

# ESEA Flexibility Turnaround Principles

## Organized by the 5Essentials

### Effective Leadership

Provide 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 has the ability to lead the turnaround effort; and
- (3) providing the principal with operational flexibility in the areas of scheduling, staff, curriculum, and budget.

### Collaborative Teachers

Ensure 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.

### Ambitious Instruction

- Redesign the school day, week, or year to include additional time for student learning and teacher collaboration.
- Strengthen 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.
- Use data to inform instruction and for continuous improvement, including by providing time for collaboration on the use of data.

### Supportive Environment

Establish 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.

### Family & Community Engagement

Provide ongoing mechanisms for family and community engagement.