Campus Turnaround Plan Guidance Document

Turnaround Plan Definitions

Systemic Root Cause - A systemic root cause is a persistent and pervasive condition or reason that affects most levels of a campus (i.e., majority of grades, subjects, critical success factors, student groups, and staff members) and is identified as the primary factor leading to low performance.

Turnaround Initiative - A turnaround initiative is a systemic approach that comprehensively changes an academically unacceptable campus and produces significant and sustainable gains in achievement and a *Met Standard* rating within two years. The turnaround initiative addresses the systemic root cause through work across a majority of support systems and critical success factors.

Support Systems
Processes/Procedures
Organizational Structure
Communication
Capacity and Resources

Critical Success Factors
1) Academic Performance (Curriculum & Instruction)
2) Quality Data to Drive Instruction
3) Leadership Effectiveness
4) Increased Learning Time
5) Family/Community Engagement
6) School Climate
7) Teacher Quality

Outcome - The outcome of the turnaround initiative is how the systemic root cause will be resolved so that the campus shows significant and sustainable gains in achievement and a *Met Standard* rating within two years. It is what will be different, particularly in regards to the systemic root cause, as a result of the implementation of the turnaround initiative.

Turnaround Plan Development Team - The campus intervention team (CIT), which is comprised of the district coordinator of school improvement (DCSI) and professional service provider (PSP), should work with the campus principal and campus leadership team to develop the turnaround plan. Additionally, the CIT is responsible for ensuring that stakeholders are given the opportunity to provide input into the development of and written feedback on the turnaround plan. For more information regarding stakeholder input and feedback, please reference the Stakeholder Input and Feedback section of the Turnaround Plan Guidance document.