

7 Turnaround Principles

- 1. Providing Strong Leadership by:** (1) reviewing the performance of the current principal; (2) either replacing the principal if such a change is necessary to ensure strong and effective leadership; or demonstrating to the SEA that the current principal has a track record in improving achievement and had the ability to lead the turnaround effort; and (3) providing the principal with operational flexibility in the areas of scheduling, staff, curriculum, and budget.
- 2. Ensuring that teachers are effective and able to improve instruction by:** (1) reviewing the quality of all staff and retaining only those who are determined to be effective and have the ability to be successful in the turnaround effort; (2) preventing ineffective teachers from transferring to these schools; and (3) providing job-embedded, ongoing professional development informed by the teacher evaluation and support systems and tied to teacher and student needs.
- 3. Redesigning the school day, week or year to** include additional time for student learning and teacher collaboration.
- 4. Strengthening the school's instructional program** based on student needs and ensuring that the instructional program is research-based, rigorous, and aligned with State academic content standards.
- 5. Using data to inform instruction for continuous improvement,** by providing time for collaboration on the use of data.
- 6. Establishing a school environment that improves school safety and discipline** and addressing other non-academic factors that impact student achievement, such as students' social, emotional, and health needs.
- 7. Providing ongoing mechanisms for family and community engagement.**