COMPETENCIES AND STRATEGIES OF EFFECTIVE SCHOOL TURNAROUND LEADERS

Research demonstrates that rapid school improvement hinges on strong leadership. School leaders who build and maintain momentum for rapid school improvement are an integral piece of the successful turnaround puzzle.

The "Four Domains for Rapid School Improvement: A Systems Framework" from the <u>Center on School Turnaround</u> describes key areas of focus and related practices to assist states, districts, and schools in turnaround efforts.¹ This infographic shares specific, research-based strategies turnaround leaders can use in order to support a comprehensive turnaround initiative.

Domain #2: Talent Development

 Set a compelling vision and clear goals.

 Engage and motivate a leadership team focused on student achievement.

Domain #1: Turnaround Leadership

 Identify and commit to 3 to 5 key priorities. Strategically hire staff with needed competencies to advance the school's turnaround goals.
Remove staff not working towards those goals.

 Offer professional learning that is clearly connected to the school's turnaround priorities and that includes both teachers and leaders.

> Develop and share clear expectations for the roles and responsibilities of all staff, including instructional and non-instructional positions.

Domain #4: Culture Shift

 Design systems and supports that reinforce high expectations, recognize student and staff effort, and celebrate accomplishments.

 Establish a safe and trusting environment by inviting (and acting on) staff, student, family, and community input.

 Mobilize outreach to families to assess needs and enhance participation in supporting student learning goals.

Domain #3: Instructional Transformation

- Provide time and set expectations for teachers to use data to drive instruction.
- Leverage knowledge and expertise in best instructional practices to ensure all students have access to the curricula and needed supports.
- Identify and address academic and nonacademic barriers to student learning, and provide opportunities for advanced learning.

¹The Center on School Turnaround. (2018). Four domains for rapid school improvement: Indicators of effective practice [The Center for School Turnaround at WestEd]. San Francisco, CA: WestEd.

