



cambium[™]
LEARNING GROUP

2023 IMPACT REPORT

**Make every
learning
moment
count.**

My Fellow K-12 Education Community Members,

We don't have a moment to waste.

Students, teachers, administrators, and families are struggling.

Academic outcomes for students in the US and all over the world reflect these struggles, with less than a third of US students in grades 4 and 8 reading on grade level and just over a third proficient in grade level math. At the same time, administrator turnover has increased sharply since the pandemic, and teacher turnover has hit all-time highs—with less than a third of US teachers reporting they feel equipped to teach foundational literacy skills based on the science of how students learn. These challenges are compounded for historically marginalized communities.

Yet, there is cause for hope and some optimism. Thanks to the resilience and dedication of educators, learners and their families, we are seeing signs of academic recovery and growth. Technology plays a role in this cautious optimism as well, with nearly three quarters of administrators reporting they see use of technology in the classroom as an effective way to bring new teachers to this critical work. This fragile momentum underlines a clear message: Progress is being made, but there's more work we must do.

At Cambium, our purpose is to ensure every teacher and student feels seen, valued and supported. By leveraging innovative technology combined with the best research and science in the ways students learn delivered through trusted,

secure solutions, we equip educators, students and families with the tools they need to succeed.

Our second edition of this annual Impact Report is designed to share the ways we fulfil our purpose for the people we serve and the ways we strive to live that purpose within our own employee community. Through powerful data points and stories, the Report identifies the challenges we face in this critical work, while celebrating the achievements that educators, students, families, employees, and communities have built together with the support of our people and solutions.

I'm grateful to each of you in our K-12 education community—thank you to our students, teachers, administrators, families, employees, contractors, investors and trusted partners. Your grit, creativity, innovation and resolve drive the impact we make every day, moment by moment. Together, we take action to transform struggle and hope into confident optimism and a bright future for all.

Ashley Andersen Zantop

Chairman and Chief Executive Officer
Cambium Learning Group



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Cambium's K-12 solutions and services support
30M+ students, 2.7M+ teachers and 95% of U.S. school districts.

Our work addresses the most critical and evolving needs of students, educators, and communities in education...

**improved
academic
outcomes**

**equitable
access to
opportunity**

**trust in partners,
systems and
solutions**

...and directly impacts
millions of lives every day.

Looking Back at 2023...

32%

of grade 4 and grade 8 students read proficiently.¹

36%

of grade 4 and 26% of grade 8 students were proficient in math.²

27%

of educators felt fully supported and properly trained to teach reading in alignment with the Science of Reading.³

Looking Forward

While numbers like these continue to reflect the challenges we face, there is evidence of positive change. New data shows that from spring 2022 to 2023, students regained an average of 1/3 of their lost skills in math and 1/4 in reading. Remarkably, this progress exceeded the learning achievements typically expected in an average, pre-pandemic academic year.⁴



Educators are working tirelessly to get their students back on track. By strengthening investments in the right training and support for educators, there is a pathway to **improved academic outcomes.**

1) The Nation's Report Card. (2023). [NAEP report card: Reading, State achievement-level results](#). 2) The Nation's Report Card. (2022). NAEP report card: [2022 NAEP mathematics assessment](#). 3) Lexia. (2023, September 26). [Most parents think teachers are fully prepared to deliver Science of Reading-aligned instruction; Educators are less optimistic](#) [Press release] 4) Banerji, O. (2024, February 2). [Learning recovery efforts worked. New data show why states must not let up](#). Education Week.

Looking Back at 2023...

Compared to the national average grade 4 reading proficiency scores:

Students eligible for the National School Lunch program experienced outcomes

14PTS
BELOW THEIR PEERS⁵

Students with disabilities experienced outcomes

34PTS
BELOW THEIR PEERS⁶

English Language Learners experienced outcomes

27PTS
BELOW THEIR PEERS⁶

Looking Forward



While all students have potential for success, those from historically marginalized communities frequently lack equitable access to educational opportunities. The impact of educational inequity on academic outcomes is evident when comparing proficiency scores for these student populations to national averages.

Every student has the right to an education that prepares them for a successful future. In addition to well-supported educators, innovative, effective technology has the potential to be a great equalizer, helping deliver

**more equitable
access to opportunity.**

Looking Back at 2023...

25%

of teacher prep programs at the college level fully incorporated all five core components of scientifically based reading instruction.⁷

40%

of teacher prep programs at the college level still taught multiple instructional practices that counter the research on effective reading instruction.⁷

80%

of schools in the U.S. and 14 other countries were victims of ransomware attacks.⁸

Looking Forward

One way to ensure better, more equitable academic outcomes for students is to help teachers focus more on honing their teaching "practice." To do so, educators and families need to have confidence in the quality, efficacy and security of the resources and technologies they use. That requires providers to prioritize building a feeling of

trust in partners, systems and solutions.



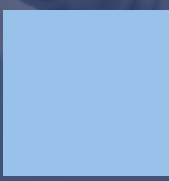
7) National Council on Teacher Quality, (n.d.). [Reading foundations standard review](#).

8) Hess, F. (2023, September 20). [The top target for ransomware? It's now K-12 schools](#). Forbes.



PURPOSE

Our purpose is to help every teacher and student feel **seen, valued and supported.**





To most effectively and efficiently address education's most urgent and important challenges, Cambium prioritizes

essential elements.

These are the critical factors that educators say matter most to success in the classroom.

Simplicity.

As education becomes increasingly complex, our ability to simplify for teachers, students and families becomes increasingly important. Simplicity is the way we make sure our partners are not only *able* to use our solutions, but that they *want* to.

Certainty.

Education can be full of uncertainty, fear and doubt, all of which put the success of educators at risk. We give our partners confidence in our company, our leadership and themselves, helping them transform uncertainty into certainty at every turn.

Now.

Cambium believes in the power of NOW. We create experiences that teachers and students can benefit from today and build on tomorrow, helping them make the most of each moment they invest in education.

The greatest needs in education determine our priorities.

To achieve greater outcomes, broaden access to more equitable opportunities and nurture a foundation of trust, it is our imperative to strengthen support for educators and students in areas where we excel.

Deliver essential solutions for today's K-12 educators.

With so many challenges and so much noise, K-12 educators need more of what works.

Leverage innovative technology for transformative impact.

New technologies like artificial intelligence (AI) and machine learning (ML) allow us to free up teacher time for instruction and to more precisely target a unique learning path for each student.

Harness data to improve our service and student outcomes.

Data use and analysis help us monitor and assess what is working and continually improve for greater impact, teacher support, student engagement and motivation.

Fortify data with practical yet powerful security measures.

We proactively construct and enhance robust systems to safeguard against data breaches. As stewards of sensitive information about students and educators, we act with vigilance, deploying dedicated operations to anticipate and address the ever-evolving landscape of data security challenges.

Create positive and meaningful impact.

We are facing unprecedented challenges that demand creative and bold solutions. That's why we're taking decisive actions with a determination to lead. We are committed to being bold, pushing ourselves to innovate and making lasting, meaningful impacts.

U.S. districts served	95%
Students served	30M+
Teachers served	2.7M+
Countries served	170+
Employees	2.5K+



—
2023



2023 Highlights

1M

more students used Cambium resources than last year.

Based on total number of Cambium employees and the number of students and teachers we serve:

Each Cambium employee supported an average of

9,502 students.

100K

more teachers relied on Cambium solutions than last year.

Each Cambium employee helped an average of

665 teachers.

Cambium CEO Ashley Andersen Zantop was named by SIIA as 2023's

Most Influential Thought Leader in EdTech.

Together, we're delivering **solutions that address the critical challenges** that students and teachers face.

Our portfolio boasts some of the world's most impactful and respected EdTech brands—brands purposefully curated to transform education by improving outcomes, expanding opportunity and building trust—all by leveraging the power of technology.



Empowering educators with the research and data needed to improve student learning.

As the leading online testing provider for K-12 state standards, Cambium Assessment helps improve student and teacher proficiency through meaningful and equitable assessment.



Helping all learners create more fulfilling and purpose-driven futures.

Time4Learning® is reimagining learning by delivering student-first experiences in non-traditional environments that are flexible, relatable and engaging.



The leader in Science of Reading literacy solutions.

Through a singular focus on literacy, Lexia offers a full suite of professional learning, curriculum and embedded assessment offerings, including intervention solutions from Voyager Sopris Learning.



Making math and science learning "Serious Fun."

ExploreLearning is helping teachers cultivate the next generation of STEM leaders by giving more students the opportunity to explore and excel in math and science.



Essential literacy solutions to complete every classroom.

Learning A-Z helps students become more proficient and enthusiastic readers and provides teachers with resources that support instruction in and beyond the classroom.



Ensuring everyone feels seen, valued and supported.

The Success Services team provides critical support to Cambium team members and customers worldwide.

RECOGNITION

From 2010 to 2023, Cambium won more than 230 awards from some of the most respected organizations in education technology.

In 2023 alone, Cambium won 17 awards and was a finalist for another 24.



Winner of **5 awards** at the 2023 SIIA CODiE Awards, including the **Most Influential Thought Leader in EdTech.**



Winner of **7 Tech & Learning Magazine Awards** across categories such as Best of 2023 and Back to School.



Recognized as a **13-time finalist** across five Cambium brands at the **EdTech Digest's 2023 EdTech Awards.**



Winner of **2 Educators Pick Best of STEM® Awards**, 1 for Best Innovation of 2023.



A **2023 Supes' Choice Award** as an equity champion for the Raz-Plus® Español product.



Named for the third straight year as one of the **most transformational growth companies** shaping the future of education.

Cambium purposefully serves the most pressing needs of **K-12 education.**

We invest at the intersection of education’s greatest need and opportunity to make an impact through technology and tech-enabled solutions.

<p>Instructional Curriculum</p>  	<p>Home Education</p> 	<p>Grade Levels</p> <ul style="list-style-type: none"> Pre-K K-5 6-8 9-12
<p>Professional Learning</p> 	<p>Assessment</p> 	<p>Subjects</p> <ul style="list-style-type: none"> Literacy Math Science Social Studies Electives
		<p>Stakeholders</p> <ul style="list-style-type: none"> State DOEs Districts Schools Teachers Students Parents/Caregivers

STUDENT IMPACT

Cambium provides more opportunities for every student to learn in their own way, giving them the trust and confidence they need to **love learning.**

Cambium now serves

42%

of the U.S. student population.

1M






more students used Cambium resources than last year.



By the Numbers

Students served	30M+
U.S. K-12 students served	22.5M
International students served	7.5M
BIPOC students served	12.4M
Cambium students attending schools where most students qualify for free or reduced lunch	50%
Students tested via Cambium Assessment	15.7M
Minutes of foundational reading skills training in <i>LANGUAGE! Live</i> ®	10.6M
Learning A-Z student activities completed	1B
ExploreLearning missions completed on Frax®	6M
ExploreLearning math facts solved on Reflex®	14B
Time4Learning® students served	228K

2023 STUDENT OUTCOMES

- 
3.8M+ Learning A-Z students achieved reading level growth.
- 
 Of students who used Lexia® PowerUp Literacy®, **53% covered 3+ grade levels of skills** in a single school year.⁹
- 
54% of students of students who started the year significantly behind and used Lexia® Core5® caught up by two or more grade levels within just one year.¹⁰
- 
 Lexia PowerUp Literacy was shown to be **5X more effective** than the average middle school reading intervention program¹¹ and has been awarded a Strong rating by Evidence for ESSA.
- 
 ExploreLearning Frax users were **50% more likely** to meet or surpass growth benchmarks compared to non-users.¹²

9) PowerUp. (2023). [2022-23 PowerUp U.S. Annual Report](#). 10) Lexia Core5 Reading (2023) [2022-23 Lexia Core5 Reading U.S. National Report](#) 11) PowerUp. (n.d.). [PowerUp summary of research](#). 12) ExploreLearning. (n.d.). [Frax ESSA study](#).

Tier 2 ESSA study shows using Frax[®] improves student test scores.

Proficiency with fractions serves as a critical foundation for understanding and applying more complex mathematical concepts encountered in STEM disciplines.

Designed to meet one of the most critical challenges in STEM education, Frax helps all students develop proficiency with fractions.

In 2023, ExploreLearning conducted a study in a major Florida suburban school district to assess the impact of Frax on student outcomes. The study focused on approximately 2,530 students in grades 3 and 4 who utilized Frax and compared their progress with a group of students who did not use the program.

This study showed that Frax offered particular benefits to specific cohorts.

Students were:

2X more likely to reach proficiency for those students two or more grades below at the start of the school year

1.4X more likely to reach proficiency for those students one grade level below at the start of the school year

When the researchers compared Frax to other interventions, the standardized effect sizes revealed that Frax was:

3X more effective than the average intervention for grade 3 students

5X more effective than the average intervention for grade 4 students

Additionally, researchers found that compared to matched non-users, students who used Frax:

Met or exceeded growth benchmarks at **significantly higher rates**

Achieved a **substantially higher percentage** of expected growth

Were **significantly more likely** to reach or exceed grade-level proficiency in the spring, regardless of fall achievement levels

An independent research firm confirmed that the study met the Every Student Succeeds Act (ESSA) Tier 2 (Moderate) level of evidence, as per the U.S. Department of Education guidelines. This milestone validates Frax's impact and demonstrates the program's efficacy.

ExploreLearning[®]

Adaptive and game-based, ExploreLearning Frax is a more effective way to teach and learn fractions.



Multilingual students shine with targeted language and literacy support.

Based on data and feedback, educators at Michigan's Kentwood Public School District observed a lack of progress in language proficiency for English Learners (ELs) in the third year of their EL program.

With a commitment to enhancing the efficacy of the EL program, the district identified the urgent need for solutions that not only boost student engagement but also provide insightful, actionable performance data for each student. It implemented Lexia® PowerUp Literacy® into its language development classes, targeting students who hadn't shown progress in proficiency levels and those who were struggling with other programs.

Kentwood Public Schools Demographics

9,200+ students served

23% of students are English Learners

80+ languages spoken

Surpassing Expected Growth

According to the district's midyear reading inventory, **46% of students** had already hit their end-of-year Lexile growth goal for the 2022–2023 school year, showcasing substantial engagement and faster-than-expected improvement.¹³

Lexile Growth Achievements

The significant number of students reaching their Lexile growth targets at midyear reflects students' accelerated progression, signaling that they were gaining much-needed confidence and skills to improve their mastery of English.

Empowering Teachers

The program also offered teachers an efficient tool to track student progress and effectively tailor instruction to individual needs. This capability has assisted them in providing targeted support to students in need.

Lexia®

Lexia
POWERUP
LITERACY

"When 46% of our students already hit their end-of-year goal midyear of the 2022-2023 school year, we celebrated the heck out of that, and we believe Lexia is an integral reason why."

Melisa Mulder
Kentwood Public Schools,
Secondary ELA Intervention Coach



¹³ Lexia Learning. (2023). Lexia's PowerUp Literacy delivers major 6th–12th grade literacy gains in Kentwood Public Schools, Michigan. Lexia Learning. <https://pages.lexialearning.com/case-studies/powerup-delivers-major-literacy-gains-kentwood-mi/kentwood-case-study-content-page>

Foundations A-Z[®] is recognized as **high-quality instruction for essential literacy skills.**

With an 'all green' rating from the rigorous EdReports evaluation, Foundations A-Z helps teachers streamline foundational reading skills instruction.

Foundations A-Z, built from the ground up to align to the Science of Reading, stands out with its multimodal approach to instruction. The program systematically guides foundational skills development through explicit teacher modeling and daily practice opportunities for students, including videos, games, interactive applications and digital decodable reading.¹⁴

After careful review against a standardized rubric for high-quality instructional materials, the Foundations A-Z solution received an industry-acknowledged 'all green' rating from EdReports. This independent, educator-focused organization thoroughly reviews and rates K-12 curriculums.

"I've seen so much success in my classroom, and the motivation for reading and learning to read has improved so much over the last year. They're excited to learn. They're excited to read."

Jordan Snyder

1st Grade Teacher and Principal

Foundations A-Z's 'all-green' rating is based on multiple factors, including:

Alignment to **standards and research-based practices**

Synthetic approach and **systematic instruction**

Well-defined **scope and sequence**

Explicit **instructional routines**

Teacher resources to support effective delivery of instruction

Consistent instructional sequences with clear objectives

Multiple assessment opportunities to demonstrate progress



Foundations A-Z provides explicit, systematic K-5 instruction based on the Science of Reading.

Foundations A-Z

"Receiving all green from EdReports showcases our unwavering dedication to delivering meticulously designed and research-based instruction."

Aaron Ingold

President of Learning A-Z



Fort Worth students **turn the page on literacy challenges.**

At the start of the school year, Kalyn SanJacinto, principal at Carroll Peak Elementary School, part of Fort Worth Independent School District (ISD), reported that 66% of students read below grade level, 27% read at grade level and only 7% read above grade level.

The district's new chief academic officer established a comprehensive literacy framework with the Science of Reading at its core, but educators needed an intervention program to help students close skill gaps in literacy.

To complement the shift to evidence-based literacy instruction, the chief academic officer introduced the Lexia® Core5® Reading curriculum for PreK-5 students to help them accelerate growth and achieve grade-level proficiency.

Core5 delivers explicit, systematic and personalized reading instruction using an adaptive blended learning model. With meaningful student performance data to identify students needing additional support and varied materials to strengthen differentiated literacy instruction, Core5 empowered Fort Worth ISD teachers to accelerate gains in their classrooms. The district also implemented Lexia® PowerUp Literacy® for its 6-12 grade students.

With Core5, the school succeeded in reducing the number of elementary students reading below grade level by more than half.

"We're now down to 31% below grade level," SanJacinto said. "And we're up to 46% students on grade level, versus 27% at the beginning of the year."

Reading Proficiency	Start of 2022-23 School Year	End of 2022-23 School Year	% Change
Below grade level	66%	31%	35% decrease in students reading below grade level
At grade level	27%	46%	19% increase in students reading at grade level
Above grade level	7%	23%	16% increase in students reading above grade level

Lexia
CORE5
READING

Lexia
POWERUP
LITERACY

50%+

increase in elementary students reading at or above grade level.

"Lexia's data is robust and easy to navigate. Teachers can use it to help kids, and principals use it to help teachers help their students."

Marcey Sorensen
Ed.D., former Chief Academic Officer,
Fort Worth Independent
School District

Jennifer Keelan: **30 years of breaking barriers** with Kurzweil Education®.

Meet Jennifer, who spent 2023, and every year since 2017, as a motivational speaker and teacher, spreading inspiration and hope to many. Kurzweil helped her on her journey to last year's and future years' impact. But it was not always easy for her.

Jennifer is known for her remarkable journey of activism for disability rights.

She leverages her experience growing up with cerebral palsy to advocate for inclusivity. At just eight years old, she bravely climbed the steps of the U.S. Capital Building during the Capital Crawl on March 12, 1990, supporting the Americans with Disabilities Act. This movement for change gained media attention and motivated Congress to pass groundbreaking civil rights legislation for disabled Americans, a significant milestone in the movement.

Throughout her educational journey, Jennifer faced significant challenges due to her disability. She was often placed in separate classes despite her aptitude and capabilities. In middle school, she remembers feeling demoralized when placed in math classes that were below her skill level. Her placement was not appropriate to her aptitude, as her classmates were doing activities that were very easy for her.

Things shifted for Jennifer in high school when doctors realized that her cerebral palsy made it difficult for her eyes to stay focused on a page when reading. She had used Kurzweil 3000® since she was 13, and now it became a required accommodation for her visual access to learning.

The tool helped level the playing field for Jennifer. She could now access the same textbooks and readings as her classmates.

In addition to reading over 300 textbooks throughout high school and college, Jennifer helped pave the way for advancing alternative-format textbooks in the schools she attended, making significant contributions to the process. In 2017, she proudly graduated from Arizona State University, earning a Bachelor of Science in Family and Human Development with a GPA of 3.22.

Jennifer still uses Kurzweil solutions today as an essential tool for running her business.

As she blogs, travels for speaking engagements, reads and responds to legislation related to the ADA, she uses it to refine her writing and help navigate the intricate research concerning her disabilities and the related legislative context.



Jennifer is known internally at Kurzweil (a Cambium product brand) as a “super-user” and is a champion of the platform’s accessibility tools.

“Using Kurzweil opened up a whole new world for me, and I now have the ability to learn and study independently and confidently.”



Jennifer Keelan



Bossier Elementary's academic rise with Core5®.

A few years ago, educators at Bossier Elementary School in Bossier City, Louisiana, received the news no school wants to hear: Louisiana State officials placed the school on its watch list, labeling it as "Comprehensive Intervention Required" (CIR).

As an "F" school, the 200-student institution had to not only show marked progress in critical areas such as test scores, but also consistently maintain a "C" level or higher for two consecutive years to demonstrate its ability to perform at a higher level.

In January 2020, Bossier Elementary implemented intense literacy intervention to supplement regular reading instruction and get students back on track. The school began using Lexia® Core5 and benefited from the program's personalized learning capabilities. Knowing they were on a deadline to achieve certain academic improvements, teachers used Core5 to differentiate instruction for every student within the school.

In 2023, Bossier Elementary officially reached the required milestones and raised its rating to a C.¹⁶

83% of students who met usage requirements demonstrated progress of at least one grade level.

Over 50% of K-2 students consistently used the online program.

60% of students who began the school year below grade level advanced by at least one grade level.

Students working at or above grade level increased **45 percentage points** in one school year (from 22% to 67%) through the recommended program usage.



Lexia®

Lexia
CORE5
READING

"Our principal is all about culture. Anytime students move up a level in Core5, we call out their names on the morning announcement... The students love hearing the shoutouts every morning. It's the perfect way to give them the extra attention they so richly deserve for all their hard work to improve their literacy skills."

Michael Gollow
M.EDL, Bossier Elementary
Instructional Coach

Ashley Hayes: **Time4Learning's longest-standing member.**



In Ashley Hayes's remarkable life, Time4Learning® has played an invaluable role in shaping her educational experience and empowering her to reach new heights. As a young woman with cerebral palsy, Ashley's journey with Time4Learning began when she was just a teenager, and it has continued to positively impact her growth and development ever since.

Ashley's life took a devastating turn when she was involved in a bombing incident at just 13 months old. As a result, she was later diagnosed with cerebral palsy. Determined to provide her with the best care and education possible, her father, Thomas Hayes,

made it his mission to ensure that Ashley had everything she needed to thrive.

Ashley initially attended a traditional brick-and-mortar school with a full-time aide through grade 8. At this point, she was still unable to read or write. Thomas then brought her back home where she did virtual public school online for four years for high school. As she continued to struggle, Thomas sought recommendations on how he could continue her education on their own. The school directed him to Time4Learning.

Through Time4Learning's personalized learning solutions, Ashley has thrived both academically and personally. Learning at her own pace, she remains engaged and motivated, developing self-confidence and a love for learning.

Time4Learning has not only provided Ashley with the education she craved but also a supportive community that celebrates her accomplishments.

Ashley's story is a testament to the transformative impact of personalized education for students who are differently abled. As she continues to study and grow, she proves to be an inspiration for others facing similar challenges. In 2023, Ashley was honored with a certificate for her 15-year dedication to the Time4Learning program.



Time4Learning is a comprehensive online curriculum for homeschool students and parents. In 2023, they received 1,200 inquiries from families with special needs students, highlighting the growing demand for student-centered solutions.

"[Time4Learning] has been a wonderful part of my life. Almost every day it gives me something to do that I really enjoy doing. I even go to my school on the weekends a lot. I would be lost if I did not have Time4Learning in my life."

Ashley Hayes

EDUCATOR IMPACT

Cambium provides trusted, high-quality educational resources that meet educators where they are and **support their success.**



In 2023, Lexia supported

44%

more teachers
than the previous year.

Learning A-Z supports







1 in 5

U.S. classrooms.

By the Numbers

Teachers served	2.7M
U.S. K-12 teachers served	2.3M
International teachers served	355K
Teachers using ExploreLearning	337K
Teachers using Learning A-Z	821K
Teachers supported by Lexia	479K
Voyager Sopris Learning® help center reviews and shares by educators	6,696
U.S. elementary educators have been LETRS® trained as of 2023	33%
Teachers awarded free access to ExploreLearning products via grants	4,367

2023 EDUCATOR OUTCOMES

- 
88% of teachers agree that ExploreLearning’s Gizmo® lessons boost student engagement and motivation.¹⁷
- 
Learning A-Z’s popularity among teachers exceeds that of well-loved Fortune 500 brands, as measured by its Net Promoter Score of 67.
- 
77% of educators say that Lexia® PowerUp Literacy® helps them deliver focused instruction more efficiently.¹⁸
- 
89% of educators view Learning A-Z as crucial for their classroom management.¹⁹
- 
84% of teachers report that ExploreLearning’s Gizmo lessons enhance student learning.¹⁷
- 
90% of educators indicate they can apply what they learned through Lexia LETRS to their work.²⁰

17) ExploreLearning. (n.d.). [Reflex research brief EOY surveys 23](#). 18) Lexia PowerUp Literacy. (2023). [2022-23 PowerUp U.S. Annual Report](#). 19) Educators for Excellence. (2023). [Voices from the classroom 2023: A survey of America's educators](#). 20) Lexia Learning. (n.d.). [Annual LETRS Infographic](#).

Training educators to transform their classrooms and **drive reading proficiency gains.**

Under the Alabama Literacy Act, schools with student reading scores in the bottom 5% on the Alabama Comprehensive Assessment Program (ACAP) are designated as “full support schools.” These schools benefit from extra assistance through the Alabama Reading Initiative and the Alabama State Department of Education. Central Elementary, part of the Tuscaloosa City School district, joined this support program in 2018.

Jerry Collins, Ph.D., became principal shortly after that and began looking for ways to get more of the school’s students reading successfully by grade 3—a requirement of Alabama’s Literacy Act.

On a mission to drive positive change, Collins selected Lexia® LETRS® professional learning for teachers due to its proven track record of strengthening instructional capacity.

Taking the position that being a full support school “described us but did not define Central Elementary School,” Collins got all educators on board with Lexia LETRS.

Working with a Lexia representative, Collins facilitated several professional training sessions.

Last year, Central Elementary School was named a “Science of Reading Spotlight School” by the Alabama Department of Education—a recognition bestowed on just 12 schools in Alabama each year.

“We attribute this success to our teachers and the Science of Reading,” said Collins. “With the Science of Reading as our guide, the sky is the limit for us.”

Even amidst the challenges posed by COVID and learning loss, the remarkable outcome is evident—**over 74% of grade k students transitioning to grade 1 achieved proficiency in reading.**

These positive outcomes span multiple grade levels, with each one showing progress over the past two years and additional gains in the third year.

74%+

of grade k students achieved proficiency in reading following LETRS training for their teachers—a remarkable gain from 15% a year and a half ago.



LETRS delivers specialized training for early educators, addressing gaps in teacher training and seamlessly integrating with existing literacy programs in schools.



“Lexia LETRS gives us the resources we need to get the kids ready to do the work.”

Jerry Collins
Ph.D., Principal at Central Elementary School

Protecting schools with robust cybersecurity protocols.

Schools in the U.S. have become a target of cybercrime. From 2018 to September of 2023, there were 386 recorded incidents totaling a cost of \$35.1 billion due to unplanned system downtime.²¹

Recognizing this growing concern, Learning A-Z has obtained an ISO/IEC 27001:2013 certification for its solutions. This universal standard provides a framework for enacting and maintaining effective information security controls and validates the company's unwavering dedication to cybersecurity.

ISO 27001 is a security system standard published in October 2013 by the International Organization for Standardization (ISO) and the International

Electrotechnical Commission. Learning A-Z's product certification was issued by A-LIGN, a U.S.-based independent, accredited certification body, in recognition of the company's successful completion of a formal audit process.

Achieving this certification underscores Learning A-Z's steadfast commitment to upholding rigorous IT protocols. We aim to protect the privacy of our partners.

In addition to achieving ISO certification, most Cambium products are audited annually by a third party, iKeepSafe, to ensure compliance with COPPA and FERPA data privacy laws. For more and to see which of our products are covered, see <https://ikeepSAFE.org/products/>.

Learning A-Z's products are the most recent addition to the long list of Cambium products from Lexia, ExploreLearning and Cambium Assessment that currently meet these top security protocols.



"Our users and customers trust us to provide a safe, secure experience. With threats to schools growing more sophisticated, upholding that trust by consistently investing in security is imperative."

Aaron Ingold
President of Learning A-Z

ExploreLearning's STEM Pro partnerships bring field experts' knowledge to the classroom.

To present real-world challenges that help students learn concepts while practicing problem-solving, the team for the ExploreLearning's Gizmo® product continuously seeks new topics to add to the library of more than 500 simulations.

When it comes to STEM learning, educators face a variety of challenges, including:

- Designing educational experiences that are both scientifically accurate and engaging for students.
- Integrating real-world experts and field scientists directly into classroom learning.
- Connecting real-world events to the standard science curriculum they teach.

In 2023, ExploreLearning introduced the STEM Pros Collab Crew, a partnership program that brings together passionate STEM specialists to harness their expertise. STEM Pros serve as advisors, helping to develop new STEM Case lessons.

This innovative approach to STEM education empowers professionals to impart their unique expertise and motivational insights directly to learners. They divulge details about their everyday work, pivotal moments that have shaped their careers, ongoing research projects, and the inner workings of their laboratories.

The program effectively bridges the gap between classroom learning and real-world STEM applications through these partnerships.

It enables educators to directly bring the authentic voices and experiences of experts and field scientists to students, thus enriching students' understanding and appreciation of STEM while opening up their world to future careers in STEM.

Through the collaboration between educators and STEM Pros Collab Crew members, three groundbreaking Gizmo STEM Case lessons launched in 2023.

["Smelling in the Rain: Designing Solutions to Improve Air Quality"](#): Students act as a respiratory physiologist, exploring and mitigating air pollution.

["Sound Off, Please!: Designing Solutions to Reduce Noise Pollution"](#): Students act as an acoustic engineer, investigating acoustic science to cut through noise pollution and find peace.

["Beat the Heat: Tackling Urban Heat Islands Using the Science of Energy"](#): Serving as a city's Chief Heat Officer, students examine urban heat islands and apply energy principles to cool down cities.



Gizmo lessons are online, interactive math and science simulations for grade 3-12 students.

Since their launch, the three Gizmo STEM Pro cases created by Collab Crew members in 2023 attracted nearly

50,000 total views

Views are across all paid and trial users



"I would highly recommend the STEM Pros program. It's a very useful process to see how education is shaped by research. You will help students learn to apply and incorporate knowledge in better ways."

Dr. Patricia Silveyra
Associate Professor, Indiana University Bloomington, School of Public Health

Navigating the future of education with **strong professional learning communities.**

Educators today need a broad toolbox of research-based instructional practices and the confidence and support to implement intervention strategies when students do not show expected growth.

That's why Lexia brand, Voyager Sopris Learning®, created the EDVIEW360 Thought Leadership platform. This innovative and versatile digital hub brings meaningful professional learning and information on varied, research-based teaching strategies to educators worldwide.

The platform offers a rich mix of resources featuring renowned authors, speakers and educators. It meets teachers and administrators where they are and engages multiple learning styles. EDVIEW360 provides educators with groundbreaking research, insights, strategies and thought processes focused on the latest technologies and best educational practices.

Designed to help educators understand the advantages and considerations before implementing new teaching techniques, EDVIEW360 covers a wide range of classroom strategies and answers timely questions about

instruction. Content is available in various formats, including blog articles, webinars (both live and on-demand) and podcasts, allowing educators to choose the medium that best suits their needs.



- The EDVIEW360 offerings engaged nearly 100,000 educators in 121 countries
- In 2023, podcast downloads grew by 336% compared to the previous year
- The podcast channel ranked in the top 5% of Buzzsprout's list of podcasts



TOP 2023 TOPICS

Why the 'Science of Reading' Needs the 'The Science of Teaching'—A Conversation Between 2 Literacy Leaders

English Learners and the Science of Reading

Determining the Right Literacy Intervention: Using Assessment to Guide Your Course

Dyslexia and the Science of Reading: Educational Changes Worth Fighting For

The Power of Pen: Placing Writing at the Heart of Literacy Instruction

Why are Children Acting that Way? Oh, and How are You Responding?

One Teacher's Discovery of a Better Way to Benchmark

Helping teachers succeed through **better product implementation.**

Product implementation plays a crucial role in driving educator success and student achievements with EdTech solutions. However, implementing new products can be challenging.

In 2023, ExploreLearning created a new Health, Journey and Experience (HJE) team to provide even more robust product implementation support to all customers.

This new team is responsible for sharing best practices that customers have used to achieve rapid success.

The HJE team has strengthened ExploreLearning's ability to drive classroom success quickly, helping teachers follow proven implementation models and alleviating the anxieties that often come with new instructional programs.

With the high completion rates of kick-off calls and well-organized professional development events, teachers benefit from improved guidance, leading to more confidence in using the valuable tools.

The 2023 back-to-school period (July to October) delivered outstanding results.

Through 793 onboarding projects, the HJE team nearly doubled the number of new orders that received dedicated implementation support.

- 2022 implementation support of new business covered 16% of contracts and 11% of accounts linked to those contracts
- 2023 implementation support of new business expanded significantly, covering 69% of contracts and 74% of the related accounts

Completion of 87% of all scheduled kick-off calls, ensuring educators received everything needed for a successful start within the first 60 days of their subscription.

92% of accounts completing kick-off calls rated 'satisfied' or 'very-satisfied' with ExploreLearning.

ExploreLearning®



"The HJE team was very instrumental in ensuring we were properly introduced and trained on Gizmos and made certain I took the appropriate steps to invite teachers and give them access to lessons and resources that will benefit our students now and in long-term endeavors."

District Leader in Georgia



"I am delighted with all the help we have received for implementing Reflex. The HJE team has been phenomenal – answering all my questions and leading me in the right direction for great resources. I can't wait to implement Frax."

District Leader in South Carolina

A time for discourse on what the **Science of Reading** means for classrooms nationwide.

An increasing number of educators recognize the importance of aligning their teaching practices with scientifically researched methods to enhance students' literacy.

However, many educators require a deeper understanding of how to effectively connect the Science of Reading research to their instructional practice.

Lexia hosted its annual "Science of Reading Week" to help educators better understand the Science of Reading.

This five-part webinar series, dedicated to thought leadership in education, was designed to celebrate both educators and students. It featured notable experts active in the national literacy conversation, providing a platform for meaningful dialogue around best practices and innovative strategies to enhance student literacy.

The event brought together a diverse audience—from school and district leaders to preK-12 teachers and education technology professionals—all united by a shared goal of deepening their understanding of the Science of Reading.

The week-long event was thoughtfully curated to foster a vibrant exchange of ideas and insights, empowering participants to delve deeper into effective literacy practices.

Some of the leading panelists included:


- Dr. Louisa Moats
 - Donna Hejtmank
 - Horacio Sanchez
 - Kareem Weaver
 - Lexia Experts Dr. Liz Brooke, Kerri Larkin, Cassandra Wheeler and many more
-

The "Science of Reading Week" gathered educators, administrators, classroom teachers and researchers for urgent, impactful discussions about evidence-based literacy instruction through the lens of equity, continued pandemic recovery, neuroscience, empathy and civil rights. Record-breaking **registrations neared 15,000**, outstripping previous engagement rates. Daily attendance was consistently high, with an average of **over 2,400 participants**.

Lexia®

The Science of Reading provides proven, evidence-based practices for teaching reading and supporting students of all abilities.

EMPOWERING EDUCATORS
Science of Reading Week




COMMUNITY IMPACT

In 2023, Cambium continued to make significant investments in **strengthening ties between communities and classrooms**, supporting the development of our teachers and leading the way in our EdTech community.



Volunteer Service Time

Cambium provides paid time off for all employees to pursue volunteer activities specific to education that enhance and serve the communities where they live and work. We provide this benefit with the hope that granting employees paid time off will empower them to contribute significantly and positively within the education sector.

Full-time employees receive 24 hours to use for volunteer service in education settings within their communities.

By the Numbers

Number of employees who participated in community outreach	485
Number of states our employees volunteered in	45
Total volunteer hours in 2023	6,336

Cambium launched its Volunteer Service Time program in August 2022. Employees logged

58%
more volunteer time

in the last quarter of 2023 than in the last quarter of 2022.



Volunteer opportunities **connect employees to their local schools.**

"I spoke to 170+ third graders about my job and my path to it. It surely is wonderful to be around elementary kids, who are excited about everything! Don't fail to use this great benefit we are given. You will receive as much as you give!"

Deanne Kells
Learning A-Z Career Day Volunteer at Marion Oaks Elementary School

"By providing volunteer time, Cambium affords me the opportunity to give back to a local school and stay connected to my roots in education."

Christopher Johnston
Cambium Assessment Student Literacy Service Day Volunteer at Our Savior Lutheran School

"I was able to participate as a volunteer at the second annual "STEM Fest" in December in Birmingham, Alabama. Our local elementary school was chosen to attend along with approximately 1,000 other Birmingham-area students. STEM Fest was a celebration of STEM and learning and included hands-on activities and demonstrations with representatives from NASA, Mercedes Benz, McWane Science Center, Alabama Power and others.

I was grateful to be given the opportunity to volunteer in my community and to learn alongside the students. It was refreshing to see their excitement and engagement at each demonstration. My favorite experience was the NASA booth and drone demonstration."

Amanda Hodnett
Lexia STEM Fest Volunteer at Crestline Elementary School



New ways to **foster community** and inspire a love of reading.



As part of the National Education Association’s annual Read Across America celebration, Time4Learning® organized three distinct virtual read-along events tailored specifically for elementary, middle and high school audiences.

These events broadcasted live readings from Time4Learning staff, encouraging a love for reading while fostering community among peers.

Time4Learning’s virtual read-along events created a vibrant reading culture among students of all ages, as shown by increased engagement, participation and satisfaction from the year prior.

There’s a significant learning benefit to these events, too. Read-alongs provide parents with the opportunity to model fluency and add effective comprehension and vocabulary strategies, all of which students need for strong reading development. An interactive read-aloud also builds listening comprehension, which is essential for our youngest students.

2023 HIGHLIGHTS

3,177 families registered for the live events

2,764 views of the read-along events were tracked on YouTube

284 hours were spent watching the read-along events on YouTube

1,552 views (56.2%) were accounted for by elementary school students, making up the majority of the viewership

791 views (28.6%) were by middle school students

421 views (15.2%) were by high school students

190 YouTube likes



“As an avid reader myself, it was very rewarding to support the mission of Read Across America with Time4Learning. Being able to share the thing that brings me so much joy with the young learners who participated was heart-warming. The response we received following the event further proved the eagerness we know kids have to engage with great stories and learn about the world around them through books.”

Mandy Ralston
Time4Learning Director of Content and guest reader for the 2023 event

Students embrace global citizenship in the Learning A-Z® Star Donation challenge.

The yearly Learning A-Z Star Donation Challenge provides educators with a unique approach to motivating their students to read. While learning, students practice social emotional learning concepts and civic engagement in real life.

Students earn stars on the Learning A-Z platform for reading books and completing activities. Typically, these stars can be used to personalize avatars or virtual spaces. However, through the Star Donation Challenge, students have the opportunity to donate their stars to a greater cause.

Learning A-Z partners with humanitarian organizations to convert student star donations into tangible resources, such as clean water, nutritious meals and school supplies, which are distributed to communities experiencing need worldwide.

Engaging the classroom in giving back empowers students to have agency over their learning and fosters a sense of purpose and community. As the student actions show, this serves to spark greater motivation.

Each year, the challenge engages **over 100K students and almost 50K teachers from 20K+ schools globally**. To date, students have generously donated a total of 7 billion stars to a children’s humanitarian organization, accompanied by Learning A-Z’s contribution of over \$100,000.

In 2023, students showed remarkable generosity by donating ~1.2 billion stars, resulting in **over 300,000 donations for communities in need**. The campaign saw a significant increase in engagement and participation compared to the previous year.

Participating	2022	2023	% Increase in engagement
Students	69,777	111,699	59.9%
Teachers	37,670	49,699	31.9%
Schools	8,375	20,618	146.3%
School Districts	5,572	12,369	122.8%



The Annual Star Challenge combines education and social responsibility to empower students as active participants in their learning and catalysts for positive change.

The funds raised have been used to provide

600K+
healthy meals

Since 2020

4M
days of drinking water

Since 2021

114K
school supplies

Since 2023

Students who participate

read **3X** the number of books

complete **4X** the activities

and make reading gains faster than those who don’t participate.

Connecting families and educators through **accessible student performance data.**

Offering meaningful communications to caregivers about their students' academic progress is an ongoing challenge. Students benefit when schools and caregivers work together to support academic achievements. Communication barriers can limit these home-school connections.

Additionally, teachers have limited time to communicate with families, and data can be confusing, especially across language barriers. It's crucial to contextualize performance data against standards and give families clear, actionable support steps. Also, parents have varied preferences for communication formats.

Another issue is that parents and families often receive student reports too late, rendering the scores outdated and delaying insights into the student's actual learning needs and areas for improvement.

Cambium Assessment has made significant investments in key touchpoints to enhance parent communication. They have addressed this challenge by creating an in-language family portal and developing customized video reports in multiple languages.

The family portal is a valuable tool for enhancing communication between educators and parents, fostering more meaningful interactions. The customized video reports provide parents personalized student scores and suggest specific next steps based on their performance. The video reports also indicate how a student's score aligns with state standards as well as school and district averages and offer tailored recommendations for further improvement based on their scores. The videos are designed to be easy to understand, engaging and viewable on mobile devices, promoting accessibility for all families.

In 2023, the family portal has gained both positive feedback and momentum, including:

A successful pilot of the new video offering for **New Hampshire** (spring 2023) earning positive feedback and demonstrating effectiveness.

Video reports for 96,275 students in **Hawaii** (fall 2023) summarizing their performance on the 2022-23 assessment, accessed directly from the family portal.

Immediate reporting through the family portal for students in **Florida**. Families receive the test reports at the same time as educators, as soon as the student's test is completed and fully scored.



By breaking communication barriers and providing tailored communication tools, Cambium Assessment's family portal has successfully empowered more parents to participate actively in their child's education.

13M

Families accessed the Cambium Assessment family portal in 2023, totaling

100M

views of data.

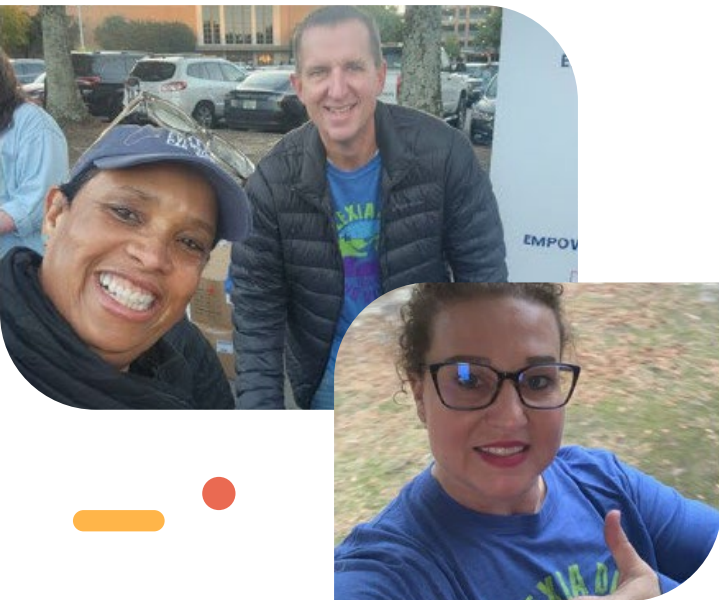


Partnering with educational nonprofits to **strengthen community resources.**

At Lexia, we believe every individual deserves equal opportunities to thrive in education and the future. **Through our partnership with the International Dyslexia Association-Georgia Branch (IDA-GA) at their annual Dyslexia Dash, we aimed to expand literacy opportunities for individuals with dyslexia.**

The funds raised from this event directly contribute to the IDA-GA Scholarship Program, providing scholarships for structured literacy professional education courses. These scholarships will equip individuals to effectively deliver instructional best practices proven to support students with dyslexia, demonstrating the tangible impact of our partnership.

As a 2023 event sponsor, Lexia formed a dedicated team of **25 participants** who joined the event virtually. Our collective effort, along with the support of 2,100+ other participants, resulted in **over \$50,000 raised.**



Lexia®

Dyslexia affects up to 20% of the U.S. population.²² IDA Georgia is a non-profit organization dedicated to helping individuals living with dyslexia, their families and the communities that support them.

The event raised over

\$50K

International
DYSLEXIA
Association® Georgia Branch

Championing equity in leadership for **more inclusive education.**



In 2023, Cambium Learning Group aimed to amplify more voices in education. We sponsored and participated in events for women in leadership roles and for students identifying as Black, Indigenous and People of Color (BIPOC). Through these engagements, we bring more people into the work of transformational change in education. Our focused support included:

When Women Lead

Cambium proudly supported Voice4Equity's "When Women Lead" summit, an impactful national education conference designed to foster a diverse collective of women thought leaders and collaborate and share strategies on executive leadership, equity policy and digital inclusion.

Well-Being and Leadership Summit for Women District Leaders

We supported Power Trip Well-Being and Leadership Summit for Women District Leaders, which allowed these leaders to share actionable ideas for leadership effectiveness, student engagement and talent retention—all in a rejuvenating environment.

Power of Women in EdTech at Arizona State University and Global Silicon Valley (ASU+GSV) Conference

At the ASU+GSV Summit, Cambium was the exclusive supporter and played a presenting role in celebrating the contributions of women in EdTech, with the presentation of the "2023 Power of Women Awards," acknowledging women who drive accessibility and innovation in education.

Historically Black Colleges and Universities (HBCU) EdTech Summit and Career Fair

Cambium demonstrated its strong commitment to supporting Innovation for Equity's HBCU EdTech Summit by sponsoring and actively participating in the event. The event connected students with educational leaders and allowed Cambium to share with and learn from HBCU students in a discussion about EdTech.



As Cambium continues to foster environments where diversity in leadership thrives, we build a more inclusive and empowering future for the students and educators we serve and the broader community influenced by the values and visions they carry forward into the world.

EMPLOYEE IMPACT

Cambium is deeply committed to fostering an environment where **employees feel seen, valued and supported.**

The percentage of female Cambium employees is

61%

35% over the national tech industry average.²³

The percentage of women on Cambium's Executive Team is

50%

22% above the national tech industry average.²⁴

At the core of our company's ethos is the belief that our **employees** are the **foundation of our success**. We prioritize the **well-being, professional development and overall engagement** of our employees. As a result, we ensure that Cambium is not just a place to work but a place to grow, innovate and thrive.

By the Numbers

Employees	2,500
Female employees	61%
Black, Indigenous and People of Color (BIPOC) employees	31%
Employees who work remotely	98%
Employees in leadership positions who identify as women (Cambium VPs/SVPs)	46%
Employees in leadership positions who identify as BIPOC (Cambium VPs/SVPs)	23%

23) Zippia. (2022, November 7). 25+ [Telling diversity in high tech statistics \[2023\]: Tech demographics + trends](#). 24) Flair.hr. (n.d.). 160 [Women in Tech Statistics: Challenges, Hiring Trends, and Retention](#).

Amplifying diverse voices to help lead education forward.

At Cambium, diversity, equity, inclusion and belonging are more than just terms—they are foundational principles that drive our purpose and shape our culture.

We foster an inclusive workplace where every staff member feels connected, respected and integral to our collective goals. Here, bonds between unique and varied individuals empower a shared commitment to Cambium’s vision.

Simultaneously, we prioritize equity, equipping each employee with tailored support that enables them to succeed and find satisfaction. We are dedicated to ensuring that career progression, performance and sense of achievement are never influenced by the social or cultural identities an individual holds.

These principles are embedded into the fabric of our corporate ethos, enabling us to build a stronger, more unified team where everyone can excel.

Through our Diversity, Equity, Inclusion, and Belonging (DEIB) Collective—composed of staff representing diverse roles, company tenure, social identities and geographies—we hit several milestones in 2023.

Groups

- 11 Employee Resource Groups
- 3 DEIB councils/committees

Events

- 79 events organized by Lexia ERGs
- 22 events organized by Cambium Assessment ERGs
- 24 DEIB Dialogues
- 17 Cambium Assessment-wide DEIB events
- 4 Lexia-wide DEIB events
- 2 Learning A-Z-wide DEIB events
- 2 Leadership trainings on embedding DEIB priorities across the employee experience

Meaningful Interactions

- 1200+ posts/comments in the Lexia ERG Teams channels
- 829 participants across DEIB events
- 114 Cambium Assessment employees actively engaging in ERG initiatives
- 86 employees actively engaging in DEIB councils/committees
- 28 Lexia ERG leaders and executive sponsors
- 25 Cambium Assessment ERG leaders and executive sponsors



“Infusing DEIB into the onboarding process allows for our new employees to witness first-hand our dedication to fostering a supportive and productive work environment, where members of our team grasp from the beginning that they are seen, valued, and supported, regardless of background or identity. As we uplift DEIB across Cambium, we enhance our creativity and innovation, leading us to more dynamic solutions and approaches to support the teachers, students, and families we serve in the K-12 community.”

Zach Shirley, Ed.D., CDP, CDE
Vice President of Diversity, Equity, Inclusion, and Belonging, Cambium Learning Group

Measuring what matters to our people.

At Cambium, we believe that our ability to succeed is tied to our ability to ensure our employees feel valued and heard. In 2023, we launched our **inaugural Cambium-wide Employee Experience Survey**. With participation from 2/3 of our employees, this initiative plays a central role in understanding our employees' needs and aspirations. It also provides the feedback we need to effectively shape our environment.

The survey highlighted our team's commitment to our purpose, pride in their work and desire to do more.

76%

of employees reported having meaningful career development conversations.

91%

of respondents expressed pride in working with Cambium.

92%

of Cambium's employees felt inspired by our purpose.



We are excited to use these insights and other data captured in the survey results to strengthen our ability to help people feel a sense of fulfillment at work.

Critical elements such as people experience programs, manager relationships and career development opportunities will benefit from the perspectives and voices of our employees captured through this survey.

Our intentional commitment to **inclusive hiring practices.**

Cambium employees' backgrounds and perspectives are invaluable for innovative problem-solving. By prioritizing representation and inclusion, we better equip our company to offer solutions at the intersection of greatest need and greatest opportunity in education.

To broaden our search for talented, passionate individuals, here's a glimpse into some of the 2023 hiring initiatives:

Gender-Neutral Job Descriptions

We aimed to remove gender bias language from all our job postings, ensuring they attract a wider pool of qualified candidates.



Interview Training Pilot

We piloted a recruitment learning session to equip our hiring managers and their teams with best practices for conducting fair and inclusive interviews.

Engaging our Stakeholders

We incorporated and partnered with education institutions such as Historically Black Colleges and Universities (HBCUs) and Hispanic-serving institutions (HSIs) in our recruitment efforts to expand our talent pipeline and attract a diverse workforce.



We recognize that talent comes in many forms. In 2023, we're taking a more intentional approach to our job postings, carefully considering whether specific degrees are essential or if equivalent experience can demonstrate the required skills and knowledge. This approach allowed us to reach a broader range of highly qualified candidates.



The transformative effect of our **remote-first approach.**

Among the most valuable insights from Cambium's 2023 inaugural Employee Experience Survey were two key perspectives from our staff: the importance our team places on having flexible work arrangements and the effectiveness of our efforts to support them in a flexible environment.

By adopting a remote-first approach, we foster geographically diverse teams that can focus talents and resources on enriching the learning experience for educators and students. This enables us to heighten our investment in innovative educational programs, advanced tools and resources while reinforcing our dedication to making impactful and meaningful differences in education.

2023 SURVEY HIGHLIGHTS

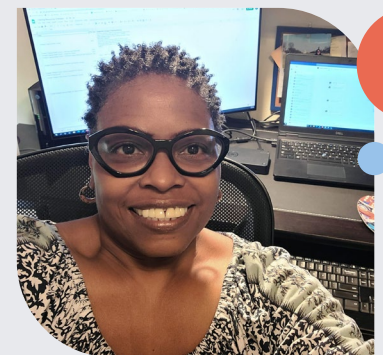
98% of respondents value our remote-first approach, signifying the importance of flexible work arrangements for our team.


95% of employees felt well-supported by our investment in remote-first resources and benefits, highlighting the effectiveness of our efforts to create a successful remote work environment.



98%

of Cambium employees worked from home in 2023.



A woman with braided hair, wearing a striped shirt, is smiling and giving a high-five to a student in a classroom. The background shows a calendar on the wall and other students at desks.

"I'm grateful to each of you in our K-12 education community. We are honored to support the critical work you do each day, moment by moment, to build a bright future for us all."

Ashley Andersen Zantop

Chairman and Chief Executive Officer | Cambium Learning Group



cambium[™]
L E A R N I N G G R O U P

Cambium Learning Group is the education essentials company, providing award-winning education technology and services for K-12 educators and students. With an intentional collection of respected global brands, Cambium serves as a leader, helping millions of educators and students feel more universally seen, valued and supported each and every day. In everything it does, the company focuses on the elements that are most essential to the success of education, delivering simpler, more certain solutions that make a meaningful difference right now.

The Cambium family of brands includes: Cambium Assessment[®], Lexia[®], Learning A-Z[®], ExploreLearning[®], and Time4Learning[®].



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