.”

IMELDA LITTLE

EXECUTIVE DIRECTOR OF ELEMENTARY SCHOOLS, IRVING ISD



IMPACT AT SCALE

Where We're Headed

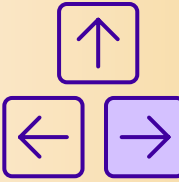
Growing District-Level Partnerships. Impact at Scale.

One of the most significant evolutions in our work is the expansion of district-level instructional strategy consulting. What began as a specialized service offering has become a core component of nearly every SustainED partnership.

Districts face extraordinary complexity. No two are alike. They carry the weight of community history, leadership transitions, resource constraints, and the urgent need to improve outcomes at scale. A cookie-cutter consulting approach cannot serve that reality.

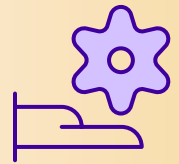
This is where our approach becomes most powerful. When working with districts, we start by building trusting relationships and learning about their unique context: understanding their landscape, mapping existing systems, and building a strategy that is truly theirs. Then we work collaboratively to define priorities and design or refine systems that support schools in delivering rigorous instruction every day and sustain improvement over time.

OUR DISTRICT FRAMEWORK



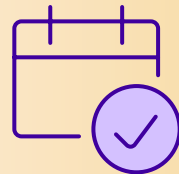
Set Direction

Instructional Vision & Coherence;
HQIM Implementation systems



Build Capacity

Instructional Leadership Systems;
Coaching Structures & Pipelines



Daily Execution

Rigorous grade-level instruction;
ongoing feedback & support

In the 2025-2026 school year, we are actively expanding district-level strategy partnerships across DFW, Houston, Austin, and Corpus Christi. The approach that has driven our school-level results is now scaling to the systems level — and we believe the potential impact is exponential.



A photograph of two women, one of Asian descent and one of white descent, both smiling and looking at a laptop screen. The woman on the right is wearing glasses and a black t-shirt with a graphic that says "DUNVILL SCHOOL DISTRICT". The background is a blurred office or classroom setting. A purple overlay with a white hexagonal pattern covers the top and right portions of the image.

Partnership that Leads to Impact

Tailored Solutions & Evidence-Based Practices

Customization vs. Cookie-Cutter

Our solutions are not out-of-the-box. Every partnership begins with understanding a district and school's context— culture, systems, strengths, and goals. We build on what's already working and co-design solutions that will achieve the greatest impact.

We Measure What Matters

We don't just count coaching visits. We track the shift in educator mindset, improvement in instructional practice, and acceleration of student achievement. Results are non-negotiable—and they show up on campus report cards.

TEA-Approved Provider

As a TEA-approved provider, we support districts in the Leadership and Instructional Foundations for Texas (LIFT) and School Improvement Curriculum and Instruction Support Grant (SI CISG) through LASO with a partner satisfaction rate of 9.8/10.

We Invest in People

Human capital is our most precious resource. When we invest in a principal, we transform the learning environment for an entire building. When we coach a teacher, we impact every student they will teach throughout their career.

High-Touch Personalized Support

Our weekly, high-touch coaching model means we're in schools alongside your team, not observing from a distance. We build systems that outlast our presence, ensuring your campus can continue to grow independently.

Team of Practitioners

Every member of our team has a track record of strengthening student outcomes, bringing deep insight into the complex challenges campuses face and the adaptive and technical approaches needed to accelerate change.

MEETING TEXAS EDUCATION'S CRITICAL MOMENT

Texas faces unprecedented educational challenges that demand systematic solutions. SustainED Leaders provides the proven expertise Texas districts need to transform these challenges into opportunities for student success.

56% of new Texas teachers entering the profession are uncertified

80% of districts face budget shortfalls limiting internal capacity

\$1B investment in HQIM requires expert implementation guidance



ABOUT SUSTAINED LEADERS

Strengthening Teaching and Learning

TEXAS-GROWN EXPERTISE, EVIDENCE-BASED IMPACT

SustainED Leaders is an impact-driven nonprofit organization led by dedicated educators committed to accelerating student success through evidence-based practices. With extensive experience serving as teachers, principals, and district leaders across Texas, our team understands the unique challenges educators face.

We partner with schools and districts to accelerate students' learning while promoting sustainable improvements in teaching and learning. Our team collaborates with districts and schools to foster environments where students and educators alike can reach their full potential.

WHY WE'RE HERE

Born from the conviction that sustainable school improvement starts with exceptional daily instruction, SustainED Leaders emerged when practicing Texas educators

decided to scale their impact beyond their own campuses. Our team combines decades of hands-on instructional leadership with deep expertise in high-quality instructional materials and evidence-based teaching practices. We don't just consult—we embed alongside educators as thought partners, bringing the same collaborative spirit that made us effective leaders in our own schools to every district we serve.

WHO WE ARE

Every member of our team has walked the path from classroom to campus leadership, accumulating 260+ years of combined teaching experience and 170+ years in school administration across Texas. With 100% of our team having served directly in Texas schools, we understand the unique challenges of the state's educational landscape.

Our collective experience extends beyond campus roles to include leadership positions at nationally recognized organizations including TNTP, Southern Methodist University, Summit Learning Teacher Residency, and Teaching Trust. This breadth of experience ensures we bring both deep local knowledge and best practices from high-performing organizations and districts across Texas and the nation.



OUR TEAM



Aaron Joseph
Leadership
Development Director



Grace Jackson
Managing Director
of Leadership
Development



Katie Woodiel
Leadership
Development Director



Naima Blakes
Senior Program Director



Brian Coppedge
Managing Director of
Finance & Operations



Haley Tomerlin
Leadership
Development Director



Kim Herrera
Instructional Manager



Oscar Spurlock III
Leadership Development
Director



Caitlin Wright
Managing Director
of Leadership
Development



Jacob Stainbrook
CEO



Marina Guerra
Leadership
Development Director



Rachel Yearwood
Managing Director of
Leadership Development



Denisse De La Cruz
Instructional Manager



Jessica Lemmer
Instructional Manager



Melinda Cardenas
Director of Strategy &
Development



Tamara Phillips
Instructional Manager



Erin Hogan
Leadership
Development Director



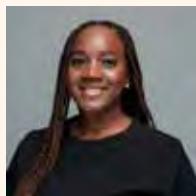
Jillian Turner
Instructional Manager



Michael Padgett
Instructional Manager



Giovanni Outram
Leadership
Development Director



Joi Rhodes
Instructional Manager



Mimi Hutchison
Leadership
Development Director

OUR BOARD



Anson Jackson
Board Chair



Chelsea Valdez
Board Member



Ellen Wood
Board Treasurer



Courtney Flanders
Board Member



Dee Chambliss
Board Member



Milan Sevak
Board Member



Jacob Stainbrook
Board Member



Financials

Financial Stewardship

Strong financial stewardship is fundamental to our mission of leading continuous instructional improvement to maximize every child’s learning and growth. We are committed to ethical, transparent, and efficient management of every dollar entrusted to us.

We strategically direct more than 80% of our resources to personnel who serve in roles supporting our district and school partners. By keeping administrative expenses low, we are able to offer the highest level of support to district and campus leaders so that we can achieve an immediate impact on student learning and build capacity and systems that lead to sustained progress.

REVENUE / EXPENSES	2024–2025
Contributions & Grants	\$882,332
Program Service Revenue	\$1,043,448
Interest Income	\$24,259
Total Revenue and Support	\$1,950,039
Program Services	\$1,257,882
Management & General	\$182,220
Fundraising	\$22,276
Total Expenses	\$1,462,378
Change in Net Assets	\$487,661
Net Assets at Beginning of Year	\$902,528
Net Assets at End of Year	\$1,390,189



Thank You to Our Partners & Supporters

SustainED Leaders is committed to providing deep and intensive support to educators as they work to accelerate the learning and growth of all students. In our work with districts and schools, we have and will continue to focus on building the capacity of leaders and teachers so that they can lead continuous instructional improvement that empowers both staff and students.

Our impact is only possible with your continued support, which enables us to reach more educators, schools, and students. Thank you to the foundations and individuals who continue to make our work possible. Your belief in our mission strengthens our efforts to empower educators in helping every child reach their full potential.

We are deeply grateful for the opportunity to partner with such extraordinary districts, schools, and educators who are committed to advancing educational equity and excellence for all children. We are humbled by your deep commitment to the communities, families, and students in your schools and districts, and excited to collaborate with you on this extraordinary work.



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