



TURNAROUND



To dramatically change the environment for the benefit of the children currently enrolled in the school. A campus implementing the turnaround model must meet the following federal requirements:

STAFFING



Replace the principal who led the school prior to commencement of the turnaround model

Use locally-adopted competencies to review and select staff; rehire no more than 50% of existing staff

SUPPORTS



Provide social-emotional and community-oriented services and supports for students

Provide ongoing, high-quality, job-embedded professional development

Create operational flexibility to fully implement a comprehensive approach to improving student achievement outcomes

School reports to a turnaround officer or leader

DATA



Use data to identify and implement an instructional program that is research-based and vertically aligned as well as aligned with State academic standards

Promote the continuous use of student data to inform and differentiate instruction

LEARNING TIME



Establish schedules and strategies that provide increased learning time for:

Core academic instruction;

Enrichment; and

Teacher planning and collaboration

QUESTIONS TO CONSIDER

How will the LEA select a new leader for the school, and what experience, training, and skills will the new leader be expected to possess?

How will staff replacement be executed—what is the process for determining which staff remains in the school and for selecting replacements?

What supports will be provided to staff being assigned to other schools?

What are the budgetary implications of retaining surplus staff within the LEA if that is necessary?

What is the LEA's own intervention and implementation capacity to execute and support a turnaround? What organizations are available to assist with the implementation of the turnaround model?

What changes in decision-making and operational policies and mechanisms (including greater school-level flexibility in budgeting, staffing, and scheduling) must accompany the infusion of human capital?