

Guidance on School Improvement Grants

TURNAROUND MODEL	
MUST	MAY
Replace the principal ➤ grant principal sufficient operational flexibility	Implement a new school model i.e.: ➤ Replace a comprehensive high school with one that focuses on science, tech, engineering and math (STEM)
Screen all existing staff* and rehire no more than 50% ➤ select new staff	
Implement strategies such as: ➤ Financial incentives ➤ Increased opportunities ➤ More flexible work conditions	
Provide on-going professional development aligned with school's program and designed with school staff	
Adopt a new governance structure such as hiring a "turnaround leader" who reports directly to the Supt or CAO OR Enter into a multi-year contract with LEA or SEA	
Use data to identify and implement a program that is research-based and aligned from one grade to the next and with State standards	
Promote continuous use of student data to inform and differentiate instruction	
Establish schedules and implement strategies that provide increased learning time	
Provide appropriate social-emotional and community-oriented services and support for students	

*staff includes all instructional staff, but LEA has discretion to determine whether or not "staff" also includes non-instructional staff

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Restart Model is converting a school or closing and reopening a school under a charter school operator, a charter management organization (CMO), or an education management organization (EMO) **that has been selected through a review process.**

RESTART MODEL	
MUST	MAY
Enroll, within the grades it serves, any former student who wished to attend the school	Allow the restart operator to take over one grade in the school at a time
Hold the charter school operator accountable for complying with the final requirements	Implement activities described in the final requirements with respect to other models

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TRANSFORMATION MODEL	
MUST	MAY
Replace the principal (unless in place for more than 2 years)	Provide additional compensation to attract and retain staff
Use rigorous, transparent, and equitable evaluation systems for teacher and principals that: <ul style="list-style-type: none"> ➤ Take into account data on student growth ➤ Designed and developed with teacher and principal involvement 	Institute a system for measuring changes in instructional practices resulting from professional development
Identify and reward school leaders, teacher and other staff who: <ul style="list-style-type: none"> ➤ Increase student achievement ➤ Increase high school graduation rates 	Ensure that a school is not required to accept a teacher without mutual consent of the teacher and the principal, regardless of the teacher's seniority
Identify and remove those who have not improved professional practices	Conduct periodic reviews
Provide on-going professional development aligned with school's program and designed with school staff	Implement a schoolwide "response-to-intervention" model
Implement strategies such as financial incentives, opportunities for promotion and career growth, more flexible work conditions that are designed to recruit, place and retain staff	Provide additional support and professional development to support students with disabilities and ensure that limited English proficient students acquire language skills to master academic content
Use data to identify and implement a program that is research-based and aligned from one grade to the next and with State standards	Use and integrate technology-based supports and intervention as part of the instructional program
Promote continuous use of student data to inform and differentiate instruction	Partner with parents and parent organizations, faith- and community-based organizations, health clinics, other State or local agencies
Increase learning time	Extend or restructure school day to add time ie. Advisory period to build relationships
Provide ongoing family and community engagement	Improve school climate and discipline ie. Positive behavioral supports
Give the school sufficient operational flexibility	Expand the school program to offer full-day kindergarten or pre-kindergarten
Ensure that the school receive ongoing, intensive technical assistance	Allow the school to be run under a new governance arrangement, such as a turnaround division within the LEA or SEA
	Implement a per-pupil school-based budget formula weighted based on student needs

	<p>In secondary schools:</p> <ul style="list-style-type: none">➤ Increase rigor by offering opportunities to enroll in advanced coursework, early-college high schools, dual enrollment program that prepare students for college and career➤ Ensure that low-achieving students can take advantage of programs and coursework➤ Improve student transition from middle to high school through summer transition program➤ Increase graduation rates ie. through credit recovery or re-engagement strategies➤ Establish early-warning systems to identify student who are high risk of failing or graduating
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