

Priority Recommendations / 2016-17 / District Turnaround Schools <input type="checkbox"/> All Turnaround Schools <input type="checkbox"/> Transformation Schools <input type="checkbox"/> Scale Up Schools	Turnaround Research Review	Turnaround Levers / Director of Leadership	Comparison District Findings	Scale Up Evaluation / TNTP Findings	District Strategic Team Proposals	Evidence Support
Form a district Transformation Team that is provided autonomy and that reports directly to the Superintendent of Schools to impact turnaround school initiatives in a direct and timely manner.	◆	◆	◆	◆	◆	Strong
Ensure that strong leaders are in place at all turnaround schools. Provide prospective leaders with a competency inventory to ensure that they are good fits to complete “turnaround” initiatives.	◆	◆	◆	◆	◆	Strong
Ensure that each school has high performing teachers. Evaluate current staff and retain top teachers. Recruit and hire high performing teachers who show potential to work in turnaround schools.	◆	◆	◆	◆	◆	Strong
Provide a competitive retention and recruitment bonus for instructional staff and maintain the current school performance bonus for teachers at \$2,000 (maximum).		◆	◆	◆	◆	Some
Provide principals and staff with a greater degree of autonomy to design and adapt the curriculum and instructional day to meet student needs, under the guidance of the Director of School Transformation.	◆	◆	◆	◆	◆	Strong
Provide an extended school day and additional “extended learning” funding to support the needs of students who require additional intervention. Provide additional materials, training as needed.	◆	◆		◆	◆	Strong
Build an advanced progress monitoring data system that is more personalized to each student’s needs and uses an assessment tool that provides real-time data to schools to inform instructional decisions.	◆	◆		◆	◆	Strong
Develop a tiered coaching model that provides on-site Learning Coaches to support newer teachers with coaching from master teachers. Establish model classrooms. Consider compensating coaches.	◆	◆		◆	◆	Strong
Provide extensive training for school staff on engaging families in learning-centered activities related to the Dual-Capacity Workshop framework from Dr. Karen Mapp (Harvard University).	◆	◆		◆	◆	Strong
Implement a substantial compensation package as a way to attract and retain the best teachers and school leaders. Connect compensation to extended day, professional development, bonus structure, etc.		◆	◆	◆	◆	Some
Increase the existing retention and recruitment bonus for instructional staff to \$5,000. Require five additional teacher professional development days and compensate teachers at their hourly rates.		◆	◆	◆	◆	Some
Increase the student day to 7.5 hours to accommodate flexible instructional model, student intervention and recess time. Increase teacher day to 9 hours and compensate teachers at their hourly rates.	◆	◆	◆	◆	◆	Strong
Develop a unique, instructional model that provides for planning, differentiation, academic rigor and enrichment. Provide teachers some flexible planning time so time can be logged off-site, after hours.	◆	◆	◆	◆	◆	Strong
Maintain current staffing model for support staff (social worker, guidance counselor, and psychologist) and commitment to restorative practices and alternatives to suspension in support of school climate.		◆		◆	◆	Some
Provide increased staffing resources and greater flexibility to each school. Reduce the number of paras at each school and provide school staff with greater autonomy to use paras in support of instruction.		◆		◆	◆	Some