

Transformation Model

Focus Area 1: Curriculum and Instruction	
REQUIRED	Provide ongoing, high-quality, job-embedded professional development
	Use data to identify and implement an instructional program that is research-based, vertically aligned, and aligned with state standards
	Promote continuous use of student data (incl. formative, interim, summative to inform and differentiate instruction)
	Institute a system to measure changes in instructional practices resulting from PD*
	Conduct periodic reviews of the curriculum*
	Implement a schoolwide “response-to-intervention” model*
	Establish early warning system to identify at-risk students*
	Provide additional supports and PD to support students with disabilities and LEP students*
	Use technology-based supports and interventions as part of the instructional program*
	Increase rigor by offering advanced, early-college, or dual-enrollment program, or thematic learning academies*
Focus Area 2 : Teacher and Leader Effectiveness	
REQUIRED	Replace the principal
	Use a rigorous, transparent, equitable teacher and principal evaluation system designed with teacher and principal involvement and taking student data into account
	Identify and reward staff who have increased student achievement
	Implement human capital strategies to recruit, develop, evaluate, and retain staff (incl. financial incentives, promotion/growth opportunities)
	Provide additional compensation to attract and retain highly-skilled staff*
	Ensure that the school is not required to accept teachers without mutual consent of the teacher and principal regardless of seniority*
Focus Area 3: Extended Learning Time	
REQUIRED	Increase learning time
	Expand the school to offer full-day kindergarten or pre-kindergarten*
	Improve the transition from MS to HS*
	Increase graduation rates through credit recovery programs, SLCs, etc.*
Focus Area 4: Flexible Operating Conditions	
REQUIRED	Secure sufficient operational flexibility (incl. staffing, calendar/time, budgeting)
	Adopt a new governance structure
	Add strategies such as advisory periods*
	Implement approaches to improve school climate and discipline*
	Implement a per-pupil school-based budget that is weighted based on student needs*
Focus Area 5: Family and Community Engagement	
REQUIRED	Provide for ongoing family and community engagement
	Partner with parents, organizations, and others to create safe school environment and meet students’ social, emotional, and health needs*

*Not Required. Schools selecting the transformation model may also choose to implement these strategies.

Turnaround Model

Focus Area 1: Curriculum and Instruction	
REQUIRED	Provide ongoing, high-quality, job-embedded professional development
	Use data to identify and implement an instructional program that is research-based, vertically aligned, and aligned with state standards
	Promote continuous use of student data (incl. formative, interim, summative to inform and differentiate instruction)
Focus Area 2 : Teacher and Leader Effectiveness	
REQUIRED	Replace the principal and grant the principal sufficient operational flexibility (incl. staffing, calendar/time, budgeting)
	Use DPAS II or locally-adopted competencies to measure the effectiveness of staff who can work in a turnaround environment
	Screen all teachers and rehire no more than 50%
	Implement human capital strategies to recruit, develop, evaluate, and retain staff (incl. financial incentives, promotion/growth opportunities)
Focus Area 3: Extended Learning Time	
REQUIRED	Increase learning time
Focus Area 4: Flexible Operating Conditions	
REQUIRED	Adopt a new governance structure(internal unit or external lead partner with accountability), which includes, but is not limited to, requiring the school to report to a liaison of the Department or directly to the Secretary
Focus Area 5: Family and Community Engagement	
REQUIRED	Provide for ongoing family and community engagement

**Schools selecting the turnaround model may also apply strategies from transformation in addition to the required turnaround elements.